

## APPENDIX C: CITY OF TORONTO GENDER EQUITY INITIATIVES CURRENTLY UNDERWAY

### Corporate-wide Initiatives

#### Equity Lens Tool

The [Equity Lens](#)<sup>1</sup> is a user-friendly tool that allows City staff to identify and address barriers that may be experienced by Indigenous peoples and equity-seeking groups, including women. It is intended to be used by City staff and City Council to identify and remove barriers and support best practices in the planning, development and evaluation of policies, services and programs. It can provide valuable information at any stage in the process and can be used by individual employees or incorporated into team meetings or brainstorming sessions. Women and low-income persons are required fields in the Equity Lens tool.

The Equity Lens Tool asks three key questions:

1. Which Indigenous and equity-seeking groups are impacted?
2. What are the barriers faced by the impacted Indigenous and equity-seeking groups?
3. How does the proposal impact identified barriers?

The tool generates an Equity Impact statement which is required in the budget process and assists departments in developing and prioritizing policies, services, and programs that remove barriers for the City's most marginalized and vulnerable communities. The Equity Lens also includes an intersectional lens, which allows staff to assess whether a budget proposal affects individuals that identify with more than one group (e.g. immigrant racialized youth).

The Equity Lens can build organizational capacity to embed a gender equity lens in programs, policies and initiatives being contemplated. Additional learning resources and educational opportunities are planned to support learning in utilizing this tool over the next year as are enhancements to the tool to better support a gender equity analysis.

#### Poverty Reduction Strategy

The second-term action plan of the Toronto Poverty Reduction Strategy (PRS) has been identified as having significant potential to address gender inequity and barriers faced by diverse women and girls in Toronto. The Poverty Reduction Office is leading a gender impact analysis of the PRS Action Plan 2019-2022 and have engaged with local gender experts from various sectors to inform this work. In

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<sup>1</sup> [https://insideto-secure.toronto.ca/webapps/equity\\_lens/](https://insideto-secure.toronto.ca/webapps/equity_lens/)

addition, the second-term action plan will have an explicit focus on actions that have a high impact on women and girls.

## **Gender-Based Violence**

### Toronto Public Health (TPH)

TPH developed the Toronto Intimate Partner Violence (IPV) Action Plan (2016-2019) which focuses on three key areas: Prevention, Identification, and Response. TPH coordinates and tracks Action Plan implementation across City divisions.

Since 2011, TPH has organized an annual Gender-Based Violence (GBV) Prevention Forum which is open to all City employees. Guest speakers have included those with lived experience of GBV, as well as experienced professionals from community agencies.

### Social Development, Finance & Administration (SDFA)

Human trafficking is a serious crime that profoundly impacts the lives of many Torontonians, undermining their safety, well-being and human rights. Indigenous peoples, women and girls and others from equity-seeking groups are most vulnerable to human trafficking as a result of economic, social and gender inequalities, and the impacts of residential schools and colonization. Over the past six years, City staff have been working collaboratively with survivors of human trafficking, sex workers, community partners, business operators, and other levels of government to identify and implement ways to support survivors of human trafficking and contribute to efforts to prevent human trafficking. On June 18, 2019, City Council adopted the report [EC5.4 Supporting Survivors of Human Trafficking<sup>2</sup>](#), which summarized several actions the City has implemented to date, e.g., partnered with Covenant House Toronto to develop the first dedicated transitional home for survivors of sex trafficking in Toronto. The report also outlined the need to expand staff training, as well as the creation of a specialized support team to do outreach to people who may be at risk of human trafficking or who may experience other vulnerabilities related to sex work.

SDFA's Toronto Youth Partnerships and Employment Program (TYPE) works with youth ages 15-29 who are furthest from the labour market and require stabilization supports. TYPE commits one Youth Outreach Counsellor to supporting one-on-one intensive case management and employment for young women at risk or experiencing gender-based violence.

