



TORONTO STAFF REPORT

January 10, 2003

To: Policy and Finance Committee

From: Chief Administrative Officer

Subject: Supplementary Report - CAO's Status Report on the Implementation of the Recommendations of the Final Report of the Task Force on Community Access and Equity

Purpose:

This report provides an update on the implementation of access, equity and diversity in the City of Toronto, taking into consideration the submissions and motions made on November 14, 2002. In addition to providing an update on implementation, this report outlines the priorities for access, equity and diversity program implementation.

Financial Implications and Impact Statement:

There are no financial implications for the 2003 budget.

Recommendations:

It is recommended that:

- (1) the Chief Administrative Officer report at the end of 2003, on the implementation of the recommendations of the Task Force on Community Access and Equity based on the timetable outlined in this report;
- (2) the City's Human Rights Awards include categories which recognize the contributions made by individuals/organizations to the Aboriginal community and the Lesbian, Gay, Bisexual and Transgender community and that these additions be undertaken within current program resources;
- (3) this report provide a foundation for the development of the City of Toronto's Plan of Action for the Elimination of Racism and Discrimination; and
- (4) the appropriate City Officials be authorized and directed to take the necessary action to give effect thereto.

Background:

At its April 2002 meeting City Council considered and approved the CAO's Status Report on the Implementation of the Final Report of the Task Force on Community Access and Equity (Clause 7, Report 6, Policy and Finance Committee) recommending that the City's Community Advisory Committees and Working Groups on Access, Equity and Human Rights provide comments.

On November 14, 2002, the Policy and Finance Committee heard submissions on the CAO's Status Report from the Community Advisory Committees, Working Groups and community organizations. The Policy and Finance Committee referred all submissions and the motions pertaining to this matter to the Chief Administrative Officer for a report.

Comments:

Context

The Report of the Task Force on Community Access and Equity which was adopted by Council in December 1999 provided a mechanism for the harmonization of access, equity and diversity policies and programs from the former municipalities and a framework for future policy and program direction.

The 97 recommendations contained within the Final Report of the Task Force are comprehensive and involve all City Departments. By the end of this term of Council in November 2003, many of the specific actions in the recommendations would have been completed, and many of the actions that have been initiated are being integrated into the ongoing activities of City Departments. This process will be formalised in the future through the preparation of Departmental Action Plans to be submitted in 2004, and the development and implementation of the Plan of Action for the Elimination of Racism and Discrimination, which would commence in 2003.

The submissions provided to the Policy and Finance Committee on the Chief Administrative Officer's Status report on the implementation of the Task Force recommendations should be considered within the context of the overall implementation of access, equity and diversity initiatives in the City of Toronto.

With the adoption of the Task Force recommendations in 1999, the Community Advisory Committees and Working Groups were established and these bodies have provided Council with recommendations on a range of specific issues.

Council has also responded to emerging social and economic changes affecting City residents, such as the findings of the Ornstein Study and the United Nations World Conference Against Racism, which resulted in Council's resolution to develop the Plan of Action for the Elimination of Racism and Discrimination. In addition, the *Ontarians with Disabilities Act* requires that municipalities prepare and report on their accessibility plans.

The following chart outlines the transition from the implementation of the recommendations of the Task Force on Community Access and Equity to the on-going preparation and submission of Access and Equity Action Plans, and the preparation of a Corporate Plan of Action for the Elimination of Racism and Discrimination.

A. Task Force on Community Access and Equity	B. Access Action Planning	C. Plan of Action for the Elimination of Racism and Discrimination
<ul style="list-style-type: none"> - December 1999 Council's approval of Task Force recommendations - April 2002 Status report on implementation, 2000 – 2001 - December 2003 Report on implementation, 2003 	<ul style="list-style-type: none"> - June 2003 Access action planning guide - December 2003 Submission of 2004 departmental action plans 	<ul style="list-style-type: none"> - March 2001 Council's approval of the development of the Plan of Action - May – November 2002 Consultation phase and release of consultation report in November - April 2003 Plan of Action reported to Policy and Finance Committee

Development and implementation of access, equity and diversity initiatives

This report was compiled by an inter-departmental staff team based on information provided by City Departments. This report is presented in two parts. Part A outlines major City-wide access, equity and diversity initiatives in 2003; and Part B comments on the issues raised by the submissions to the November 2002 meeting of the Policy and Finance Committee on the CAO's Status Report.

Appendix 1 provides an updated version of the status report previously submitted to Council in April 2002 .

A. 2003 - City-wide access, equity and diversity initiatives

Aside from the on-going implementation of various programs and initiatives that have been integrated into departmental activities, there are a number of City-wide initiatives which will be underway during 2003. These City-wide access, equity and diversity initiatives reflect the broad context of access, equity and diversity implementation.

2003 Initiative	Responsibility	2003 schedule
1. Plan of Action for the Elimination of Racism and Discrimination	CAO	April – report to Policy and Finance Committee
2. Access action planning	CAO	June – completion of planning guide December – submission of 2004 departmental action plans
3. Auditor General’s report on the implementation of the recommendations of the Final Report of the Task Force on Community Access and Equity	Auditor General	February-March – review of terms of reference and workplan with Council Reference Group
4. Employment equity workforce survey	Human Resources and all departments	February – workforce survey initiated December – projected completion of survey
5. Accessibility plan required by the <i>Ontarians with Disabilities Act</i>	CAO, Urban Development Services and Corporate Services	June – guide available September – municipality to report to Government of Ontario
6. Access, equity and diversity training program	Human Resources and CAO	February-March – program planning April-May– training program initiated with elected officials
7. 2003 report on the implementation of Task Force recommendations	All departments	December
8. Diversity Advocate’s workplan	Diversity Advocate CAO staff provide support	June 2003 – diversity report card Two meetings per year with Community Advisory Committees and Working Groups
9. Community participation in advisory committees	CAO	Each advisory committee and working group meets four times a year
10. Access and Equity Grant Program	CAO	May – allocations report

The following describes each of the initiatives that will be undertaken in 2003.

(1) Plan of Action for the Elimination of Racism and Discrimination

In responding to the Ornstein Study on ethno-racial inequality and the United Nations World Conference Against Racism, the Plan of Action for the Elimination of Racism and Discrimination will take a holistic approach. Actions taken to eliminate racism will be more effective if they are part of a strategy which addresses issues of race as well as those of ethnicity, faith, gender, disability and immigrant and refugee status, Aboriginal issues, lesbian, gay, bisexual and transgender issues and issues affecting all human rights protected groups covered by the City's Non-discrimination Policy.

The report on the consultations on the Plan of Action, "*Just do it!*" released in November 2002 identified seven strategic directions for the City: political leadership, advocacy, economic participation, public education and awareness, service delivery, building strong communities and accountability. This Consultation Report was prepared by a Council Reference Group composed of the Chairs of the Council Advisory Committees and Working Groups on Access Equity and Human Rights. The Council Reference Group has referred the Consultation Report to the Chief Administrator's Office to be used in the preparation of the Plan of Action. This Plan of Action will be reported to the Policy and Finance Committee in April 2003.

(2) Access action planning (Task Force recommendation 77)

A guide will be developed in the spring of 2003. The guide will be prepared as a tool for City Departments, Agencies, Boards and Commissions to prepare their Access Action plans for submission to Council. These Access Action plans will set out objectives, indicators, timelines and resource allocation related to access, equity and diversity initiatives.

(3) Auditor General's report on the implementation of the recommendations of the Final Report of the Task Force on Community Access and Equity (Task Force recommendation 85)

The Task Force recommendations addressed the need for accountability through the preparation of an audit report on the performance by the City in achieving its access, equity and human rights goals. The Task Force recommended that an audit report be prepared for each term of Council. The proposed terms of reference and workplan will be reviewed with the Council Reference Group made up of the Councillors who chair the Community Advisory Committees and Working Groups. The terms of reference of the audit will be reported through the Audit Committee.

(4) Employment equity workforce survey (Task Force recommendations 48, 49 and 50)

Implementation of the City's employment equity survey was piloted with Toronto Fire Services as this survey was required as part of the Minutes of Settlement between the City of Toronto and the Ontario Human Rights Commission. The Toronto Fire Services survey was completed in 2001 and its results were submitted to the Commission in March 2002.

