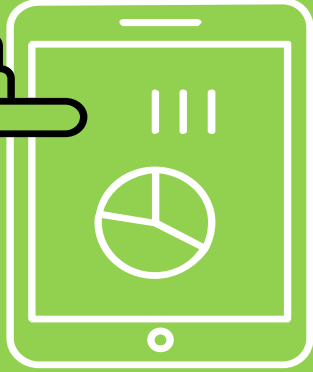




Equity Lens Tool

2SLGBTQ+ Advisory Committee

December 8, 2022



Context

- The Equity Lens tool is an online, user-friendly, tool that allows City staff to **identify and address barriers** experienced by Indigenous, Black and equity-deserving groups and supports the **development of Equity Impact Statements**.
- Informed by user feedback and in alignment with **changes to** reporting and planning processes, EHR is now exploring the **next iteration** of the tool to improve **usability, impact** and **sustainability**.

This presentation will provide more information on the following:

- 1 An overview and history of the Equity Lens Tool
- 2 Highlight Key Features of the Tool
- 3 Outline the next steps of modernization

Background

How it Came To Be?

2005 - The Equity Lens was **developed** by the Roundtable on Access, Equity and Human Rights, in collaboration with City staff from across the corporation.



2006 - The Roundtable reported the test results to City Council who directed that the tool be implemented as a **pilot project** focussing upon reports submitted by the City Manager.

2009 - the City Manager advised the Executive Committee that the Equity Lens would be **applied** to significant policy and program reports from all City Divisions.

2018- the Equity Lens migrated from a **paper-based tool to electronic** platform (with paper copies still available).



2019- Equity Lens **training** was initiated to support the roll-out of electronic tool

2021- User Research was conducted to gather feedback and inform modernization of the Tool.

Overview

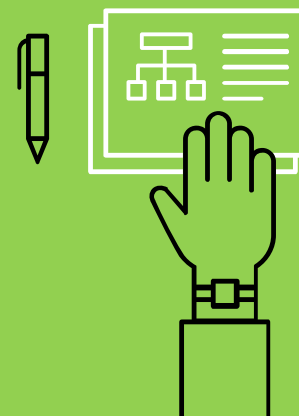
What are the Goals of the Equity Lens Tool?

The Equity Lens is an important part of the City's equity infrastructure and is designed to:



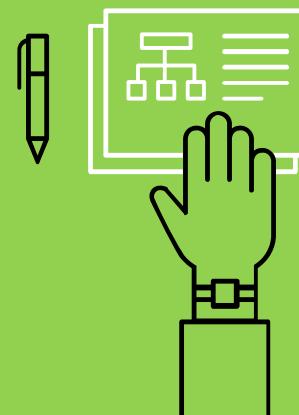
Demo:

Let's Take a Look At the Tool



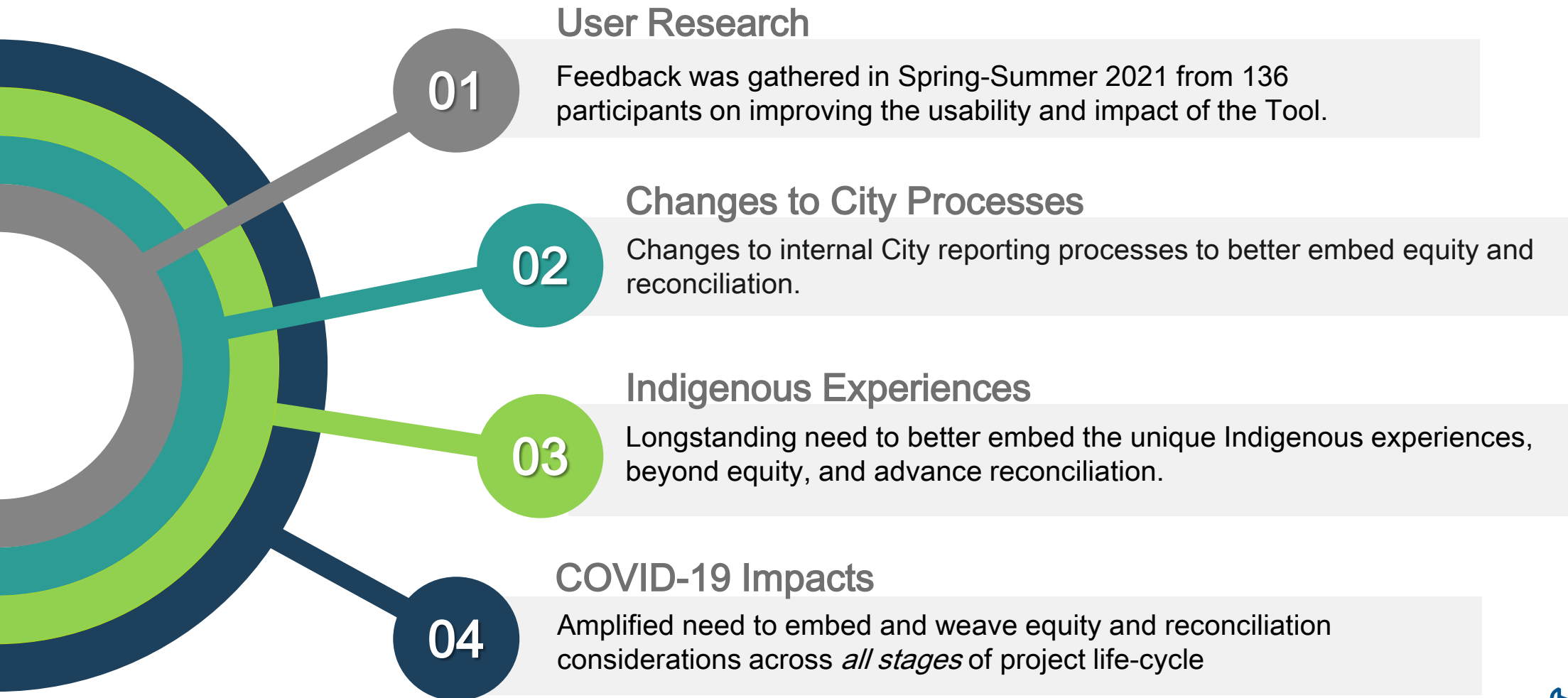
Future State:

