

**City Council****Notice of Motion**

MM31.21	ACTION			Ward:All
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**Promoting Diversity and Social Inclusion by establishing Intersectionality Awareness Week in the City of Toronto - by Councillor Kristyn Wong-Tam, seconded by Councillor Paul Ainslie**

*\* Notice of this Motion has been given.*

*\* This Motion is subject to referral to the Community Development and Recreation Committee. A two-thirds vote is required to waive referral.*

**Recommendations**

Councillor Kristyn Wong-Tam, seconded by Councillor Paul Ainslie recommends that:

1. City Council direct the Deputy City Manager, Cluster A, to determine a specific week each year, beginning in 2018 to raise awareness about Intersectionality and report back to the Community Development and Recreation Committee by October 2017 on a strategy to commence an awareness and educational campaign with City Divisions and community stakeholders.

**Summary**

Toronto is known as the most diverse City in the world, yet residents belonging to minority groups, continue to experience discrimination and marginalization. For many residents, their experiences of discrimination are compounded and multiplied by their intersecting identities. As an individual, one's race, ethnicity, gender, gender expression, sexuality, ability, or age cannot be separated from other aspects of their identity. The term used to describe this compounding effect of discrimination is called "Intersectionality". Intersectionality helps us to understand and explain how an individual's intersecting identities shape their life experience.

The May 2017 staff report, "Towards an Action Plan for Trans Youth" from Social Development, Finance and Administration highlights "Intersectionality" as an important concept that captures the experiences of not only trans youth, but individuals that have multiple aspects to their identity that are protected as prohibited grounds of discrimination based on the Ontario Human Rights Code. The "Toronto for All" campaign has also highlighted the need to increase public awareness about the intersectional experiences and needs of some of our most vulnerable and marginalized residents.

Developing a broader understanding and public awareness of intersectionality can serve multiple purposes. In the development of public policy, an understanding of how an individual's experience of multiple discriminations might affect their ability to benefit from a

policy, will ultimately result in more equitable policies and programs. City Council has a duty to build a more equitable City for all of Toronto's residents. Raising public awareness about intersectionality can also serve the purpose of building a more inclusive and accepting culture for everyone in our City. In essence, we need to better understand the needs of residents to improve the delivery of City services. It is befitting that the most diverse City in the world also leads the global discussion to promote greater human rights and social inclusion with the creation of an Intersectionality Awareness Week.

### **Background Information (City Council)**

Member Motion MM31.21