It is expected that the employment equity survey of the rest of the City workforce will begin in February 2003 and will be completed by the end of the year. A communication plan has been prepared. It includes messages to all staff from the CAO announcing the survey and the delivery of information sessions and kits for managers. Staff are in discussions with Locals 416 and 79 regarding endorsement of the survey. It is estimated that the data analysis will be done by January 2004, and that a report on the survey will be completed by Spring 2004. Departments will use the survey results to develop employment equity plans. The survey data will also be used to analyse issues of wage equity and gender equity among all the designated groups.

(5) Accessibility plan

The *Ontarians with Disabilities Act* requires municipalities, the Government of Ontario and the broad public sector, including public transit organizations to develop accessibility plans to make their buildings, programs and services more accessible to people with disabilities. The Act also includes amendments to the *Highway Traffic Act*, the *Human Rights Code*, the *Municipal Act*, the *Municipal Elections Act*, the *Planning Act*, and the *Social Housing Reform Act*. Many of these amendments have a direct impact on the City of Toronto.

Council has already directed the Chief Administrative Officer to develop a guide that incorporates the legislative requirements of the *Ontarians with Disabilities Act* with performance indicators to facilitate all Departments, Agencies, Boards and Commissions to prepare accessibility plans. The City has been implementing a number of initiatives with respect to accessibility for people with disabilities. Corporate Services (Facilities and Real Estate Division) in conjunction with Urban Development Services is preparing Accessibility Design Guidelines, a best practices document with reference to principles of universal design, which will be submitted to Council for consideration in early 2003. The City has already established a Community Advisory Committee on Disability Issues, which is required by the Act to advise municipalities on the accessibility plan.

Municipalities are required to report their accessibility plans to the Government of Ontario in September 2003.

(6) Access, equity and diversity training program

Training is a useful tool to build staff and organization capacity to integrate access, equity and diversity in the work of the City and its Departments. A training program will be initiated with elected and senior officials in 2003. The needs of elected officials, staff and Departments for access, equity and diversity training vary and include sensitivity training to in-depth and advanced training, depending on their responsibilities. Program review and planning which involves a needs assessment has been initiated to inform the planning, design and delivery of the access, equity and diversity training.

(7) 2003 report on the implementation of Task Force recommendations

The CAO will prepare a report on the implementation of the Task Force recommendations in 2003 with the input of all City Departments by the end of the year. This report will indicate the

City's accomplishments in access, equity and diversity in the current term of Council and directions for the continuation and integration of access, equity and diversity in the new term of Council, taking into consideration the implementation of the Plan of Action for the Elimination Discrimination and Access Action Planning process by City Departments.

(8) Diversity Advocate's Workplan

The CAO staff provide support to the City's Diversity Advocate, Councillor Sherene Shaw in carrying out the mandate as the City's primary spokesperson and advocate on diversity issues. The Diversity Advocate holds two consultative meetings a year with the City's Community Advisory Committees and Working Groups. A significant activity in the Diversity Advocate's workplan, which is also a recommendation in the Task Force on Community Access and Equity (recommendation 81), is to produce a consolidation of access and equity measures in a report card format. The Diversity Advocate also acts as Chair of the Council Reference Group for the Plan of Action on the Elimination of Racism and Discrimination.

(9) Community participation in advisory committees

The five Community Advisory Committees (Aboriginal Affairs; Disability Issues; Lesbian, Gay, Bisexual and Transgender Issues; Race and Ethnic Relations; and Status of Women) and four Working Groups (Immigration and Refugee Issues; Language Equity and Literacy; and Elimination of Hate) are mechanisms for community input and participation. Chaired by Members of Council, they provide advice to Council regarding the City's policy and program development. Meetings are held four times a year.

(10) Access and Equity Grant Program

The objectives of the Access and Equity Grant Program are to maintain a race relations infrastructure, to strengthen a positive race relations climate and to promote respect and value for the multicultural and multiracial character of Toronto. Community organizations receive funding for advocacy activities, public education programs, community development activities and programs for combatting hate activity. Given limited resources, the Access and Equity Grants Program maintains its focus on anti-racism and anti-hate and has not been extended to cover issues of all human rights protected groups. The work involved in administering the grants program includes the review and analysis of applications, outreach and assessment, allocations recommendations, monitoring and follow-up, community liaison and reporting to Council. In 2002, 64 organizations received funding support through this program.

B. Responses to key issues in submissions and motions

The deputants made a number of proposals regarding the CAO's Status Report on the Implementation of the Recommendations of the Final Report of the Task Force on Community Access and Equity. They discussed the need to strengthen accountability measures by establishing timelines and resource allocations, development of strategies to address Aboriginal issues, use of a gender lens in analysis, establishment of a Pride Award, workplace accommodation for people with disabilities, economic integration of immigrants, responsiveness

to cultural and spiritual traditions and delivery of access, equity and diversity training. The following is a summary of the City's responses to these issues:

(1) Accountability measures

The development of the access action planning guide, the 2003 implementation report and the Auditor General's report described above are vehicles for establishing accountability. In addition, the Advisory committees are meeting with departments on an on-going basis on specific programs and activities.

(2) Resource allocation

The City takes an integrated approach to addressing issues of access, equity and diversity. All City departments are expected to integrate access, equity and diversity initiatives in their regular operations, and implement the Task Force recommendations within existing budgets. Notwithstanding budgetary constraints, City Departments have allocated resources to implement the recommendations of the Final Report of the Task Force on Community Access and Equity. They have also used the results of the Ornstein study on ethno-racial inequality in program planning and implementation. The approach taken by the City is to implement the Task Force recommendations within existing budgets, and to seek resources, where appropriate, by exploring partnership opportunities with other levels of government.

(3) Aboriginal affairs

With respect to the issues of Aboriginal self-determination and development of an Aboriginal Office, the CAO staff will build on the initial research done for the Task Force on Community Access and Equity and continue to identify models that exist in Canada. These issues will be examined in the context of an Urban Aboriginal Strategy, and in consultation with the Community Advisory Committee on Aboriginal Affairs and the Aboriginal Community Council of Toronto.

Toronto's Economic Development Strategy, adopted by Council in August 2002, promotes cultural and socio-economic diversity. Enterprise Toronto has taken steps to address urban Aboriginal economic development issues and has begun to establish working relationships with Aboriginal agencies, such as Miziwe Biik Employment and Training, Aboriginal Economic Renewal Initiative (AERI) as well as related departments of other orders of government. For 2003, Enterprise Toronto has developed a work plan to build a stronger relationship with Toronto's Aboriginal business community and to ensure the Aboriginal community's participation in Toronto's expanding entrepreneurial community. (For details, see Appendix 1, recommendations 10, 11 and 12)

With respect to establishing a process for the recognition and contribution of the Aboriginal community, the CAO staff will hold discussions with the Culture Division and the Native Canadian Centre.

(4) Analysis based on gender and intersection of diversity

In the Plan of Action for the Elimination of Racism and Discrimination, the CAO will consider including a gender-based analysis tool to examine the differential impacts of any given policy, service and program on males and females, and a tool to analyze how different kinds of diversity intersect and impact on individuals and communities, such as the compounding effects of gender, gender identity, race disabilities, etc., on the development of policy, programs and services to address all forms of discrimination and their complexities. Gender-based analysis and intersection of diversity will also be considered in the review and planning of access, equity and diversity training.

Some City Departments/Divisions have already incorporated a gender-based analysis and intersectionality in their work. For instance, in Toronto Public Health, staff are encouraged to apply a multi-dimensional lens, including gender based on age and cultural, economic and social situations when implementing the Public Health Access and Equity Policy Framework. Many public health promotion strategies are directed at women and require a range of strategies that recognize and respond to the diversity of women and the systemic barriers that women face. The approaches and experiences of Toronto Public Health provide a useful reference for the development of the Access Action Planning guide and the Plan of Action for the Elimination of Racism and Discrimination.

(5) Inclusion of lesbian, gay, bisexual and transgender/transsexual communities

The thirtieth anniversary of the passage of Toronto's non-discrimination policy to provide protection on the basis of sexual orientation will be celebrated in 2003. As one of the initiatives to celebrate the anniversary, it has been recommended that the City establish a Pride Award to recognize the contributions made to improve the status of the Lesbian, Gay, Bisexual and Transgender/Transsexual communities, as proposed by the Advisory Committee regarding the implementation of recommendation 33.