### Indigenous Affairs Office

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<sup>2</sup> <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.EC5.4>

On June 3, 2019, [\*Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls\*](#)<sup>3</sup> was released. The National Inquiry's Final Report reveals that persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada's staggering rates of violence against Indigenous women, girls, and 2SLGBTQQIA (two-spirit, lesbian, gay, bisexual, trans, queer, questioning, intersex and asexual) people. The report outlines 231 individual Calls for Justice directed at governments, institutions, social service providers, industries, and all Canadians.

Toronto City Council recently passed a [motion](#)<sup>4</sup> to consult on the role and responsibilities of the municipal government in implementing the recommendations of the report which will be led by the Indigenous Affairs Office.

## Housing and Shelters

### Shelter, Supportive Housing & Administration (SSHA)

A key strategic direction in SSHA's Housing Stability Service Plan is the development of services that are responsive to the needs of specific client groups including women, trans and non-binary individuals. Key initiatives advancing gender equity include:

- Expansion of the number of shelter beds for women and all gender programs as part of City Council's objective of creating 1,000 permanent shelter beds by 2020. Toronto's emergency shelter system currently serves Indigenous peoples and equity-seeking groups including women, trans and non-binary individuals. Both the Toronto Shelter Standards and Toronto Respite Standards require that providers make their services accessible to trans and non-binary clients in their self-identified gender.
- In 2018, formalizing the relationship between SSHA and the Violence Against Women (VAW) service system through a memorandum of understanding and the creation of a working group to ensure the best outcomes for initiatives impacting women and children fleeing from violence. SSHA is also working in collaboration with the Province and VAW sector around the administration of the provincial portable housing benefit for survivors of domestic violence.
- Conducting on a biennial basis the Street Needs Assessment (SNA), a survey and point-in-time count of the homeless population in Toronto. The SNA is an opportunity to better understand the needs and experiences of different groups including women, trans and non-binary individuals and is critical for informing program and service delivery. The 2013 SNA results led to the development of two new shelters for LGBTQ2S+ youth. The 2018 SNA included a more diverse

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<sup>3</sup> <https://www.mmiwg-ffada.ca/final-report/>

<sup>4</sup> <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.MM8.23>

and inclusive gender identity question enabling a better understanding of the needs of trans and non-binary individuals.

- SSHA's next five-year service plan, which will guide the City's homelessness initiatives, policies, and programs, represents an opportunity to integrate an intersectional gender equity lens.

### Housing Secretariat

The Housing Secretariat is leading the development of a new action plan to address the full spectrum of housing issues in Toronto now, to 2030 entitled HousingTO 2020-2030 Action Plan. The City of Toronto is working with housing stakeholders, community groups and the public to develop a comprehensive solutions-based housing plan to address housing and homelessness challenges over the next decade.

Based on the input received through the internal and external consultation process and as directed by City Council and the Housing Lead Committee, there will be opportunities to ensure a gender equity lens is incorporated in the development of the HousingTO Action Plan and in its final recommendations. The HousingTO 2020-2030 Action Plan will be submitted for Council consideration in November 2019.

## **Child Care**

### Children's Services

Toronto Children's Services (TCS) is the service system manager designated to manage the planning and delivery of child care and early years programs in Toronto. TCS collaborates with community partners, school boards, and other human services, to organize a coordinated system of services that provide families with access to the services and supports that they need. TCS assists families with the cost of child care by administering the [child care fee subsidy program](#)<sup>5</sup> and directly operates both centre- and home-based child care through [Toronto Early Learning & Child Care Services](#)<sup>6</sup>. In addition, TCS facilitates [services for children with extra support needs in licensed child care](#)<sup>7</sup>.

Toronto Children's Services has heard time and again from parents and caregivers that the child care system is not meeting their needs. From a lack of physical spaces located near home, school or work, to the highest average parent fees in the country, to a fee subsidy wait list of over 15,000 children, the system is leaving many

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<sup>5</sup> <https://www.toronto.ca/community-people/employment-social-support/child-family-support/child-care-support/>

<sup>6</sup> <https://www.toronto.ca/community-people/children-parenting/children-programs-activities/licensed-child-care/toronto-early-learning-and-child-care-services/>

<sup>7</sup> <https://www.toronto.ca/community-people/children-parenting/children-programs-activities/licensed-child-care/services-for-children-with-extra-support-needs/>

families behind, and others under significant strain. Recent research by Toronto Children's Services has shown that licensed child care is unaffordable to over 75% of families. On the other hand, if costs were reduced, up to 50% of families would choose licensed care.

