

## Appendix B: Summary of Existing City of Toronto Resources Directed to Indigenous Programs or Services

In response to City Council's directive to staff to report on all Indigenous services and resources, including staff, currently provided by City of Toronto divisions, agencies and corporations, the City included in the biennial Equity, Diversity, and Human Rights Achievements Survey of City divisions and agencies questions soliciting information on Indigenous resource allocation within divisions.

Of the forty-two divisions and three agencies that responded, twenty-three (51%) indicated that they were engaged in Indigenous related programs or services. The nature of the programs and services engaged in ranged from community capacity building and funding to staff education on Indigenous issues, including training on providing culturally competent service.

For the purposes of Table 1 below, the activities were categorized under the following themes:

Business/ Economic	Employment
Development/Social Procurement	Funding
Capacity Building	Health
Civic Engagement	Housing/Homelessness
Community Engagement	Organizational Change (Capacity, Focus, Process)
Culture/Arts	Poverty Reduction
Educational – staff and community	

With respect to staff allocation, all divisions that engaged in related activities had staff involvement in those activities. For example, twenty of the Economic Development and Culture division's staff are involved in Indigenous related programming. Other divisions are in the process of rolling out Indigenous cultural competency training throughout their division. In addition to staff involvement of that nature, eight divisions and one agency indicated that they either have staff dedicated to Indigenous portfolios or they have staff who are designated as divisional leads on Indigenous related issues. Divisional leads are typically also engaged in non-Indigenous related work. However, they have expertise or are the point people on Indigenous issues within their division.

**Table 1 – Services and Programs**

Theme	Number of Divisions/ Agencies	Divisions/Agencies engaged in programs/service
Business/ Economic/ Social procurement	2	Economic Development & Culture Purchasing & Materials Management
Capacity Building	9	Children's Services Employment & Social Services Fire Services Legal Services Parks, Forestry & Recreation Public Health Shelter, Support & Housing Administration Social Development Finance & Administration Toronto Public Library (TPL)
Civic Engagement	2	City Clerks Strategic & Corporate Policy
Community Engagement	5	Parks, Forestry & Recreation Policy, Planning, Finance & Administration Public Health Shelter, Support & Housing Administration Toronto Public Library (TPL)
Culture/Arts (Events, Observances, Acknowledgements)	6	City Clerks Court Services Economic Development & Culture Equity, Diversity & Human Rights Strategic Communications

Theme	Number of Divisions/Agencies	Divisions/Agencies engaged in programs/service
		Toronto Public Library (TPL)
Education/Training	11	Children's Services City Clerks Economic Development & Culture Equity, Diversity & Human Rights Fire Services Legal Services Long-Term Care Homes & Services Parks, Forestry & Recreation Public Health Toronto Paramedic Services Toronto Public Library (TPL)
Employment	7	City Clerks Employment & Social Services Equity Diversity & Human Rights Fire Services Parks, Forestry & Recreation Toronto Building Toronto Zoo
Funding	5	Affordable Housing Children's Services Economic Development & Culture Public Health Social Development Finance & Administration
Health	1	Public Health

Theme	Number of Divisions/Agencies	Divisions/Agencies engaged in programs/service
Housing/homelessness	2	Affordable Housing Office Shelter, Support & Housing Administration
Organizational Change (Capacity, Focus, Process)	6	Children's Services Exhibition Place Long-Term Care Homes & Services Public Health Shelter, Support & Housing Administration Toronto Public Library (TPL)
Poverty Reduction	3	Employment & Social Services Shelter, Support & Housing Administration Strategic Communications

**Table 2: Staff Allocation**

Number of reported staff providing services and programs to Aboriginal Community	Dedicated Staff	Designated Divisional Leads	TOTALS
City Divisions	15	6	21
City Agencies	1	0	1
Total # of staff	16	6	22

**Please note:** Table 2 above shows the allocation of dedicated staff or staff assigned as divisional leads. It does not capture the total number of City staff who serve the Indigenous communities, are involved in Indigenous related programming or who have received training on how to better serve the Indigenous communities.