The City's diversity framework is inclusive of all groups and communities. The City acknowledges that all Departments need to demonstrate that they are inclusive of all communities in their communication, training and service delivery. In Toronto Public Health, for instance, a number of programs are undergoing redesign, incorporating access and equity values and principles, including respecting the diversity of lesbian, gay, bisexual and transgender (LGBT) individuals and populations. For example, program redesigns in child health, reproductive health and sexual health programs have examined assumptions about family structure, gender of parents and sexual health practices. Recognizing that the LGBT communities are under-served, Toronto Public Health works with these communities to ensure that their messages and approaches are inclusive of all gender and sexual identities. In addition,

the Community Advisory Committee on LGBT Issues has been working with the Toronto Housing Company to expand the provision of housing for transgender people, LGBT seniors and youth.

(6) Accommodation for people with learning disabilities

The employment accommodation policy and accompanying guidelines are anticipated to be implemented in March 2003. The guidelines will include a section on the accommodation of individuals who have learning disabilities. Training and orientation will be delivered to the Human Resources managers and staff.

Staffing guidelines require that Human Resources staff and managers make all job applicants aware that the City will accommodate their needs, including those of disabilities during the selection process and that applicants should make their needs known. The City's external and internal job board as well as any media advertisements will include such statements. The employment accommodation policy will also outline to employees the process for making their accommodation needs known. City employees have access to an employee assistance program as well as counsellors in the Career Centre who can help employees identify appropriate resources regarding their learning disabilities.

(7) Immigrants' access to employment and economic integration

The City recognizes that it has a role in facilitating immigrants' access to employment and economic integration. The Social Services Division has service agreements with a number of community agencies that provide skills training and employment planning and preparation programs. Some of these agreements have been developed to address the needs of the internationally educated professionals who are Ontario Works clients. Through the employment placement program, Social Services is able to offer financial incentives to employers to provide placement to Ontario Works clients, including those who do not have Canadian work experience. Through Social Services, clients can access funds to have their credentials assessed. Social Services is also implementing new innovation programs for multi-barriered clients through community participation. Some of these programs offer specialized support to newcomers and internationally educated professionals who are Ontario Works clients to enhance employment planning and preparation.

Work experience gained outside of Canada is evaluated for equivalency. City job postings do not use a requirement for Canadian experience to exclude applicants. Guidelines for ensuring a fair selection process of job applicants are provided to human resources consultants and managers. Credentials are only used when required by law or as a bona fide occupational requirement. Applicants who have foreign credentials are allowed time to get the credentials assessed.

Departments/divisions use specific outreach methods to reach culturally and linguistically diverse groups of applicants. For example, Works and Emergency Services Department and Economic Development, Culture and Tourism Department use ethno-specific media. Community and Neighbourhood Services Department and Economic Development, Culture and Tourism

Department hold open houses in various communities. Human Resources Division staff attend community events and make presentations on the City's hiring process. The City's Multilingual Services Policy guides Departments in reaching culturally and linguistically diverse groups through the use of various languages in their communication and outreach initiatives.

Toronto Public Health has hired staff who have valuable knowledge and experience of the cultures and integration issues of immigrants. Staff speak approximately 30 languages to serve immigrants in programs such as the Peer Nutrition Program, Healthy Babies Healthy Children Family Home Visitor Program, Dental and Oral Health Program and the TB Prevention and Control Program.

The Economic Development Division, through its Employment Revitalization Program in partnership with the federal government, targets communities impacted by declining employment and under-utilization of local resources. Staff assist communities to develop and implement a revitalization strategy that can meet the needs of that neighbourhood. Local labour partnerships are developed to address imbalances between supply and demand (unfilled jobs and high unemployment), gaps and barriers in recruiting, hiring or retaining employees, and to assist with labour force adjustment, job skills training, mentoring and accreditation.

The Human Resources Division in conjunction with CAO staff is developing a mentoring program proposal. Staff are exploring resources and partnership opportunities regarding the mentoring program.

(8) Review of Zoning Bylaws and barriers to cultural and spiritual practices

Urban Development Services Department has allocated staff resources to the review of Zoning Bylaws project and will ensure that staff are aware of the recommendations in the submissions on cultural and spiritual practices that are applicable to the development of the bylaws.

Specific issues raised included the request to the City to fund the construction of a crematorium on the banks of Lake Ontario to serve the needs of people from the Hindu faith. As well, the Aboriginal community has raised issues regarding the protection of traditional burial grounds. The City is not in a position to fund a crematorium. Crematoria are under the jurisdiction of the Province through the Cemeteries Act and their establishment requires the issuance of a licence and the consent of the Registrar under the Act. City staff can help facilitate further discussion on this between the Province and the community.

(9) Space for community-based programs

Council has requested the Commissioner of Community and Neighbourhood Services and appropriate staff to establish standard criteria to determine the eligibility of community groups to access City space at below market value.

Council also specified that the criteria are to be limited to those organizations that serve City

residents, support City objectives and have mandates that are not the responsibility of other orders of government. These criteria will be a part of the City Policy on City-owned Space Provided at Below-Market Rent. All user groups, including existing groups, will be measured against the criteria at the implementation stage. The Commissioners of Community and Neighbourhood Services and Economic Development, Culture and Tourism will report back to the Administration Committee on the activities required to implement the City Policy on City-owned Space Provided at Below-Market Rent in early 2003.

Through the Urban Development Services Department, the City is also working with the Toronto District School Board to coordinate lists of groups seeking affordable space. This initiative is intended to appropriately accommodate as many groups as possible within publicly owned space.

(11) City grants

Community groups have requested the City to increase the budget allocations for grants. The consolidated grants budget for all the City's grants programs was increased by 1% for economic factors in 2002. The consolidated grants budget request included \$500,000 for harmonization although this was not approved by Council in 2001 or 2002. Consequently, the demand for grants from Breaking the Cycle of Violence and Access and Equity, in particular, continues to exceed the Council approved budget. The recommended 2003 budget by the Executive Management Team does not include an increase to the grants program.

The issue of developmental funding for new groups continues to be of particular concern in the context of access and equity. The City has no developmental funding mechanism or program. Some communities have identified this as an access to city grants issue. Staff reported on this to the Community Services Committee in November 2001 and were directed to submit a program request to the Grants Sub-Committee. However, a new program to provide developmental funding of new groups has not been approved.

The Ornstein study has been integrated into the equity framework used to prioritize new requests for funding under the Community Services Grants and Breaking the Cycle of Violence Grants Programs. An analysis of the allocation of funds during the 2002 cycle shows that the percentage of increase in the 2002 Community Services Grants Program to programs and services for equity seeking groups was 59%. The annual review of funded agencies shows that agencies are increasing their response to the need for access and equity policies and procedures.

Conclusions:

The commitment made by the City to the implementation of the recommendations of the Final Report of the Task Force on Community Access and Equity sends a clear message that the City values diversity and recognizes the need to take leadership in realizing the goals of access, equity and diversity. The Community Advisory Committees, Working Groups and community organizations have provided valuable input on the implementation of the Task Force recommendations and will inform the preparation of departmental action plans and the on-going implementation of programs.

Contacts:

Ceta Ramkhalawansingh
Manager, Diversity Management and Community Engagement
Strategic and Corporate Policy/Healthy City Office
Tel: 416-392-6824
Fax: 416-696-3645
e-mail: cramkhal@toronto.ca

Rose Lee
Coordinator, Diversity Management
Strategic and Corporate Policy/Healthy City Office
Tel: 416-392-4991
Fax: 416-696-3645
e-mail: rlee@toronto.ca

Shirley Hoy
Chief Administrative Officer

Rosanna Scotti
Director, Strategic and Corporate
Policy/Healthy City Office

Attachment:

Appendix 1 – January 2003 – Updated Report on the Implementation of Recommendations of the Final Report of the Task Force on Community Access and Equity adopted by City Council, December 1999

Recommendation	Department Responsibility	Status of Implementation	Comments
<p>advise City Council, its agencies, boards and commissions, and advocate to external bodies on removing barriers that restrict human rights protected groups from participating in public life and achieving social, cultural, economic and political well being.</p>	<p>Office.</p>	<p>ongoing.</p>	<p>two me commo Plan of advice</p> <p>The cor</p> <ul style="list-style-type: none"> • Pov • Ho • Pub • Yot • Emj • Poli • Edu • Pub <p>During advocac Advisoi the dev</p> <ul style="list-style-type: none"> • San • The • Hur • Equ • City • City <p>1. The</p> <ul style="list-style-type: none"> • Ider • Offi • hou • Hel • in n • Exp • curr <p>2. The</p> <ul style="list-style-type: none"> • Est • Act • Rec • outr • stati