## Workforce Initiatives

### People & Equity Division

#### *Multi-Year Workforce Diversity Plan*

The City of Toronto's Multi-Year Workforce Diversity Plan will accelerate the City's progress toward its goal of representing the diversity of the population the City serves at all levels within the organization, which includes diverse representation of women. The City's Count Yourself In (CYI) Workforce Survey invites employees to voluntarily disclose their gender, racial/ethnic identity, sexual orientation and whether they identify as Indigenous or as a person with a disability. This diversity data provides City's leaders with information to set realistic and achievable diversity goals and timelines and in measuring progress over time.

#### *Domestic/Intimate Partner Policy*

In 2013, in response to amendments to the Occupational Health and Safety Act and a recognized need, the City introduced a Domestic Violence Policy.

In 2017, the policy was updated and renamed the "Addressing Domestic/Intimate Partner Violence in City Workplaces Policy". The [Domestic/Intimate Partner Webpage<sup>8</sup>](#) was rolled out to enhance awareness and to provide domestic/intimate partner violence-related information and resources for City employees and supervisors. A "You are not alone" poster for posting in workplaces to enhance awareness of this important issue was also created and broadly distributed.

In 2018, e-learning modules for supervisors and employees regarding domestic/intimate partner violence were rolled out to further raise awareness of this important issue and to assist supervisors and employees in identifying actions that can be taken in the workplace to assure safety and assist those who are experiencing domestic/intimate partner violence. A gender equity lens was applied during the development of these resources.

#### *Know the Line Campaign*

In 2015, the Human Rights Office launched the [Know the Line<sup>9</sup>](#) campaign, an internal education campaign to provide City staff with resources, management tools, and bystander intervention tips to understand the complexity and impact of workplace sexual harassment.

Following the momentum of the external #MeToo movement, the campaign was revamped and relaunched in 2018 to include themes from internal complaint data

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<sup>8</sup> <https://www.toronto.ca/city-government/accessibility-human-rights/domestic-and-intimate-partner-violence/>

<sup>9</sup> <http://insideto.toronto.ca/edhr/knowtheline/index.htm>

that informed scenarios to assist management in supporting their teams' understanding of the ambiguity or misunderstandings of what may be considered sexual harassment. These scenarios shift the focus from what most individuals would readily recognize as sexual harassment to the experiences of marginalized or targeted communities that are disproportionately victimized. Scenarios like using the proper pronouns for trans and non-binary employees, seeking consent to touch a person with a disability, and addressing how sexual rumours are used as a way of discrediting the achievements of women in the workplace were created from qualitative information collected in inquiries and complaints. This information combined with the changing political and social climate related to sexual harassment resulted in a compiled list of external support resources that recognize and honour the different lived experiences of City of Toronto employees.

Further educational opportunities are planned for staff and leaders to deepen their baseline understanding of foundational human rights and discrimination concepts.

#### Toronto Network of Women

The Toronto Network of Women (TOnow), is a City of Toronto Community of Inclusion that encourages equality and aligns with the City's workplace culture where all employees are respected, empowered, valued, diverse and inclusive, working together to make a difference. TOnow's mandate is to advance the personal growth and professional development of all women in the Toronto Public Service, by providing capacity building opportunities to enhance their knowledge base, skill sets and abilities.

TOnow encourages gender equality and inclusion in the City of Toronto by cultivating an environment of reciprocity. A diverse population of women is supported in a judgement-free zone where ideas can be exchanged and knowledge shared. In acknowledging gender gaps, TOnow provides over 1,000 members with a support system and tools that aim to help in narrowing the gap.