

Consolidated Clause in Policy and Finance Committee Report 9, which was considered by City Council on November 30, December 1 and 2, 2004.

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Membership - Roundtable on Access, Equity and Human Rights

[Note:

City Council on November 30, December 1 and 2, 2004, by its adoption, without amendment, of Motion J(12), moved by Councillor Mihevc, seconded by Mayor Miller, re-opened Policy and Finance Committee Report 2, Clause 5, headed "Terms of Reference for Roundtables on - Access, Equity and Human Rights; Arts and Culture; Beautiful City; Children, Youth and Education; Environment; Seniors; and the Employee and Labour Relations Committee", for further consideration, only as it pertains to composition of, and the term of office for appointments to the Roundtable on Access, Equity and Human Rights, in order that Council could consider the recommendation of the Policy and Finance Committee, contained in this Clause.]

City Council on November 30, December 1 and 2, 2004, amended this Clause by adding the following:

"That:

- (1) the membership of the Roundtable on Access, Equity and Human Rights be increased by one representative to include representation from the lesbian, gay, bisexual, transgender, transsexual community as outlined in Clause 3 of Policy and Finance Committee Report 1 dated January 15, 2004; and*
- (2) that City Council extend its appreciation to the members of the former Advisory Committees and Working Groups on Access, Equity and Human Rights and that the Chief Administrative Officer be requested to hold a reception to thank the members for their contribution to the City."*

This Clause, as amended, was adopted by City Council.

The Policy and Finance Committee recommends that City Council adopt the recommendations contained in the Recommendations Section of the report (Undated) from Mayor David Miller:

I am pleased to report that members from the community, other orders of government, the public, private and labour and voluntary sectors have been invited to join the Roundtable on Access, Equity and Human Rights. The Council members appointed to the Roundtable by Council on

March 1, 2004, are Councillors Joe Mihevc, Pam McConnell, and Michael Walker. I will serve ex officio and look forward to working with Council, representatives of governments, community members, labour, business and public agencies.

The establishment of the Roundtable on Access, Equity and Human Rights provides an opportunity for the City of Toronto to highlight its recognition of diversity as the City's strength. It also provides a vehicle through which the City can affirm itself as a leader in the areas of access, equity and human rights. In order to do so, the City must lead by example, by ensuring that its own policies, practices and programs are equitable and increase accessibility and equitable results to all residents of Toronto, with a focus on equity-seeking groups.

The purpose of the Roundtable is to advise the Mayor and City Council and to engage with the community on policies, programs and activities aimed at eliminating the barriers faced by equity-seeking groups and to ensure that the contributions, interests and needs of all sectors of Toronto's diverse population are reflected in the City's mission, operations and service delivery.

The Roundtable's Terms of Reference state that the term of office for the members will expire at the end of the current Council term (November 30, 2006). The structure and activities of the Roundtable, as described below, outline the process and deliverables for the first year. Since the activities may change after the first year, it is recommended that the original Terms of Reference be amended slightly to allow a change of membership, if appropriate, on an annual basis.

Activities of the Roundtable and the Diversity Management and Civic Engagement unit will be guided by the Report of the Task Force on Access and Equity, the Plan of Action for the Elimination of Racism and Discrimination and the Auditor General's report on the Implementation of Recommendations of the Final Report of the Task Force on Community Access and Equity. The Auditor clearly states that "it is now time to itemize, prioritize and then implement specific actions" and that the City must "implement a corporate assessment and monitoring structure to hold departments accountable for action and results to facilitate objective assessment of the City's progress. The Mayor's Roundtable on Access, Equity and Human Rights will have a one-year mandate, with the deliverables being:

- (a) a report to the Mayor and Council regarding a tool/guidelines for integrating a gender based, anti-racist, and anti-poverty analysis of the City's budget, policies, services and programs. The report will recommend specific guidelines and timetables for the application of this tool to the budget, policies and guidelines to City departments, agencies, boards and commissions. A working group of the Roundtable will develop and test the analytical tool against a representative sample of budget submissions, policies, services and programs, to assess its utility, prior to recommending the tool to Council;
- (b) a report to the Mayor and Council regarding a strengthened corporate assessment and monitoring structure which would ensure that departments, agencies, boards and commissions are held accountable for access, equity and human rights goals, actions and results and facilitate objective assessment of the City's progress;

- (c) a report on a workplan to the Mayor and Council that would enable non-English speaking residents to access and benefit from basic City services, including providing adequate translation and interpretation services;
- (d) a review of the City's progress on the representation of equity-seeking groups in decision-making positions within the workforce of City departments, agencies, boards and commissions;
- (e) a report to the Mayor and Council regarding hiring, internship and mentoring programs that can be undertaken by the City, its agencies, boards and commissions, other governments, business, labour and voluntary agencies, to address issues related to access to trades and professions by internationally trained professionals. The recommendations will respond to issues raised in the following reports:
 - (i) "Just Do It", Report of the Community consultations on the Plan of Action for the Elimination of Racism and Discrimination, City of Toronto, November 2002;
 - (ii) Poverty by Postal Code, The Geography of Neighbourhood Poverty 1981-2001, United Way of Greater Toronto and Canadian Council on Social Development, 2004;
 - (iii) If Low Income Women of Colour Counted in Toronto, Final Report of the Action-Research Project Breaking Isolation, Getting Involved, Punam Khosla, 2003; and
- (f) Falling Fortunes: Report on the Status of Young Families in Toronto, Family service Association of Toronto and Community Social Planning Council of Toronto, July 2004;
- (g) an update to the Mayor and Council regarding City initiatives that address the key issues raised by the Ornstein report and identifying priority programs and/or services within the City's jurisdiction that will continue to address these issues; and
- (h) a report to the Mayor and Council regarding a policy on fair and equitable access to City contracts. This policy will apply to City departments, agencies, boards and commissions, but will also be applicable to other governments, corporations, labour and voluntary sector organizations.

Recommendations:

It is recommended that:

- (1) the (D) (6) of the original terms of reference for the Roundtable on Access, Equity and Human Rights be amended to read:

All members of the Roundtable will serve a 12 month term and may be reaffirmed year-to-year depending on the activities planned by and for the Roundtable.

- (2) the following members of the Roundtable on Access, Equity and Human Rights be approved with a term of office starting January 1, 2005, and ending on January 1, 2006:

Membership

Canadian Heritage (Multiculturalism and Status of Women);
Ministry of Citizenship and Immigration;
Ministry of Training, Colleges;
Ministry of Community and Social Services;
Board of Trade;
Pura Valesco, Labour Council Toronto and York Region;
Uzma Shakir, Alternative Planning Council;
Zanana Akande, Urban Alliance on Race Relations;
Legal Education and Action Fund;
Debbie Douglas, Ontario Council of Agencies Serving Immigrants;
Roger Obonsawin, Aboriginal Affairs Advisory Committee;
Disabilities Issues Community Advisory Committee; and
Status of Women Working Group.