Recommendation	Department Responsibility	Status of Implementation	Comments
			<ul style="list-style-type: none"> • Rec Trai • Initi the <p>3. The</p> <ul style="list-style-type: none"> • Req fully • Adv stro Pro • Rec acc this • Pro issu the whc <p>4. Lesl</p> <ul style="list-style-type: none"> • Ider as p thes • Rev Sex Wor • Rev • Esta pror <p>5. The</p> <ul style="list-style-type: none"> • Esta Tor imp Poli • Req righ to p City • Cor Adr assi

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>Sud</p> <ul style="list-style-type: none"> • Cor regē chil Update/ • In a Cor con Agē
(4) That the community advisory committees include: individuals who work in community agencies serving the human rights protected groups; individuals with technical expertise; and, that the membership represent all regions of the city, and reflect the diversity of the city's population.	Chief Administrator's Office.	Implemented.	The me the rep See rec
(5) That the community advisory committees on access, equity and human rights report to City Council through the appropriate Standing Committees on issues within the mandate of the Standing Committees, and to the Policy and Finance Committee for issues which are strategic in nature.	Chief Administrator's Office.	Implemented.	See rec
<p>(6) The members of the city-wide access, equity and human rights community advisory committees be recommended for appointment by the Nominating Committee using the existing Council Policy for Citizen Appointments and, for the initial appointments, the Nominating Committee conduct the interview process using community persons nominated by the Task Force on Community Access and Equity;</p> <p>(a) The guidelines developed by the Task Force for appointments to these advisory committees be considered in making these appointments;</p> <p>(c) The term for the initial appointments to these advisory committees continue until the end of the next term of Council.</p>	Chief Administrator's Office.	<p>Implemented.</p> <p>Implemented.</p> <p>Implemented.</p>	The in October
(7) That City Council provide for at least one Member of Council to serve on each of the five city-wide access, equity and human rights	Chief Administrator's Office.	Implemented.	Appoin Update

Recommendation	Department Responsibility	Status of Implementation	Comments
community advisory committees.			Council meeting
(8) That City Council appoint a Member of Council as a special advocate on disability issues.		Implemented.	Council Disability disability Council May 20
(9) That the City provide sensitivity and awareness training and materials on access, equity and human rights issues to all persons involved with the municipal structure, including elected officials, emergency services personnel, staff, contractors and persons appointed to city committees.	All Departments.	Implementation ongoing.	Comm Childre anti-rac staff, b Inciden racism inciden guide d about v Toront and an Board c and exi and Di Resourc incorpo Update/ The To present and Ec Curricu identific Regardi staff we into cor identitie ensure t redesign assump

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>Public I commu and sex In early through This inf</p> <p>The dev 2004. 7 effectiv gender</p> <p><u>Corpora</u> Human initiativ</p> <p>a) <i>Hun</i> emp b) <i>Mar</i> qua c) <i>Mar</i> offe d) <i>Trai</i> desi trair e) <i>Hun</i> <i>moa</i> thro f) <i>Info</i> righ g) <i>Hun</i> offic h) <i>Hun</i> Cou i) <i>Hun</i> to e j) <i>Hun</i> lang</p> <p>With re HR Dir intranet consulta selectio</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>is receiving attend disability</p> <p>A staff rights a ensure t respect</p> <p>Part of sessions conduct a com employ</p> <p>On an c human r princip are incl disabili process provide student make p policies</p> <p>The Er "Race r Managi</p> <p>Update/ Human Human respons delivere customi busines delivere</p> <p>In 2001 were cu Rights agencie 25 sessi</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>to their</p> <p><u>Econom</u> Museum All M informa expand Museum to deliv Additio Parks a be sens:</p> <ul style="list-style-type: none"> • City • Loc • Spe <p><i>C. Upd</i> <i>D. In</i> <i>Acc</i> <i>incl</i> <i>com</i></p> <p><i>E. Eac</i> <i>prel</i> <i>corp</i> <i>Par</i> <i>man</i></p> <p><i>F.</i> <i>G. In a</i> Centre free wo</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p><u>Finance</u> All Fin area of</p> <p>The Pu bidders Policy.</p> <p>Update/ Finance courses human All ma Materia City's Resourc Approp Revenu</p> <p><u>Works :</u></p> <ul style="list-style-type: none"> • Fou deli • The Emc righ • Fire • Ori hur • - - - <p><u>Urban I</u> Sensitiv rights is being d</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
	Development, Culture and Tourism.	ongoing.	<p>Toronto Aboriginal</p> <p>B. Staff w First Na</p> <p>Econom co-ordin 2001, th Achieve ordinati Enterpr</p> <p>As part commit Develop Aborigi</p> <p>As mer Force provinc Aborigi will att determi ICE C educati be wri conclus present follow togethe econom</p> <p>In 2002 City inc Service particip Aborigi</p> <p>In 200 commu</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>The 200</p> <p>There are</p> <p>Mills in</p> <p>Fort York</p> <p>Aboriginal</p> <p>Parks and</p> <p>delivery</p> <p>Boys and</p> <p>The All</p> <p>Forum</p> <p>at the F</p> <p>The 20</p> <p>initiative</p> <ul style="list-style-type: none"> • Con spea coo • Wo any busi (ong • Part (AE Abc of A (M quar • Incl pres (to l • Exp rela Sec (Lir link

