

CITY OF TORONTO DATA FOR EQUITY STRATEGY

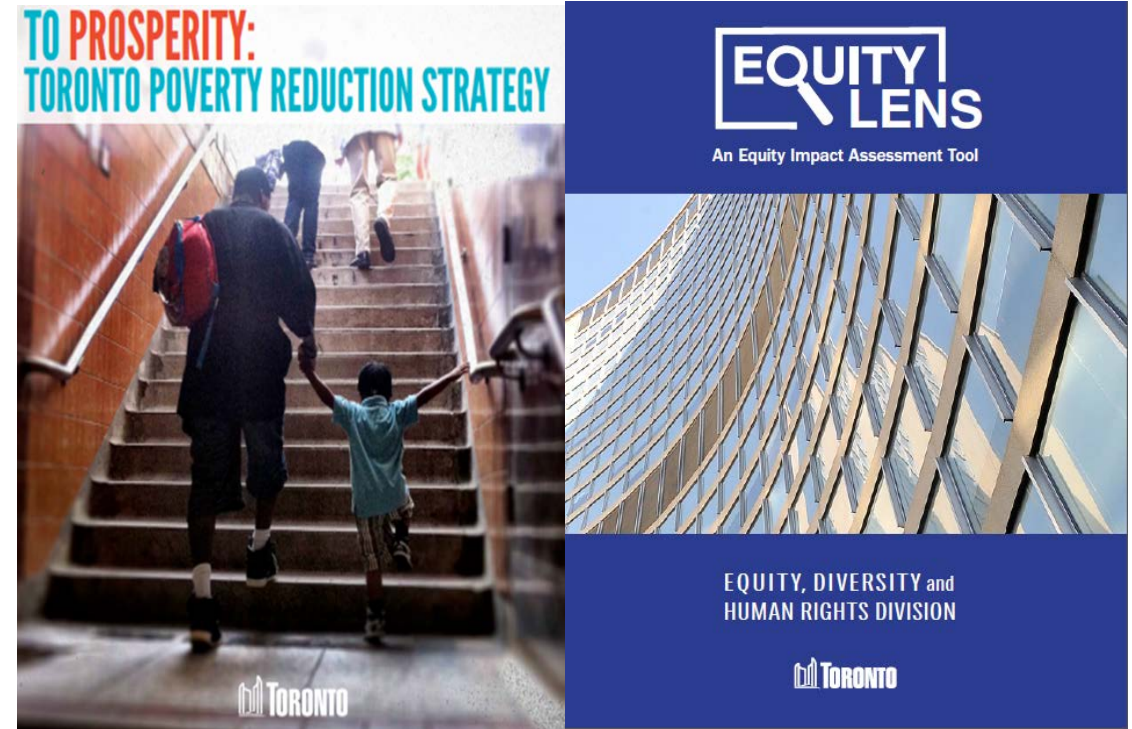
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Why do we need Data for Equity?

1. To advance the City's equity priorities by measuring and being accountable to Indigenous, Black and equity-seeking groups
2. To provide a framework for the consistent collection and use of reliable, comparable and actionable data for monitoring and addressing inequities
3. To make evidence-informed decisions informed by equity considerations and affected communities



What will Data for Equity do?

Facilitate the City's ability to collect, analyze, report and act on equity-related data

Provide guidance to City of Toronto Divisions on using data that can be broken down by socio-demographic characteristics:

- **Who people are** → groups of people such as Indigenous communities, racialized groups, gender identities, sexual orientation identities
- **Where people live** → geographical neighbourhoods and communities, housing status and type

Guiding Principles: Equity, Inclusion and Human Rights, Privacy, Open Data, Indigenous Data Governance, Black Communities and Data Governance

Phase One Implementation Plan

- 1. Data for Equity Unit**
- 2. Use of Data for Equity Guidelines**
- 3. Pilot Projects**
- 4. Community Oversight**
- 5. Indigenous Data Governance**
- 6. Black Communities and Data Governance**
- 7. Corporate Wide Resources**
- 8. Privacy, Information and Technology Activities**

Timeline: June 2021 to December 2022

Socio-Demographic Data Points

Recommended data points

1. Age
2. Neighbourhood or postal code
3. Language preference
4. Canadian-born or immigrant
 - Time of immigration
5. Indigenous identity
 - Two-Spirit identity
6. Race
7. Disability
8. Gender
9. Sexual orientation
10. Household Income
 - Number of people in household

Why these factors matter

- Extensive evidence that people experience discrimination, barriers and inequitable outcomes
- Influence what residents need in a service and how they need to access it
- Can be analyzed to identify inequities and explore barriers
- Can be acted upon to address barriers and aim for more equitable outcomes
- Divisional and jurisdictional scan identified these factors as measurable data points that are relevant and important to many programs

Some of these data points are already being collected by City divisions and programs

Indigenous and Two-Spirit Identity

1. Indigenous people from Canada identify as First Nations (status, non-status, treaty or non-treaty), Inuit, Métis, Aboriginal, Native or Indian.

Do you identify as Indigenous to Canada?
Please select one only.

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

2. If yes, please select all that apply.

- ☐ First Nations (examples: Anishnawbe, Haudenosaunee, Wendat, Cree, Mohawk, Mi'kmaq)
- ☐ Inuit
- ☐ Métis
- ☐ Prefer not to answer

3. If you answered 'yes' to the Indigenous to Canada question, do you identify as Two-Spirit?

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

Indigenous Data: What we heard with early discussions with leaders

- Engagement and connecting with community has to be ongoing. Approach and guidance should not be static.
- Community first, and community driven.
- Partnerships and collaboration.
- City structures and processes are built to be colonizing tools, do not support good work.
- Indigenous researchers and staff to carry forward.

Guiding principles

Community First and Community Lead
Partnerships and Collaboration
Ensuring “Safety” and “Safer” Spaces
Indigenous Researchers and Staff
Reciprocity and Accountability



Proposed Indigenous Data, Research, and Partnerships Circle

- Can you recommend someone who could “sponsor” and help guide this work?
 - There has been discussion about pulling in persons who use our services and programs
 - Any community members you would recommend whom could support the work?
 - Dr. Janet Smylie and Lynn Lavallée may be able to support this work. Any other researchers we should connect with?

Data for Equity Contacts

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