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2018 OPERATING BUDGET BRIEFING NOTE

Equity Impacts of Changes in the 2018 Operating Budget

Issue/Background:

For the 2018 Budget, Council directed the City Manager and Deputy City Manager and Chief Financial Officer report on the equity impacts of the efficiencies, service level changes and new/enhanced services included in the 2018 Operating Budget, with particular focus on the gender equity impacts of these budget change proposals and the impact on persons with low-income. (**EX25.18 2018 Budget Process – Budget Directions and Schedule** <http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EX25.18>)

This Briefing Note:

- i. provides an explanation of what equity budgeting is,
- ii. outlines the process City staff used to measure the potential equity impacts of efficiencies, service level changes, revenue changes and new/enhanced services included in the 2018 Preliminary Operating Budget,
- iii. summarizes the analysis of potential equity impacts of efficiencies, service level changes, revenue changes and new/enhanced services in the 2018 Preliminary Operating Budget as well as new/enhanced services provided on a list of proposals for Budget Committee and Council's consideration and
- iv. summarizes comments of an External Review panel convened to contribute to the analysis.

The initiative to measure and report on the equity impacts of changes in the 2018 Operating Budget was a collaboration of the Poverty Reduction Strategy Office in Social Development, Finance and Administration, Financial Planning and Equity, Diversity and Human Rights.

Key Points:

Equity Budgeting

The City of Toronto's Equity, Diversity and Human Rights division explains: "The idea of equity acknowledges that inequalities exist which limit the participation of some groups in society. This idea recognizes that not everyone: starts with the same advantages, has the same life chances or opportunities, enjoys similar access to employment, goods, facilities, services and resources, and benefits equally from living or working in Toronto."ⁱ

Equity is a consideration and priority in much of what the City does and how they City does its work - from the development of equity enhancing strategies, policies and programs such as the

Poverty Reduction Strategy, the Action Plan to Confront Anti-Black Racism, the Strong Neighborhoods Strategy, the Community Grants Policy and the Welcome Policy to the values that guide the City's work, as reflected in the City's motto, *Diversity our Strength*.

Embedding equity considerations in the City's Budget process can contribute to the successful implementation of equity priorities. An analysis of equity impacts of the City Budget also provides information and data that can contribute to improved performance and service as well as evidence-based decision-making.

Many jurisdictions have adopted various models of equity budgeting. Equity budgeting is a useful tool to ensure equity priorities are met and to respond to the widely accepted reality that inequality has an economic cost in terms of levels of productivity, human resources, health impacts and reliance on social supports and programs. Almost half of the countries in the Organization for Economic Cooperation and Development have introduced or are planning or considering introducing some form of gender budgeting.ⁱⁱ In Canada, at the federal level, tools are applied to analyze the gender impacts of budget and policy proposals. In its last budget, the Government of Canada included a Gender Statement. At the provincial level, the Government of Ontario also included a statement about its most recent budget's impact on women and girls. Also at the provincial level, tools are currently under development to support program and policy analysis through an anti-racism lens.

Given the diversity of Toronto's population and the City's existing equity priorities, only applying a gender lens would be insufficient. Applying a broader equity lens, that includes but is not limited to gender, provides more fulsome and useful data and analysis.

An analysis of how budget decisions may impact different equity-seeking groups and how the barriers faced by equity-seeking groups are being increased, decreased or unchanged provides City Council and Torontonians with information that can support informed Budget debates and decisions. As the City of Toronto incorporates the concept of equity into its budget process, it is aligning with and responding to the changing provincial and federal landscape, recognizing the diverse needs and experiences of Torontonians, acknowledging historical inequities in resource allocation, increasing its capacity for performance and service improvement and strengthening its ability to make evidence-based decisions.

Measuring the Potential Equity Impacts

- **A Phased Approach**

The approach used to measure the potential equity impacts of efficiencies, service level changes, revenue changes and new/enhanced service requests in the 2018 Preliminary Operating Budget builds on work done for the 2017 Operating Budget process, the first year of equity budgeting at the City.

For the 2017 Operating Budget, an External Review Panel, comprised of academics and community members with equity expertise, analyzed and reported on the potential equity impacts of proposed service level changes (excluding efficiencies).

For the analysis of the potential equity impacts of the 2018 Operating Budget, there have been significant enhancements resulting in substantial progress being made to integrate equity impact measurements into the City's Budget process.

- An *Equity Lens for the 2018 Budget* tool was developed. Training sessions on how to apply this tool were made available to all Programs and Agencies.
- All Programs and Agencies were directed to apply the *Equity Lens for 2018 Budget* tool to all proposed efficiencies and service level changes in their 2018 Operating Budgets. The application of the Lens enabled potential equity impacts to be identified and an Equity Impact Statement to be generated.
- Equity impact assessments were incorporated into the City's operating Budget system.
- An External Review Panel, comprised of academics and community members with equity expertise, reviewed Budget proposals as well as City staff's equity impact analysis. The members of this Panel may be found in Attachment A.
- An interdivisional staff working group was convened to review the application of the *Equity Lens for the 2018 Budget* and the resulting analysis. The panel will be exploring ways of improving and extending the initiative for 2019.