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>of 2</p> <ul style="list-style-type: none"> • Incl sma (En • Wo stor acc Ent Sm enc (TA
<p>(13) The Chief Administrative Officer work with the Disability Issues Advisory Committee towards the establishment of an Office for Disability Issues.</p>	<p>Chief Administrator's Office.</p>	<p>Implementation initiated.</p>	<p>This re address</p> <p>The Co establis</p>
<p>(14) That City Council and City staff review all disability-related policies of former municipalities, and compile best practices to remove systemic barriers in employment, goods, services and facilities, and that City Council endorse these best practices.</p>	<p>All departments.</p>	<p>Implementation initiated</p>	<p><u>Comm</u> Toront that ap Public I</p> <p>Update/ Toront services a single visually Line S diversit</p> <p><u>Corpora</u> Human ensure incorpo Accom Illness :</p> <p><u>Econon</u> The em barriers</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>close by</p> <p>Touch-t particip Program Centre i</p> <p>Update/ City op lifts. In</p> <p>Tourism challeng Americ transpo Tourism organiz the nee Tourism encoura</p> <p>Tourism attracti catering C. At the report o incorpo barrier- 2000 ar</p> <p>The ba evaluate All con exchang Act (e.g D. E. F. Emerge Studies changes front lin</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>Update/ Finance counter</p> <p>Barrier York at the cou provisio newly r the City will be Facilitie Mills R free acc Avenue by the s</p>
<p>(15) That City Council authorize an external review of the policies and services and establish time lines for changing or improving the mobility and access of people with disabilities including all forms of transportation services in the city, including:</p> <ul style="list-style-type: none"> • adding streetscaping amenities (e.g., ramped corners with tactile warning strips, practical street door accesses, and enforcing clear paths on all pedestrian walkways); • installing specialized traffic signals (e.g., audio signals at which those users who cannot cross safely during the standard cycle timing can prolong the pedestrian walk cycle); • improving the services provided by the TTC, Wheeltrans and increasing the number of accessible taxicabs. <p>and this be referred to the Toronto Transit Commission and the Commissioner of Works and Emergency Services for consideration during the preparation of their respective business plans and capital spending priorities</p>	<p>Urban Development Services.</p> <p>Works & Emergency Services.</p> <p>Toronto Transit Commission</p>	<p>Ongoing implementation.</p>	<p><u>Urban I</u> In 200C the nun will rise applicat and ma than re comple <u>Works :</u> Streetsc Special: The Fir Solid W for peoj 4330 D studies</p> <p><u>TTC h</u> and imp</p>
<p>(16) That City Council establish TTY's in all departments, in public areas of City facilities and in the community and that this be referred</p>	<p>Corporate Services</p>	<p>Referred to the Commissioner of Corporate</p>	<p><u>Corpora</u> The Ci employ</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
to the Commissioner of Corporate Services for consideration during preparation of the Corporate Services Department's business plan.		Services.	<p>employ member public public projects</p> <p>G. Toront new and</p> <p>H. Parks & Comm Workin</p>
(17) That City Council continue to act as an advocate for the equal treatment of same-sex spouses.	<p>City Council.</p> <p>Chief Administrator's Office.</p>	Implemented	<p>Advoca</p> <p>The Ci licence 2001. 5</p>
(18) That City Council take steps to establish parallel pension benefits programs for same-sex spousal families and that these remain in place until other governments remove legislative prohibitions, and that no limits be set on retroactivity for these benefits.	<p>City Council.</p> <p>Corporate Services.</p>	Implemented	<p>Council families</p> <p>This an 1998 fo member</p>
(19) That work against hate activity include hate crimes and incidents motivated by racism, sexism, anti-Semitism, bigotry, or homophobia.	<p>Chief Administrator's Office.</p> <p>All Departments.</p>	Implemented.	<p>The bu annually</p> <p>The wo issue.</p> <p>The Ci (BTCV activity BTCV]</p> <p>Childre training recogni strategie</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>Toronto Officer diversity The Co Develop directec</p> <p>The Co proposi</p> <p>Econom in partn</p> <p>Update/ The Ct grants 1 adhered</p> <p>Emerge violenc</p> <p>Urban Approx consolid</p> <p>\$309,3</p>
(20) That the City request the inter- agency working group on hate activity to continue its work.	Chief Administrator's Office.	Implemented.	The Ch working working
<p>(21)</p> <p>(a) That, where required, City Council and City staff should work to establish inter-agency staff working groups to address specific problems;</p> <p>(b) that working groups be established on Language Equity and Literacy, and that the International Literacy Decade be extended for another decade to the year 2010;</p> <p>(c) that the working group on Employment Equity include the City's bargaining agents as well as community organizations.</p>	<p>Chief Administrator's Office.</p> <p>Chief Administrator's Office.</p> <p>Chief Administrator's Office.</p> <p>Corporate Services.</p>	<p>To be implemented as required.</p> <p>Initiated.</p> <p>Implemented.</p> <p>Initiated.</p>	<p>Corpora See rec</p> <p>Human CUPE Local 3 include manage be estab based w</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
(22) That the City vigorously implement the already-approved implementation strategy arising from the Urban Forum on Immigration and Refugee Issues.	All Departments.	Implementation ongoing.	<p>City Council</p> <ul style="list-style-type: none"> • affiliation and • protection • direction <p><u>Community</u> The S interdepe immigrat Immigrat</p> <p>Toronto and othe improvement scientific making communit options and acc</p>
(23) That, for the purpose of implementing City Council's policy on appointments to agencies, boards, commissions and special purpose bodies, the City will define "citizen" to include all persons who pay property taxes or who pay business taxes or who live within the boundaries of the City of Toronto, including permanent residents, refugees, refugee claimants and residents without homes.	<p>Chief Administrator's Office.</p> <p>City Clerk's Office.</p> <p>Community & Neighbourhood Services</p> <p>Economic Development, Culture and Tourism.</p>	<p>Implemented.</p> <p>Implemented.</p>	<p>Council Citizen Service Framework (1999). Qualific membe</p> <p>City Cl Clerk's nomina</p> <p>Update/ Recent to be q owner electors</p> <p><u>Commu</u> Toront Comm Local F reflectiv</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p><u>Economic</u> The grant Arts Se equity s</p> <p>Museum member</p>
(24) That the City use the foregoing definition of "citizen" in making appointments to agencies, boards, commissions and special purpose bodies, except where law requires Canadian Citizenship for an individual to serve as a member of these bodies.	<p>Chief Administrator's Office.</p> <p>City Clerk's Office.</p>	Implemented.	<p><u>Corporate</u> City Cl amends applicin</p>
(25) That the City remove the age restriction in making appointments to agencies, boards, commissions and special purpose bodies except where law requires an individual to attain a particular age to serve as a member of these bodies.	<p>Chief Administrator's Office.</p> <p>City Clerk's Office.</p> <p>Economic Development, Culture and Tourism.</p>	Implemented.	<p><u>Corporate</u> City Cl amends applicin</p> <p><u>Economic</u> Arts Se Cabinet</p> <p>Update/ Arts Se include:</p>
(26) That City Council advocate for changes to any law which creates barriers to civic appointments for persons who are residents or who pay property taxes or business taxes.	Chief Administrator's Office.	Implemented.	See rec
(27) That the Nominating Committee establish goals and timetables for increasing the diversity among persons it recommends for civic appointments.	<p>Chief Administrator's Office.</p> <p>Corporate Services.</p>	To be Implemented.	<p>See rec</p> <p><u>Corporate</u> City Cl and Hu includin to asses persons</p> <p>Update/ An inst groups</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			Purpose employ
(28) That City staff provide an annual report to City Council on the participation rates of the human rights-protected groups in appointments made to agencies, boards, commissions and special purpose bodies.	Chief Administrator's Office. Corporate Services.	To be implemented	See Rec
(29) That the City make resources available to facilitate members of the public in participating on advisory committees which City Council establishes and the advisory or management committees/boards of agencies, boards, commissions and special purpose bodies, including providing information in alternate formats, languages, attendant care, child care, and using accessible locations.	City Clerk's Office. All Departments.	Implementation ongoing.	<p><u>Corporate</u> City Cl</p> <p>Attenda the City Clerk's care se includir services</p> <p><u>Econom</u> Commu Toront dissemi contact that ens the Cult</p> <p><u>Urban I</u> The De sessions accessib commu and, in includir commu Divisio commu Langua</p> <p>Backgro provide closely Directic availabl persons the-pho</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p><u>Toronto</u> barriers particip</p> <p><u>Finance</u> the pub tax and</p>
<p>(30) That the communications strategies for municipal elections take account of the city's linguistic diversity and levels of literacy.</p>	<p>Corporate Services.</p>	<p>Implemented.</p>	<p><u>Corporate</u> City Cl Office j print. j Line S Spanish</p> <p>The 20 Multilin recogni</p>
<p>(31) That all graphic design, cultural programs and special events of the City reflect the diversity of the city's population.</p>	<p>All Departments.</p>	<p>Implementation ongoing.</p>	<p><u>Corporate</u> City Cl Corporate diversit graphic illustrat</p> <p>Corporate content Strategy that fut</p> <p><u>Communi</u> Toronto develop diversit the div</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>accessibility resources community</p> <p>Update/Toronto guidelines resources</p> <p><u>Economic</u> Economic multicultural photography speaks to</p> <p>Parks & Welcomes</p> <p>Arts Week annually performed</p> <p>The City community and Inuit</p> <p>Culture the diversity</p> <ul style="list-style-type: none"> • Black 200 • Music community • Scarborough Social • Annual early of the • Scarborough Community • Documentary community tour <p>Update/</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<ul style="list-style-type: none"> • In 2000, Black Flor • Mus refl It h the prog • Spe thos Son cult Cele Spe mul <p><u>Urban I</u> Graphic 1999. screen 1 life that clear la editing signs to Braille line.</p> <p><u>Works :</u> Fire Ser booths :</p> <ul style="list-style-type: none"> • Tor in 20 • Lun • Blac • Inte • Tak • Can • Eid • Cari • Gay • Min

