



STAFF REPORT INFORMATION ONLY

2009-2011: Access, Equity and Human Rights Action Plans

Date:	December 15, 2008
To:	Executive Committee
From:	Joseph P. Pennachetti, City Manager
Wards:	All
Reference Number:	

SUMMARY

This report submits Access, Equity and Human Rights (AEHR) Action Plans prepared by City Divisions for the period 2009-2011 as directed by Council in July and December 2008.

The Action Plans submitted in this report outline the initiatives being taken by City Divisions to meet Access, Equity and Human Rights objectives. Results will be submitted to Council in the fall of 2010. Appendix 1 contains the Action Plans submitted by City Divisions.

Financial Impact

Ongoing implementation of access, equity and human rights initiatives has been incorporated within the approved budgets and resources in City Divisions. Any financial impact resulting from proposed new initiatives will be reported by individual Divisions through the budget process as required.

Equity Impact Statement

Access, Equity and Human Rights Action Plans help City Divisions set access, equity and human rights objectives, address barriers experienced by diverse communities, create opportunities for all residents and assess how well objectives are met.

DECISION HISTORY

At its July 2008 meeting, City Council considered the City Manager's 2008 Status Report on Access Equity and Human Rights Action Plans for 2007-2008. The 2008 Status Report provided Council with 2007 achievements and initiatives to be undertaken in 2008.

Council directed City Divisions to continue to develop and report on Access, Equity and Human Rights Action Plans for 2009-2011 and to report in May 2009 on 2008 accomplishments. Action Plans are based on the strategic directions outlined in City Council's Plan of Action for the Elimination of Racism and Discrimination. Background reports are available on the Reports/tools web page of the City's Diversity site www.toronto.ca/diversity.

City Council also decided that beginning in 2010, divisional Access, Equity and Human Rights Action Plans are to be integrated in the City's service planning process and that the City's performance in achieving its equity objectives be reported twice per term of Council.

ISSUE BACKGROUND

Toronto has found that the diversity among and within its communities is a continuing source of success and prosperity, yet the city's success has not been equally shared among its residents.

City Council has approved many policies and has directed City Divisions to implement programs aimed at reducing poverty, attaining social inclusion and achieving prosperity. While City Divisions are expected to integrate access and equity principles into all operations, Divisions use these Action Plans to identify strategic initiatives that will lead to change.

This planning and reporting mechanism focuses attention upon areas where change is needed to achieve Council's goals of participation by residents in all aspects of civic life and a workforce which reflects the community that is served.

COMMENTS

The 2009-2011 Access Equity and Human Rights Action Plans submitted by Divisions respond to broad strategic directions established by Council on leadership, economic participation, building strong communities and service delivery.

Divisions were requested to implement actions which outline:

- Employment equity initiatives (e.g. participation in mentoring/internship programs, employment accommodation);
- Participation in diversity and human rights training programs;

- Preparations to respond to the upcoming “customer service” compliance requirements of provincial legislation (AODA - Accessibility for Ontarians with Disability Act);
- Initiatives to improve service delivery, including multi-lingual services;
- Involvement with diverse communities to build community capacity, provide advice on programs, increase participation in decision-making and community engagement.

In reports to Council which focus on policy development and service delivery, Divisions have been requested to include an equity analysis using the “equity lens”. In addition to the submission of these Action Plans, Divisions were advised to ensure alignment of the AEHR Action Plans with Divisional Service Plans and to address access, equity and human rights goals during the review of their 2009 operating budget presentations with Budget Committee members.

CONCLUSION

The Action Plans show that City Divisions are continuing to integrate the principles of access, equity and human rights in City operations.

CONTACTS

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SIGNATURE

Joseph P. Pennachetti
City Manager

ATTACHMENT

Appendix 1 – 2009-2011 Divisional Action Plans on Access, Equity and Human Rights