

March 7, 2017

To: Disability, Access and Inclusion Advisory Committee

## **Employment for Persons with Disabilities at the City of Toronto**

### Summary:

The Employment Working Group of the Disability, Access and Inclusion Advisory Committee has met and has had a very productive discussion. In order to maximize our efficiency and impact, the Employment Working Group would like to gain a better understanding of the employment for persons with disabilities context at the City of Toronto. We would like to request a presentation from relevant City departments (Equity, Diversity and Human Rights and/or Human Resources) that will address the following parameters:

1. The current representation rates of employees with disabilities within the City of Toronto workforce
2. Data sources that track disability within the City of Toronto workforce – what are they, who do they target, what do they measure.
3. The on-boarding process for employees with disabilities – how is it conducted?
4. Accommodation processes for employees at the City – how do they work?
5. Retention, promotion and exit of employees with disabilities – what is known about these states?
6. An overview of programs funded by the City of Toronto intended to support the employment of people with disabilities. What are the existing programs, how do they work and who do they target? Who are the partners the City engages with on joint initiatives related to disability and employment? Are these initiatives successful?
7. Two particular initiatives; the City of Toronto Job Fair at The Reference Library and how it might better target people with disabilities and the Equity Summit on Accessible Employment held on October 26, 2015. What follow-up/next steps have taken place?

### Recommendation:

That:

The Director, Equity, Diversity and Human Rights and the Executive Director, Human Resources report and make a presentation to the May 19, 2017 meeting of the Disability, Access and Inclusion Advisory Committee on the following:

1. The current representation rates of employees with disabilities within the City of Toronto workforce

2. Data sources that track disability within the City of Toronto workforce – what are they, who do they target, what do they measure.
3. The on-boarding process for employees with disabilities – how is it conducted?
4. Accommodation processes for employees at the City – how do they work?
5. Retention, promotion and exit of employees with disabilities – what is known about these states?
6. An overview of programs funded by the City of Toronto intended to support the employment of people with disabilities. What are the existing programs, how do they work and who do they target? Who are the partners the City engages with on joint initiatives related to disability and employment? Are these initiatives successful?
7. Two particular initiatives; the City of Toronto Job Fair at The Reference Library and how it might better target people with disabilities and the Equity Summit on Accessible Employment held on October 26, 2015. What follow-up/next steps have taken place?

Respectfully submitted,

Wendy Porch

On behalf of the Employment Working Group of the  
Disability, Access and Inclusion Advisory Committee