Recommendation	Department Responsibility	Status of Implementation	Comments
	Works & Emergency Services		<p>Division of community</p> <p>Update/ In 2002 least have art exhibit Korean</p> <p>Museum as a Section of this population</p> <p><u>Works :</u> Fire Services Community in a number of staff with</p>
(33) That the City continue its awards and scholarship programs which recognize and contribute to the City's objectives regarding access, equity and human rights.	<p>Chief Administrator's Office.</p> <p>Economic Development, Culture and Tourism.</p>	<p>Implementation ongoing.</p> <p>Completed.</p>	<p>Seven Toronto</p> <p>Update/ Human November contribution Hubbar contribution</p> <p><u>Economic</u> In 2001 the Year community</p>
(34) That the City provide space in its press gallery for the "ethnic and community" media to help expand coverage of municipal issues and that this recommendation be referred to the Commissioner of Corporate Services for a report on its implications.	Corporate Services.	Implementation on-going.	<p>Press galleries outlets. All least pay an use of community receiving requiring and ethnic are no community</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
<p>(35) That the City maintain and enhance its multi-lingual capacity by encouraging staff to use the multi-lingual AT&T telephone service, providing printed materials in various languages, purchasing service agreements with community agencies, identifying and remunerating staff with language skills, and continuing to use in-house interpreters and community liaison staff.</p>	<p>Corporate Services. All Departments.</p>	<p>Implementation ongoing.</p>	<p>City Co policy 1 in deter Corpora City Cl in-hous provide translati interest makes Ward C Communi The Cl languag The Sc eligibili are tra newspa informa for div availabl the clie In 2001 system through sensitiv disabili and eva combat Throug initiativ access 1 to con homopl allocate various agencie Co-coo: the first</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>Terrorism such as lar...</p> <p>Regarding Framework use in e... appropriate identities Planning groups planning...</p> <p><u>Economic</u> Parks a in 17 la</p> <p><u>Works</u> : Emerge 2002 p through</p> <p>Fire Ser For Sol Update/ <u>Finance</u> recomm Revenu languag Langua directio Parking can be s</p> <p><u>Urban I</u></p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>Service Business</p> <p>UDS use initiative provision public records document language available UDS; a Chinese</p>
<p>(36) (a) That the City extend guidelines regarding anti-discrimination which govern the use of Nathan Phillips Square to all "civic squares"; and (b) that the City amend the Municipal Code accordingly.</p>	<p>Corporate Services. Legal.</p>	<p>Implemented. To be implemented.</p>	<p>Guidelines Community The Municipal The implementation Council</p>
<p>(37) That the City set annual targets for increasing the number of childcare spaces and their hours of operation.</p>	<p>Community and Neighbourhood Services.</p>	<p>Partially implemented.</p>	<p>Community Program continues The Charter for Child identify #70.</p>
<p>(38) That the City make housing services for refugees a priority.</p>	<p>Community and Neighbourhood Services.</p>	<p>Implementation ongoing.</p>	<p>Community Refugee continues refugee Shelter, Task Committee identify Shelter, community specific Community projects household</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
	Urban Development Services.		<p>this pop</p> <p><u>Urban I</u> Since th Force o number affordal single a Plan wi City of supply refugee delivery</p> <p>The Pa commu in Park to enha units in</p>
(39) That the Official Plan and the Social Development Strategy respond to the barriers and specific needs identified during the consultations held by the Task Force.	Community and Neighbourhood Services. Urban Development Services.	Implementation ongoing.	<p><u>Comm</u> The S immigr on ethn</p> <p>Consult Disabili</p> <p>Toront the gro at reduc health s</p> <p><u>Urban I</u> See rec It is p univers propose</p> <ul style="list-style-type: none"> • enh • the • havi • retro • build • enst
(40) That the Official Plan provide for recognizing	Urban Development	To be	See rec

Recommendation	Department Responsibility	Status of Implementation	Comments
the ethno-racial and cultural heritage and needs of the diverse communities in the city.	Services.	implemented.	Other discuss propose First Na
(41) That City Departments involve residents in program advisory committees to evaluate services and make sure that these processes include persons who are from the city's diverse communities.	All Departments.	Implementation ongoing.	<p>Comm</p> <p>Both th facilitat Subcon Torontc Health four ci express planning</p> <p>Torontc Associa services for who resource equity.</p> <p>Six loc Health develop from th Framew guide st Partner Update/ Many p effectiv diversit strategi screenin Submis literacy priority under-s prenata organiz 2002, T policy t promote</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>The fol Divisio Adviso Hunger Commu a refere</p> <p>The Re Also, c Isolated Rental commu</p> <p>Homes primary establis General seniors citizens Toronto</p> <p>Each H Home I Commi include particul Tower,</p> <p>Homes include commu fully in</p> <p><u>Econon</u> The Cu commit commu across particip</p> <p>The Cu commu</p> <p>Update/</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>A city being established.</p> <p><u>Works</u> : City Council Emergence</p> <p>The Recommendation advisor.</p> <p>Public Information for Sol business Options</p>
<p>(42) That the City continue recreation programs which are targeted to specific communities, including lifeguard training for black youth, special hours for Muslim women, and leadership training for youth from high-risk populations.</p>	<p>Economic Development, Culture and Tourism.</p> <p>Community and Neighbourhood Services.</p>	<p>Implementation ongoing.</p>	<p><u>Economic</u> The Panel respond</p> <ul style="list-style-type: none"> • “Sw • Work • Culture <p>Update/ Hockey background</p> <p><u>Community</u> The Youth</p>
<p>(43)</p> <p>(a) That the City review its zoning, building and fire regulations to address the barriers faced by Aboriginal people and other communities practicing cultural and spiritual traditions, and identify those regulations which fall under the mandate of other levels of government, and advocate for changes as required; and</p> <p>(b) that appropriate civic officials be requested to report further on these matters, including the provision of residential uses at places of worship and various burial traditions.</p>	<p>Urban Development Services.</p>	<p>To be implemented.</p>	<p><u>Urban Information</u> These issues:</p> <p>The review single cultural issues cultural provision public</p> <p>Statistical recor</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>In development of the Comprehensive Plan matter.</p> <p>The High-rise buildings serve the partially facilities of the Province help for</p>
<p>(44) That City Council adopt a set of accessibility guidelines for all City-owned buildings and other properties and that it determine accessibility gaps and implement an action plan to address these gaps.</p>	<p>Corporate Services. Urban Development Services. Other departments.</p>	<p>Implementation initiated.</p>	<p>Corporate Audits : Facilities building complex will be Section. The Accessibility with other Urban I City Pla is work date ac City-ow plan wi Training to advise accessil Design, permits</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>Capital Update/ No ger through the pro assistan</p> <p><u>Comm</u> Torontc Act (R. Mandat Health : facilitie standar Public program barriers</p> <p>All Ho shelters accessib</p> <p><u>Works :</u> Accessi Medica</p> <p>Fire sta</p>
<p>(45) That the City work to pro-actively respond to accessibility issues with architects and developers by seeking to enhance the legislated requirements under the Ontario Building Code and by more stringently enforcing them.</p>	<p>Urban Development Services.</p>	<p>Partially implemented.</p>	<p>See rec</p> <p><u>Urban I</u> The Mi review Buildin Ontario A train updated</p> <p>Staff m</p> <p>UDS st Accessi</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			2003). training how to possible Ontario Disabili
(46) That the City investigate means of augmenting the city's stock of affordable, accessible housing for people with disabilities, both privately and publicly-owned.	Community and Neighbourhood Services.	Implementation ongoing.	See rec <u>Commu</u> The To monitor Specific commu disabili Partners
(47) That the City modify its subsidies program to create portability which matches the need of the tenant with the disability, rather than the unit.	Community and Neighbourhood Services.	To be implemented.	
(48) That the City adopt an employment equity policy to achieve a workforce which reflects the population at all occupational levels of the City.	Corporate Services. All departments.	Implemented.	See rec Council consolic <u>Corpor</u> All job from de Senior) has bee commis policy & consiste Once t advisor membe seeking Update/ In the budget any one was de accomm

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>The di employ working accoun Assista help the</p> <p><u>Commu</u> Toront ensure hiring & require Babies</p> <p>The job Metro I Over 50 employ technol The job Ministr (Metro</p> <p>Update/ <u>Econon</u> Parks a plan of workfor</p> <p><u>Works :</u> For Fir opportu Recruit to assis events &</p> <p>Update/ In 2003 at the : connect groups web site</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>Emergence of community physical experience development participation career information with the experience</p> <p>Finance equity promotion the work</p>
<p>(49) That the City conduct additional workforce surveys as needed to assemble a complete database from which to monitor the ongoing participation of designated groups in the City's workforce.</p>	<p>Corporate Services.</p>	<p>Implementation initiated.</p>	<p>An employee and the Commission</p> <p>The plan completed</p> <p>Update/ The entire Minutes Rights success those employees and 84. survey submitted</p> <p>An update provide 19, 200</p> <p>It is an 2003. estimate Report</p> <p>Funds h</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			staff in implem Resource departm
(50) That, when the City establishes any new compensation and benefit programs for employees, it arrange for an independent "gender equity"/ "wage gap" analysis to determine the impact of new systems on the "wage gap".	Corporate Services.	Implementation initiated.	Wage a evaluati comple Update/ Classifi concern Local 7 The en necessa
(51) That the City establish "mentoring" and "job demonstration" programs to help individuals from groups who face barriers gain work experience, and that the City encourage and recognize employees who act as volunteers for these programs.	Corporate Services. Other departments.	Implementation initiated.	Corpora Human mentori Human Commi facilitat Internal Resource Human The Ci adminis of their often ru or repor Update/ Regardi will be have to Econon Parks a Mandel include Works : Emerge

