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Toronto's Gender Equity Strategy

2025-2035



Objectives

- Provide an overview of the Gender Equity Strategy and the Term Action Plan
- Provide an update on 2SLGBTQ+ inclusion within the Gender Equity Strategy

Why a Gender Equity Strategy for Toronto?

- 52% of Toronto's population are women
- Toronto is home to the largest number of 2SLGBTQ+ residents in Canada, with 18% of same-gender couples in the country residing in Toronto
- Trans people are almost twice as likely to self-report experiencing intimate partner violence
- Calls to the Assaulted Women's Helpline increased 55% from March 2020 to December 2020, during lockdowns
- 34% of women and gender diverse residents have housing costs above 30% of gross income

Toronto's Gender Equity Strategy

October 2019

City Council adopts EX8.7 and directs the Chief People Officer to create a Gender Equity Unit and Gender Equity Strategy

**Nov 2021
to April 2022**

Public consultations for women and gender diverse residents.
Approximately **1,100 external stakeholders** were consulted.

**December 2021
(ongoing)**

Interdivisional Working Group (16 divisions; more to be added)

Two Key Objectives

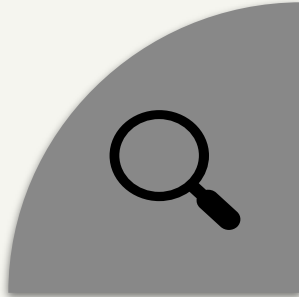
2025-2035

Identify & reduce gender inequities across the corporation and city
Improve the quality of life for women, girls and gender diverse residents of Toronto

Strategic Objectives

Intersectional Gender Equity Lens

Develop and apply an intersectional gender equity lens tool to existing and future City policies, programs and services



Gender Disaggregated Data Collection

Implement a gender-based disaggregated data collection process in alignment with the Data for Equity Strategy



Performance Measurement Framework

Design and implement a performance measurement framework to measure progress



Change Management

Apply change management procedures across City divisions to support uptake and implementation



8 Priority Areas



Employment and
Income Security



Program and
Service Access
and Availability



Homelessness
Services and
Housing Pathways



Access and Equity in
Child Care and Early
Years Services



Gender-based
Violence



Build an Inclusive
and Accessible
City



Support Truth,
Justice and
Reconciliation



Organizational
Capacity and Culture

Preliminary Findings: 2SLGBTQ+ Inclusion Work

Objectives of the Gender Equity Strategy: 2SLGBTQ+ Focus

1. Improve trust and partnership between the 2SLGBTQ+ community, community serving organizations, and the City of Toronto.
2. Improve quality of life for 2SLGBTQ+ Toronto residents by identifying and reducing systemic discrimination and barriers to service.

Preliminary Findings: 2SLGBTQ+ Inclusion Work

Research findings are informed by:

- Past community consultations
- Sector research
- Key Informant interviews with community service providers and relevant City staff across divisions

Early Findings: 2SLGBTQ+ Inclusion Work



Organizational Capacity
and Partnership



Reconciliation and
MMIWG2SLGBTQQIA+



Homelessness,
Shelters and
Housing Access



Community Safety and
Gender Based
Violence



Public Health



Employment
and Poverty
Reduction



Support Across the
Lifespan, Focus on
Youth and Elders



Access, Referral and
Intake

Preliminary Findings: 2SLGBTQ+ Inclusion

Question for Discussion:

- Do the priority areas identified reflect your understanding of the most pressing needs facing community?
- Is there anything you think is missing from the priority list?