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## 2012 OPERATING BUDGET BRIEFING NOTE

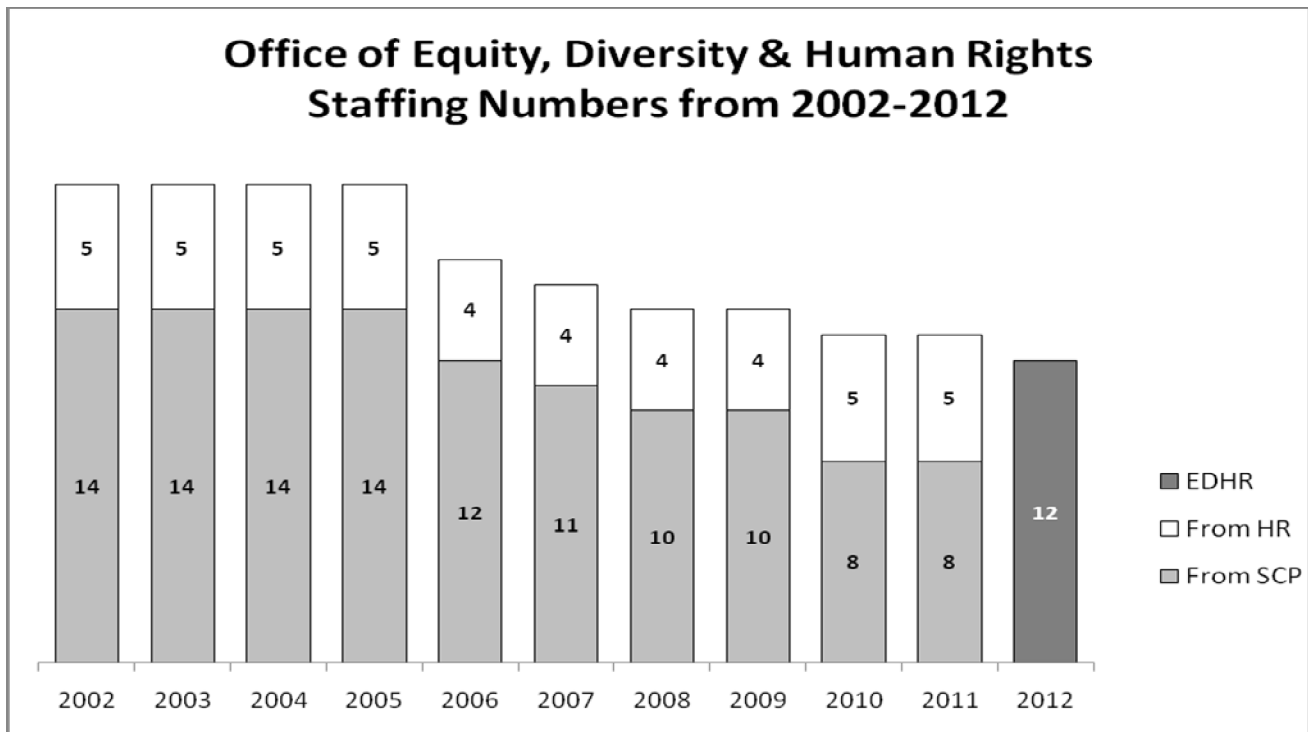
### Office of Equity Diversity and Human Rights – Staffing Levels

#### Issue/Background:

This briefing note is in response to a request from the Budget Committee for the Equity, Diversity and Human Rights Division, City Manager's Office; staffing numbers and trends over the last decade.

#### Key Points:

- The Equity, Diversity and Human Rights Division (EDHR) was formed in 2011 by consolidating 8 staff from the Diversity Management Community Engagement Unit of the Strategic & Corporate Policy Division (SCP) and 5 employment equity and human rights staff from the Human Resources Division (HR).
- The following chart summarizes staffing levels in these areas from 2002 to 2011, as well as staffing associated with the proposed 2012 budget. It reflects:
  - A net decrease of 7 positions or -36.8% between 2002 and 2012. These decreases were required to meet budget reduction targets.
  - One position is being recommended for deletion in 2012 to meet budget targets.



Between 2005 and 2012, the reduced number of filled positions had the following impact on the work program in equity, diversity and human rights activities:

- In the past 6 years and going forward, the single biggest impact was its ability to provide the advice, monitoring, and support to the organization as it moved into compliance with higher levels of requirements for AODA legislation, including customer service and training.

In 2012, the further reduction of 1 position will result in:

- Reduces EDHR's ability to work on issues of employment equity to only one staff which will reduce our ability to perform functions such as: creating (e.g. internship) opportunities for internationally trained professionals to access the City, building the City's capacity (through community partnerships) to tap into diverse global skills, tracking equitable representation at all levels of the organization – through surveys etc., building affinity groups, promoting and diversifying profession to profession mentoring.
- Increases the burden on the remaining staff of meeting the challenges posed by an increasingly diverse populace for equitable access to the City.

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