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>the Me youth a program</p> <p>Recruit group n</p> <p>Solid W in non-t</p> <p>Update/ HR stat ordinati provide</p>
<p>(52) That the City offer specialised training programs to employees to enhance their language and literacy skills or to facilitate entry into "non-traditional" work, paying particular attention to employees whose first language is not English, or for whom technology and high literacy levels have not been occupational requirements.</p>	<p>Corporate Services.</p>	<p>Implementation initiated.</p>	<p><u>Corporate</u> The Or develop If an er develop literacy reimbur</p> <p>The En that em additior City tra better le</p> <p>Update/ When t guidelir orientat manage disabilit</p> <p><u>Works :</u> A proje jobs wi each di by a cc have cc traditior these w strategi</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
<p>(53) That Council allocate sufficient resources to accommodate employees with disabilities in the workplace so that their productivity and work experience parallels as nearly as possible that of their peers.</p>	<p>Corporate Services.</p>	<p>Ongoing.</p>	<p>jobs and The F accomn being c include Update/ The dra will inc disabilit independ include disabilit individu The Fac respect accessil develop issues. The Fa departm matters</p>
<p>(54) That the City's Fair Wage and Labour Trades Office continue to oversee the anti-discrimination requirement of the Workers' Rights Policy and that it update the grounds of anti-discrimination to include those covered by the Human Rights Policy.</p>	<p>Corporate Services.</p>	<p>Implementation ongoing.</p>	<p>The Ar which i</p>
<p>(55) That the City continue its employee working groups, as needed, on issues related to the designated groups to address emerging issues, and that they liaise with the relevant community advisory committees on an ongoing basis.</p>	<p>Chief Administrator's Office. Corporate Services.</p>	<p>Implemented as needed.</p>	<p>Corpora This co A Musl accomn A netw been es The est manage Consult Equity. <i>H. Staj Uni</i></p>

Recommendation	Department Responsibility	Status of Implementation	Comments
(56) That the City encourage employees to participate in corporate and community programs to help staff better understand the city's diverse communities.	All Departments.	Implementation ongoing.	<p><i>me</i> <i>Lea</i></p> <p><u>Comm</u> Childre nurserie Torontc Framew guide st and con <u>Econon</u> Parks a the city</p> <p><u>Finance</u> The div better tl various departm</p> <p><u>Works</u> ; Works group c</p> <p>Emerge History The To program the ger groups.</p>
(57) That the City establish a Human Rights Office to receive inquiries and investigate complaints of discrimination regarding employment, access to services, and hate-related activities.	Chief Administrator's Office. Corporate Services.	Implemented.	Council for the
(58) That the organizational placement of the City's Human Rights Office facilitate arm's-length investigations, including those relating to complaints of discrimination in employment, service delivery and hate activity.	Chief Administrator's Office. Corporate Services.	Implemented.	See rec Section to the C Resourc
(59) That the Human Rights Office a) submit an annual report to City Council on its activities; and, b) that this Annual Report include the success rates of resolving complaints, including those which have been filed with the Ontario Human Rights Commission.	Chief Administrator's Office. Corporate Services.	Implemented.	The Hu 2001. Update/ The an to Cour

Recommendation	Department Responsibility	Status of Implementation	Comments
<p>(64) That the City continue information and outreach activities, which make sure that businesses from various communities have access to the procurement process of the City and its agencies.</p>	<p>Economic Development, Culture and Tourism</p> <p>Finance.</p>	<p>Implementation ongoing.</p> <p>Implementation ongoing.</p>	<p><u>Economic</u> Enterpr Materia make r selling 1</p> <p><u>Finance</u> Purchas informa organiz</p> <p>Finance</p> <ul style="list-style-type: none"> • PM] loca Dire • PM] busi atten • PM] pres boot insti • PM] lang • PM] lunc Abc sess atten
<p>(65) That the City's purchasing process utilise strategies such as reducing the size of contracts and sub-contracts to increase the number of businesses owned by designated groups participating in the process and for achieving employment equity among firms seeking to do business with the City.</p>	<p>Finance.</p>	<p>Partially implemented.</p>	<p>A new]</p> <p>Where require</p>
<p>(66) (a) That City staff submit an annual report to Council on the proportion of expenditure the City spent with businesses owned by the designated groups and that this report include information on the employment equity policies</p>	<p>Chief Administrator's Office.</p> <p>Finance.</p>	<p>Implementation initiated.</p>	<p>Data an</p> <p>A repor</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
<p>of firms who are suppliers to the City; and</p> <p>(b) that a report be submitted to Council every 5 years, coinciding with the Census, on the status of designated groups in supplier workforces.</p>			
<p>(67) That City Council continue to support community organizations through its various grants programs and that it develop a strategy to facilitate the equitable distribution of grants funding.</p>	<p>Community and Neighbourhood Services.</p>	<p>Implemented.</p>	<p>The City's community economic development strategy. The new recommendation is under <u>Community Development</u>. The Strategy is building on the success of a flexible</p>
<p>(68) That the City continue to provide resource support, such as meeting space, information sessions and research information to community organizations to assist them in providing services to their communities and to facilitate their participation in civic society.</p>	<p>All Departments.</p>	<p>Implementation ongoing.</p>	<p><u>Corporate Services</u> Facilities meeting Non-pro Council</p> <p><u>Community Development</u> The Strategy is the city making report is</p> <p>Toronto information other he Update Council Service eligibili These c at Belo measur of Con Culture activitie at Belo</p> <p>Toronto their ca commu</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>Regarding particip gender. nutrition and risk of fema</p> <p><u>Economic</u> Communit the public allocatio</p> <p>Montgomery diverse museum used for commu</p> <p>Parks and ensure c</p> <p><u>Urban I</u> In a nu Plannin service and fac accessil prioritiz rating tl</p> <p>The Cit of group accomn Outreac commu</p> <p><u>Works :</u> Solid organiz with ec and soli</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
(69) That the City require all organizations receiving City grants to demonstrate their commitment to access and equity.	Chief Administrator's Office. Corporate Grants Team.	Implemented.	All grant guidelines
(70) That the City expand its Day Care grants program across the City, and refer to the Commissioner of Community and Neighbourhood Services for consideration in her forthcoming report on the former City of Toronto's day care grants program.	Community and Neighbourhood Services.	Implemented.	Community The de grants i The Cit for the child ca See rec
(71) That the City expand its Breaking the Cycle of Violence (BTCV) grants program across the City.	Community and Neighbourhood Services.	Implemented.	The pro
(72) That the Multicultural grants program maintain anti-racism and anti-hate as program criteria, if no new funds are available in 1999.	Chief Administrator's Office.	Implemented.	
(73) That City Council work to establish a comprehensive access and equity grants program to support the advocacy efforts of human rights protected groups.	Chief Administrator's Office.	Not implemented.	See rec A repor to expa
(75) That City staff prepare comprehensive demographic profiles of all City wards to guide policy development, program planning and service delivery.	Community and Neighbourhood Services. Urban Development Services.	Implementation ongoing.	Commu This is Depart Develo Toront profiles existing is also <u>Urban I</u> Detaile availabl languag immigr groups, income.

Recommendation	Department Responsibility	Status of Implementation	Comments
(76) In order to ensure that there is an external perspective on the City's progress towards access, equity and human rights goals, the City organize an annual community consultation on access, equity and human rights issues that will provide input to planning, policy and program development in subsequent years.	Chief Administrator's Office.	To be implemented. Partially implemented.	This was consulted; eliminated. Update/Extend the Plan
(77) That each department, agency, board, commission or special purpose body submit an Access, Equity and Human Rights Action Plan to City Council.	All Departments. Agencies, Boards and Commissions.	Implementation initiated.	Guidelines Update/Extend The Action Plan June 20 <u>Community</u> Toronto and act January in eight <u>Economic</u> Parks and Comm Access Update/Extend Parks and equity
(78) That each department evaluate its policies, programs and services to identify barriers experienced by the human rights protected groups and that measurement tools be prepared for this purpose.	All Departments.	Implementation initiated.	See recommendations <u>Community</u> Evaluation by the The Social agencies particip sessions offices. <u>Works</u> : Emergence have been college

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>been re</p> <p>Fire Se barriers</p> <p>Solid W regular elimina applicat Update/ <u>Finance</u> groups Purchas provide return.</p> <p><u>Urban</u> contrib in acce format,</p> <p>The Of opportu all age: express transpo: special</p> <p>Encour: Guideli with dis</p> <p>The en poor li convers odds fo disabili disabili mainstr</p>
(79) That City Council request its agencies, boards, commissions and special purpose bodies to provide an annual report on how they	Agencies, Boards and Commissions.	Implementation initiated.	See rec