Equity Lens Modernization



Context for Change

Why Modernize?



Key Levers

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How Will We Change?

Learning Supports and Interface Changes

Developing trainings, guides and templates as a companion to the tool to build capacity

Measurement Framework

Advancing an outcomes-based approach to track & report on progress and inform future improvements.



Communications & Engagement Strategy

Building awareness and understanding of the tool to promote a culture shift and need for change.

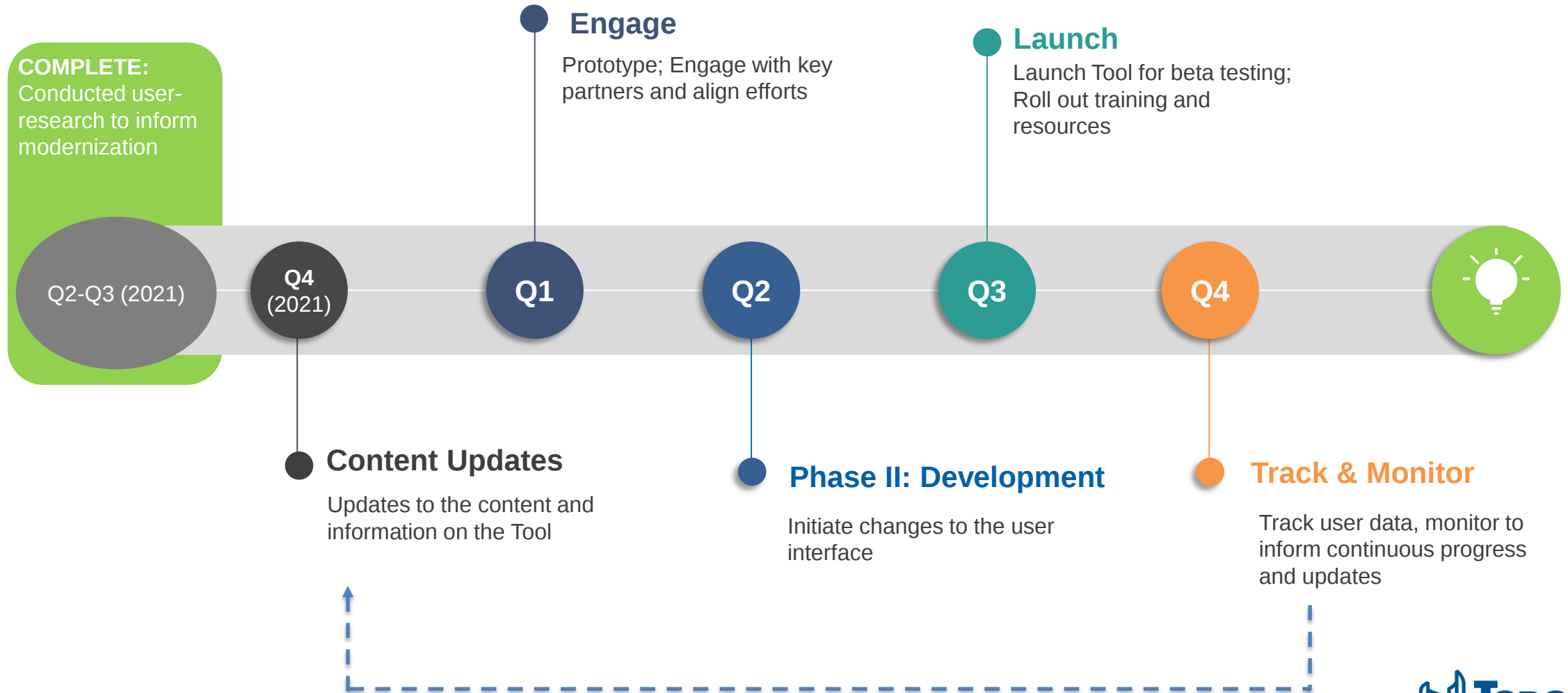
Accountability Planning

Embedding equity as a requirement through integration with existing reporting and planning structures.

The Road Ahead

Project Timeline

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Discussion Questions

- What are some opportunities that you see to further improve this Tool and better embed experiences of communities within it?
- Are you aware of any other tools or best practices that the City can leverage to strengthen the Equity Lens?
- Any other thoughts/gaps/ideas?