

City Council

Notice of Motion

MM36.11	ACTION			Ward:All
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Aboriginal Employment Strategy - by Councillor Mike Layton, seconded by Councillor Michael Thompson

** Notice of this Motion has been given.*

** This Motion is subject to referral to the Executive Committee. A two thirds vote is required to waive referral.*

Recommendations

Councillor Mike Layton, seconded by Councillor Michael Thompson, recommends that:

1. City Council direct the Executive Director, Human Resources Division, in consultation with the Director, Equity Diversity and Human Rights to prepare, for Council's first meeting of 2014, an Aboriginal Employment Strategy with the purpose of ensuring more Aboriginal people are employed at the City of Toronto and that the increase mirrors the distribution of Aboriginal people in the population of the City of Toronto based on the best available data in the 2011 Toronto Aboriginal Research Project report. The plan should include very clear steps and timelines to achieve this goal, developed in consultation with the Aboriginal Affairs Committee.

Summary

The City of Toronto is made stronger by its employees respecting and reflecting our motto "Diversity our Strength". We must strive to ensure we have an equitable workforce. Nowhere is this more important than ensuring that Aboriginal people living in Toronto are represented in our workforce.

Toronto City Council has made a strong commitment to ensuring employment opportunities are available to Aboriginal people, in an effort to increase representation at all occupation levels.

The Statement of Commitment to Aboriginal Communities in Toronto adopted by council in July 2010 includes "*That the City of Toronto commits to implement employment practices that ensure that opportunities for employment are accessible to Aboriginal people and increase the number of Aboriginal employees at all occupation levels.*"

We must put action to our commitment.

According to the Toronto Aboriginal Research Project (TARP), the Aboriginal population in the GTA is up 33 percent since 2001 to 31,900 according to Statistics Canada. Agencies supporting Aboriginal people living in Toronto estimate the total population of Aboriginal people living in Toronto to be closer to 70,000. This is the largest concentration of Aboriginal people in any urban centre in Ontario. The unemployment rate amongst Aboriginal people of working age was almost double the non-aboriginal population in the TARP report.

Toronto's recent workforce survey did not provide adequate data on the number of Aboriginal people employed by the City of Toronto, but anecdotal and observational evidence suggests the number is very low. More clarity is needed to ensure we can track our progress and achieve our commitment of employing more Aboriginal people in the City of Toronto.

The City of Toronto needs to develop a strategy to increase the number of Aboriginal people it employs, while developing a strategy to quantify our progress to this end.

The strategy should include, but not be limited to, the following components:

- Strong values and principles;
- Consultation with the Aboriginal Affairs committee and relevant stakeholders (ie. divisions and unions);
- Creating linkages with stakeholders and Aboriginal community;
- Practices and recommendations for human resources practices in Agencies, Boards and Commissions;
- Identifying skills of the community and needs of the employer;
- Realistic objectives and timelines;
- Identification of barriers;
- A defined relationship with Miziwe Biik, Aboriginal Employment and Training Reporting by Human Resources on progress on an annual basis; and,
- A report back to Council by January 2014.

(Submitted to City Council on June 11 and 12, 2013 as MM36.11)

Background Information (City Council)

Member Motion MM36.11