Recommendation	Department Responsibility	Status of Implementation	Comments
<p>implemented employment equity, community access, service equity and human rights.</p>			
<p>(80) That the annual employment equity report to City Council on the status of the human rights protected groups include data on its workforce as a whole and by departments regarding representation, occupations, promotions, compensation, training, benefits, exits, and developmental opportunities.</p>	<p>Corporate Services.</p>	<p>Implementation initiated.</p>	<p>See Recommendation 1997 at Toronto approve Once the tracking (SAP), women will be Update/ City staff Commu other a workfor</p>
<p>(81) That the City produce an annual consolidation of access and equity measures in a report card format.</p>	<p>Chief Administrator's Office.</p>	<p>To be implemented.</p>	<p>This has CAO's Update/ The div</p>
<p>(82) That the City establish organizational structures and resources for access, equity and human rights:</p> <ul style="list-style-type: none"> • to provide policy development; • to facilitate community advisory processes including committees relating to the human rights protected groups and other committees of City Council as required; • to administer anti-racism, access and equity grants; • to investigate human rights issues at arm's length; <ul style="list-style-type: none"> • to implement awareness and public education programs on access, equity and human rights issues; • to liaise with community organizations regarding 	<p>Chief Administrator's Office.</p>	<p>Implemented.</p>	<p>See recommendation Council the resource recomm and Dec The City Deceml provisio process policy c commu With re addition that eq</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
<p>emerging issues and to assist them with civic involvement;</p> <ul style="list-style-type: none"> • to conduct research on the needs of the human rights protected groups and to provide results to departments to use in delivering services; • to monitor legislative proposals that impact on the human rights protected groups; • to implement communication strategies to increase involvement and access to services; • to promote the City's position to other levels of government and external bodies; and, <ul style="list-style-type: none"> • to provide advice and research to Council committees. 			<p>resources Employ employ</p> <p>The fun June 19</p> <ul style="list-style-type: none"> • spec Offi • spec • mor • grou • inte • co-c • Abc • co-c • con • imp equi • co-c equi • adr
<p>(83) That agencies, boards and commissions be requested to implement access, equity and human rights policies and programs consistent with those of City Council.</p>	<p>Corporate Services. Agencies, Boards and Commissions.</p>	<p>Implemented.</p>	<p><u>Comm</u> Toront consiste</p> <p><u>Corpora</u> Human commis activity Service to impl with the back th</p> <p>In July sent coj Clause and Cc policies back on</p> <p>Human CAC w status r</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
			<p>commis human Commi Human of their On an c have pr For exa develop Torontc develop</p> <p>Update/ A staff recomn purpose harassn policies with ad such as employ</p>
<p>(84) That the Workers Information and Action Centre (WIACT) be continued as a resource for addressing employment discrimination in the Toronto labour market and that the Small Business Centres operated by the City ensure that information regarding employment equity and human rights are provided to business owners.</p>	<p>Economic Development, Culture and Tourism.</p>	<p>Partially implemented.</p>	<p><u>Econon</u> Econon WIACT has initi focussi tourism</p> <p>Commu which i</p> <p>Enterpr employ termina In addi include includir In 2002 Commu owners</p>
<p>(85) Once in each term of Council, the City Auditor oversee an internal audit of the performance by the corporation as a whole in achieving its access, equity and human rights goals.</p>	<p>Chief Administrator's Office. City Auditor.</p>	<p>To be implemented.</p>	<p>This wi</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
<p>(a) A reference group be established to advise the City Auditor in carrying out his responsibility to oversee an internal audit of the performance of the Corporation in achieving its access, equity and human rights goals once in each term of Council; and</p> <p>(b) The membership of the reference group include members of the community advisory committees and be chaired by a member of Council.</p>			
<p>(86) That the Chief Administrative Officer provide a status report 12 months after approval by City Council, on the implementation of recommendations.</p>	<p>Chief Administrator's Office.</p>	<p>Implemented.</p>	<p>A preliminary report was submitted in June 2001.</p>
<p>(87) That the Toronto District School Board and all Boards of Education be requested to implement comprehensive access, equity and human rights policies.</p>	<p>City Clerk's Office.</p>	<p>Implemented.</p>	<p>The report on Access and Equity in Schools was submitted in June 2001.</p>
<p>(88) That the Government of Ontario be requested to provide resources for education, transportation, housing, etc., to improve the status of the human rights protected groups.</p>	<p>Chief Administrator's Office. City Clerk's Office.</p>	<p>Implementation ongoing.</p>	<p>Advocacy program is ongoing.</p>
<p>(89) That the Government of Canada be encouraged to provide resources to the City and other agencies for settlement, education and employment certification for immigrants and refugees.</p>	<p>Chief Administrator's Office. Community and Neighbourhood Services.</p>	<p>Implementation ongoing.</p>	<p>Council report on immigration was submitted in May 2001. The Canada Immigration and Settlement program was initiated in June 2001.</p>
<p>(90) The corporate Access and Equity Unit work with each commissioner to define the functions and reporting relationships for the assignment of dedicated access and equity staff resources to assist departments in meeting access and equity objectives.</p>	<p>Chief Administrator's Office. Corporate Services.</p>	<p>Implementation ongoing.</p>	<p>See recommendations on Corporate Services. Human Resources are in the process of developing a network of human resources. Update/ The Human Resources Unit made a report in June 2001. It continues to monitor the program implementation and provide feedback.</p>

Recommendation	Department Responsibility	Status of Implementation	Comments
(91) The 1999 approved budget of \$1,501,000.00 total gross expenditures (\$1,471,000.00 total net expenditures) and 21.3 equivalent funded staff positions for Access and Equity services be transferred from the Human Resources Division in the Corporate Services Department to the Strategic and Corporate Policy Division in the Chief Administrator's Office to facilitate the transfer of program management and administration of the corporate Access and Equity Unit from the Corporate Services Department to the Chief Administrator's Office, and the 1999 Operating Budget be adjusted accordingly. (Toronto City Council, June 1999)	Chief Administrator's Office. Finance.	Implemented	This tra
(92) A copy of the report on Council's adoption of the Task Force recommendations be forwarded to the Executive Committee of the Federation of Canadian Municipalities with a request that it be placed before the Standing Committee on Race Relations of the Federation of Canadian Municipalities and studied and compared with other best practice initiatives from other cities.	City Clerk's Office.	Implemented.	
(93) The Federation of Canadian Municipalities be advised that the City of Toronto assigns a high priority to this work.	City Clerk's Office.	Implemented.	
(94) The Executive Committee of the Federation of Canadian Municipalities be requested to consider the inclusion of Councillors McConnell, and Shaw on the membership of its Committee on Race Relations.	City Clerk's Office.	Implemented.	
(95) (i) As part of her forthcoming report on the consolidated employment equity policy for the City of Toronto, the Acting Commissioner of Corporate Services report to Council through the Administration Committee, on the implementation of the Human Rights Office and how the expertise and skills of the employment equity and human rights consultants are being used to enhance the activities of the human resources business units.	Corporate Services.	Implemented.	A netw units ha incorpo employ have be

Recommendation	Department Responsibility	Status of Implementation	Comments
<p>(ii) The consolidated employment equity policy reiterate and reaffirm the fundamental principles of fairness and equal opportunity for each and every citizen of Toronto; and the policy explicitly reject the concept of “demographic mirrors” and “racial set-asides” – i.e. “demographic mirrors being the concept that the percentage or proportion of “designated” in the general community as defined in the repealed Employment Equity Act of Ontario should be reflected or “mirrored” precisely in the bureaucracy of the new City of Toronto; and racial set-asides” being the concept that a certain proportion of the City contracts should be set aside for businesses either owned and/or employing certain racial groups.</p>		Implemented.	Council
<p>(96) The Chief Administrative Officer report to Council on the effectiveness of the city-wide community advisory committees mid-way through the next term of Council.</p>	Chief Administrator’s Office.	To be implemented.	See record of the first meeting as an in Plan of
<p>(97) Council thank the members of the various municipal advisory committees on access, equity and human rights and the members of the Task Force on Community Access and Equity for their work over the past two years and their important contribution to City policy.</p>	Chief Administrator’s Office.	Implemented.	A recog