

Consolidated Clause in Policy and Finance Committee Report 1, which was considered by City Council on January 31, February 1 and 2, 2006.

22

**Update - Roundtable on Access, Equity
and Human Rights**

City Council on January 31, February 1 and 2, 2006, adopted this Clause without amendment.

The Policy and Finance Committee recommends that City Council adopt the recommendations contained in the Recommendation Section of the communication (December 13, 2005) from Councillor Joe Mihevc, Chair, Roundtable on Access, Equity and Human Rights:

Recommendations:

It is recommended that:

- (1) the mandate and membership of the Roundtable on Access, Equity and Human Rights be reaffirmed and extended to the end of the current Council term (November 30, 2006); and
- (2) the alternates of organizational representatives to the Roundtable be permitted to participate when regular members are unable to attend meetings.

Comments:

Toronto City Council established a Roundtable on Access, Equity and Human Rights in December 2004 and approved a one year term for members ending on January 1, 2006, with the provision that membership could be reaffirmed year-to-year as required.

At its organizational meeting in February 2005, the Roundtable established two working groups, one of which would focus on the development of an “equity lens” and the second to consider mentoring and internship programs.

An “equity lens” has been developed with input from staff of the City’s Interdivisional Staff Team on Access Equity and Human Rights. The “equity lens” will be field-tested early in 2006 and the results will be considered by the Roundtable.

With respect to the “Mentoring and Internship” project, the Roundtable members have reviewed the results of the City’s “Profession to Profession” Program and have asked staff to consider expansion to additional occupations and to employees.

In 2006, the Roundtable will be addressing the rest of the work program approved by Council. The matters to be considered include: multilingual services, the representation of diverse communities among appointments made to agencies, boards, commissions and corporations, issues raised by the Ornstein study, access by designated group owned businesses to City contracts, and the status of employment equity initiatives. The Roundtable will also be reviewing the status of implementation of the recommendations of the Task Force on Community Access and Equity as well as the City's Plan of Action for the Elimination of Racism and Discrimination.

With respect to the matter of membership on the Roundtable, City Clerk's staff have advised that City procedures do not permit alternates of organizational representatives to participate formally in meetings of the Roundtable and to be included in the quorum count. To expedite the work of the Roundtable and to recognise that many community based organizations have few staff or are run by volunteers, I am recommending that when an organizational representative designates an alternate to attend a Roundtable meeting, the alternate be permitted to participate.