

CITY OF TORONTO DATA FOR EQUITY STRATEGY

Narina Nagra and Erika Khandor

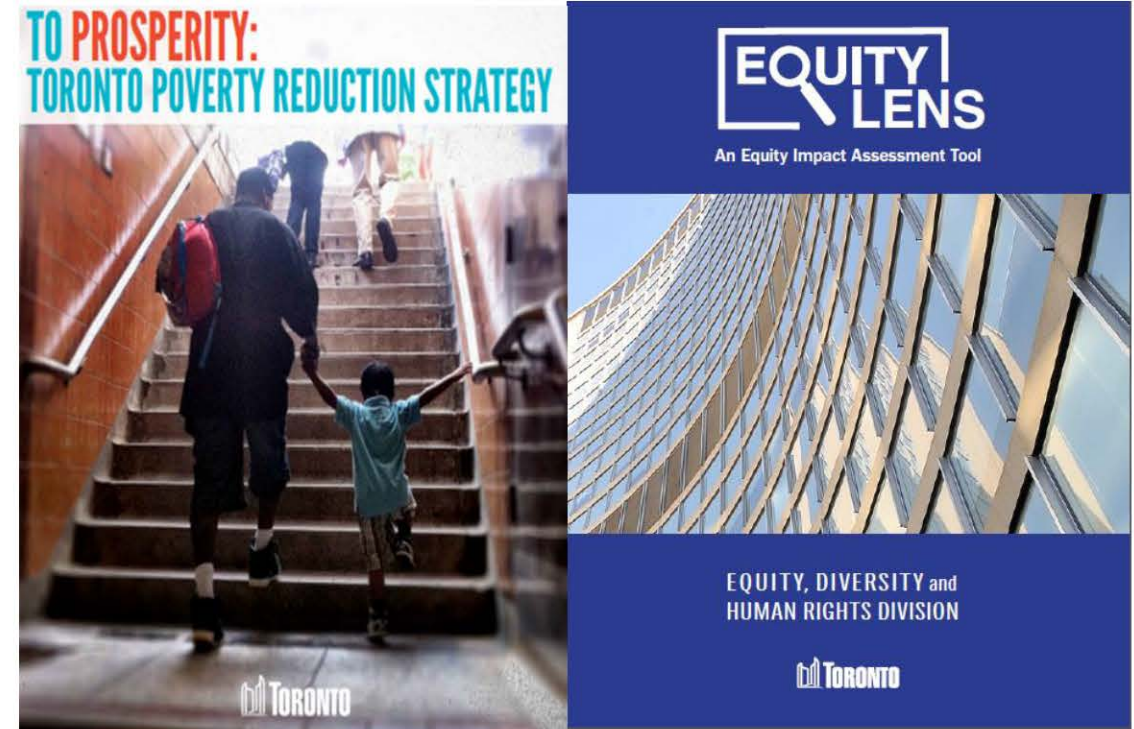
September 24, 2020



Artwork by: Marley Allen-Ash

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, people with disabilities
 - **Where people live** → geographical neighbourhoods and communities, housing status and type
- Guiding Principles: Equity, Inclusion and Human Rights, Privacy and Security, 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 Guidance**
 - Indigenous Data Governance
 - Black Communities and Data Governance
- 5. Corporate Wide Resources**
- 6. Privacy, Information and Technology Activities**

Report to council in Q4 of 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

Engagement and consultation

- Engagement of City staff and leadership
- Review of key local and provincial experiences (expert consultations and document review)
 - Toronto District School Board (TDSB) Census (students attending TDSB schools and their parents)
 - Toronto Central LHIN Measuring Health Equity (Hospitals and Community Health Centres in Toronto)
 - Ministry of Community and Social Services (Child Welfare and Youth Justice programs across Ontario)
 - Ontario Anti-Racism Directorate and Data Standard (provincial guidelines)
 - Legal Aid Ontario
- Expert and community consultations
 - Academic researchers
 - Community organizations (United Way, Social Planning Toronto, Colour of Poverty)
 - Indigenous organizations and leaders
 - Confronting Anti-Black Racism Expert Working Group on race-based data
 - Equity and Inclusion Advisory Group
 - Community members
- Jurisdictional Scan (Canadian and international cities)

Disability Consultations

Accessibility Unit, People and Equity Division

Academics:

- Tammy Bernasky , PhD candidate, York University Critical Disability Studies
- Fiona Cheuk, University of Toronto/Ryerson University
- Cameron Crawford, Adjunct Professor, Ryerson University School of Disability Studies
- Dr. Esther Ignani, Ryerson University School of Disability Studies
- Dr. Gillian Parekh, York University Critical Disability Studies
- Wendy Porch, Executive Director at the Centre for Independent Living in Toronto
- Dr. Kathryn Underwood, Ryerson University School of Early Childhood Studies

Members of City of Toronto Disability Tables via survey:

- Parks Forestry and Recreation's Community Disability Steering Committee
- Toronto Accessibility Advisory Committee

Disability question – option 1

Disability is understood as any physical, mental, developmental, cognitive, learning, communication, sight, hearing or functional limitation that, in interaction with a barrier, hinders a person's full and equal participation in society. A disability can be permanent, temporary or episodic, and visible or invisible.

Do you identify as a person with a disability? Please select one only.

- Yes
- No
- Don't know
- Prefer not to answer

Disability question – Option 2 (Part 1)

a) Do you identify as a person with a disability?

- Yes
- No
- Don't know
- Prefer not to answer

b) If yes, what type of disability do you live with? Please select all that apply

- Blindness or low vision
- Deaf, deafened or hard or hearing
- Developmental or cognitive disability
- Learning disability
- Mental health disability
- Mobility disability
- Physical, coordination, manual dexterity, or strength
- Physical illness and/or pain
- Speech and language disability
- Not listed, please describe: _____
- Prefer not to answer

Disability question – Option 2 (Part 2)

c) Do you experience barriers that limit your ability to fully access or participate in [insert name of City service or program]?

- Yes
- No
- Don't know
- Prefer not to answer

d) If yes, when have you experienced access barrier(s)? Please select all that apply.

- Attending an event or program in person
- Entering or navigating a building
- Accessing counter services (wait lines, ticketing system)
- Finding, accessing, or understanding print or online information
- Completing forms or instructions
- Communicating and interacting with staff
- Overall uncomfortable environment (noise, lighting, smells)
- Other, please describe: _____
- Prefer not to answer

Questions

1. Do you have any specific feedback or experiences with disability data collection and use?
2. Based on your experiences, are there any challenges or opportunities that can help us advance this important work?

Data for Equity Contacts

Narina Nagra, Equity & Diversity Consultant, People & Equity
Narina.Nagra@toronto.ca

Erika Khandor, Policy Development Office, Social Development,
Finance & Administration
Erika.Khandor@toronto.ca