



## STAFF REPORT ACTION REQUIRED

### Further Report – Inclusion of the “equity lens” in the Annual Report on the Accessibility Plan

<b>Date:</b>	September 15, 2008
<b>To:</b>	City Council
<b>From:</b>	City Manager
<b>Wards:</b>	All
<b>Reference Number:</b>	

#### SUMMARY

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To provide additional information on the “equity lens” for inclusion in the City of Toronto’s Annual Report on the Accessibility Plan.

#### RECOMMENDATIONS

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**The City Manager recommends that:**

1. this report on the “equity lens” be added to the 2008 Annual Report - the City of Toronto Accessibility Plan.

#### Financial Impact

None

#### Equity Statement

Inclusion of the “Equity Lens” in the City’s Accessibility Plan strengthens the City of Toronto’s efforts to achieve its access and equity objectives and to identify, remove and prevent barriers faced by people with disabilities.

#### DECISION HISTORY

On September 2, 2008 the Executive Committee approved the 2008 Annual Report – City of Toronto Accessibility Plan and requested that the City Manager include additional information on the City’s “equity lens” in its submission to the Ontario Accessibility Directorate.

Ex23.8

(<http://www.toronto.ca/legdocs/mmis/2008/ex/decisions/2008-09-02-ex23-dd.pdf>)

The “equity lens” was developed in consultation with the Mayor’s Roundtable on Access, Equity and Human Rights and City staff. In September 2006, City Council approved the use of an “equity lens” as a pilot project with two components:

- (a) inclusion of an ***equity impact statement*** in reports from the City Manager’s Office, including reports prepared by operating Divisions for signature by the City Manager; and
- (b) application to program reviews.

## COMMENTS

The “equity lens” is a tool which can be used to identify and remove barriers and reinforce best practices in achieving equitable outcomes for people with disabilities and other diverse groups. The functions of the equity lens are diagnosis, measurement, evaluation, and identifying and celebrating accomplishments. The lens is useful for identifying and removing barriers and reinforcing best practices.

The “equity lens” assists the Toronto Public Service to achieve equitable treatment in the community and workforce when planning, developing and evaluating City policies and services whether they are new or existing policies and services. The “equity lens” has been used to prepare equity impact statements in the City Manager’s reports to Council and committees.

The following outlines the assessment questions which form the basis of the “equity lens” and examples on how to conduct the equity analysis.

1. Have you determined if there are barriers faced by diverse groups? Which groups or populations? What is the impact of the policy/program on diverse groups?  
*Examples: How to determine if barriers exist.*  
Consultation, Research, Collection of data on gender, race and other characteristics, Outreach, Field work, etc.
2. How did you reduce or remove the barriers? What changes have you made to the policy/program so that the diverse groups will benefit from the policy/program? What human and budgetary resources have been identified or allocated?  
*Examples: Barrier Reduction:*  
Language translation, Accessible location, Diversity training, Hiring and retention of diverse staff, Designated accessibility planner, Integrating community input into policy/program, Special program, Advocacy, etc.

3. How do you measure the results of the policy/program to see if it works to benefit diverse groups?

*Examples: What results are measured?*

Statistics on the distribution of resources, Analysis of disaggregate data on gender, race, abilities, etc., Improvement in specific areas, Satisfaction with policy-program results, etc.

The equity impact statement indicates if an equity impact analysis has been conducted and provides a summary when an analysis has been prepared. The purpose is to determine if the policy/program/service will result in equitable outcomes for all populations or improve access for a *target population* or *specific groups* within a target population (such as Black youth or Aboriginal women). In some instances only a preliminary analysis will have been conducted and the impact statement will indicate if there is a need for further analysis. Some reports are of a nature which do not require the preparation of an equity impact analysis.

With respect to people with disabilities, an equity impact statement can explain if the proposal will result in equitable outcomes for people with disabilities. Proactive measures may be required to achieve equal results. For example, providing language translation, sign language interpretation, real-time captioning and attendant care at public meetings enables residents from different language groups and residents with different abilities to participate in the City's decision-making process.

Training sessions on the use of the "equity lens" have been provided through the corporate training program and orientation has been provided to Divisions requesting assistance. The City Manager will be reporting in the fall 2009 on the results of using the "equity lens".

## **CONCLUSION**

The City's Accessibility Plan reports on strategies and initiatives which are designed to remove systemic barriers and accommodate differences, in order that individuals and groups of all abilities can benefit equally. The "equity lens" is one of the tools being used in the implementation of the City's overall efforts to reduce barriers and achieve equitable outcomes.

## **CONTACTS**

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## **SIGNATURE**

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