



## Community Governance Models

To ensure the Data for Equity Strategy and Guidelines are accountable, transparent, and responsive to diverse community needs, community involvement and advice has been a critical component. People & Equity sought feedback from various community tables to guide implementation. This includes:

- Engagement with First Nations, Inuit and Métis (FNIM) community members, organizations, researchers, and partners between 2022 to 2024, to build collaboration and partnerships, and to ensure FNIM input in data collection and use, and the development of the framework
- Establishment of and ongoing discussions with the First Nations, Inuit and Métis Data and Technology Community Advisory Circle to provide support, guidance and advice to City divisions and partners on gathering and using FNIM data.
- The Circle continues to advise People & Equity on the development of the FNIM Data Governance Strategic Framework.
- Establishment of and ongoing engagement with Black Data Advisory Circle, comprising of Black community leaders and experts, to provide ongoing advice and inform the development of the City's Black Data Governance model. This Circle was established in June 2023 in partnership with Consultants from Black Health Alliance and the Wellesley Institute
- People & Equity is also developing approaches for FNIM and Black data governance in collaboration with the Indigenous Affairs Office, Confronting Anti-Black Racism Unit, Technology Services and external consultants from Firelight Group, Black Health Alliance, and the Wellesley Institute.

### First Nations, Inuit, and Métis (FNIM) Data Governance

An FNIM staff position in the Data for Equity Unit (within the People & Equity division) was created to lead the development of the City of Toronto's FNIM data governance approach and working closely with FNIM partners.

People & Equity also partnered with Technology Services to invest in a new partnership with the Firelight Group, an FNIM-led consulting firm, to co-develop the City of Toronto First Nations, Inuit, and Métis Data Governance Strategic Framework in consultation with the First Nations, Inuit and Métis Data and Technology Community Advisory Circle. Through this partnership, community engagement and review of existing models were conducted to inform the ongoing development FNIM data governance approach.

This work will ensure that the FNIM data governance principles and actions are adhered to by City divisions and that data collection and practices gain the trust and confidence of FNIM community members.

## **Black Communities and Data Governance**

People & Equity has partnered with the Confronting Anti-Black Racism Unit to invest in a new partnership with Black Data Governance experts and researchers from Black Health Alliance and Wellesley Institute and co-develop the City's Black Data Governance Strategic Policy Framework.

This initiative, grounded in data governance principles from community engagements, commits to collecting and using race-based data in ways that are accountable, transparent and ensures positive change. These practices aim to ensure race-based data will serve Black communities and avoid causing undue harm. Black Health Alliance and Wellesley Institute has consulted with City divisions and partners to create a relevant, appropriate and feasible Black data governance implementation plan.