This Briefing Note provides a summary of the equity impacts of Budget proposals that are included in the 2018 Preliminary Operating Budget, as well as those for new/enhanced service requests not included, but provided for Budget Committee and Council's consideration. Additionally, a summary of the External Panel's key comments are presented in the final section.

Future phases of the project will strengthen and expand the analysis of the equity impacts of the City's Budget.

Future phases will also benefit from an *Intersectional Gender Analysis Guide*. The purpose of the *Intersectional Gender Analysis Guide* is to help staff learn more about gender and equity and assist them in applying this knowledge to program and policy, development, implementation and evaluation. The *Intersectional Gender Analysis Guide* will draw attention to the way intersectionality, gender and equity are framed and more effectively respond to the challenges of the increasingly diverse population that the City serves.

- **The Development of the Equity Lens for the 2018 Budget**

The *Equity Lens for the 2018 Budget* tool was developed based on the existing Equity Lens created by the Equity, Diversity and Human Rights division. The *Equity Lens for the 2018 Budget* is an online tool that supports users to examine how budget proposals may impact equity-seeking groups. The tool focuses on the equity-seeking groups recognized by the City with an emphasis on women and people with low-income. The tool includes a list of key barriers, relevant to programs and services delivered by the City, which are commonly experienced by equity-seeking groups. The tool supports users to identify which equity-seeking groups, if any, may be impacted by the Budget proposal and how the proposal may increase or decrease the identified barriers for the identified equity-seeking groups. The tool also seeks to measure the potential equity impact. The key components of the *Equity Lens for the 2018 Budget* are included in Attachment B.

- **Implementation**

The concept of equity and measuring equity impacts is familiar to some Programs and Agencies, and new to others. More than 150 staff across the City participated in the training sessions that were provided. The *Equity Lens for the 2018 Budget* was applied by most Programs and Agencies, with the exceptions discussed below, resulting in useful analysis.

While inconsistencies in the application of the *Equity Lens for the 2018 Budget* were addressed by the provision of support and extensive review from the project team, it is clear that additional training and greater support needs to be provided to City staff. Furthermore, the identification of the impacted equity-seeking groups is limited by factors including the availability of disaggregated data.

The *Equity Lens for the 2018 Budget* provided six impact levels: positive-high, positive-medium, positive-low, negative-high, negative-medium, negative-low. There were discrepancies in how the impacts were measured by Programs and Agencies that could not be resolved due to limited time and resources. As a result, the impact levels are reported on a more simplified scale: positive, negative or no impact.

The City's Accountability Offices did not participate in this initiative. They reviewed Council's direction and determined that it did not apply to them.

The Toronto Police Budget did not include service level changes and therefore the Toronto Police Service did not apply the *Equity Lens for the 2018 Budget*. Future phases of this project will address how to effectively engage and involve the Toronto Police Service.

Recent decisions by the TTC Board resulted in a budget request being added to the list of proposals for consideration of Budget Committee and Council. There was insufficient time to apply the *Equity Lens for the 2018 Budget*.

Additionally, there was a proposal related to enhanced security at City Hall for which there was insufficient time to apply the *Equity Lens for the 2018 Budget*. If the proposal is approved as part of the Budget, an equity impact analysis will be conducted to identify potential equity impacts and assist in determining how they can best be addressed.

Significant Equity Impacts of Changes in the 2018 Preliminary Operating Budget

The efficiencies, service changes, revenue changes and new/enhanced services included in the 2018 Preliminary Operating Budget are identified in Tables 3 and 4 and Appendices 4 and 5 of each Program's Operating Budget Notes. There are no significant, large-scale positive or negative equity impacts, with two exceptions: the draw from the child care capital reserve to fund Occupancy Grants and the expansion of a dental program for Ontario Works clients, which are described below. The proposed changes have the greatest impact on women and people with low-income.

Some of the other proposals have modest equity impacts. In Attachments C and D, a list of proposals in the 2018 Preliminary Operating Budget with positive and negative equity impacts is provided. (Note that some Programs found that a small number of proposed efficiencies were

likely to improve customer service and have modest positive equity impacts.) The following table summarizes the equity impacts, by budget category, included in the 2018 Preliminary Operating Budget.

Table 1
Equity impacts by Budget Category
Included in 2018 Preliminary Operating Budget (\$000s)

Budget category	Impact level	Total gross value (\$000s)	Total net value (\$000s)
New/Enhanced	No impact	10,867.8	(188.4)
	Positive impact	3,383.2	1.4
	Negative impact	0	(45.9)
	Sub-total	14,251.0	(232.9)
Efficiencies & service changes (reductions)	No impact	(21,629.2)	(17,718.9)
	Positive impact	(3,784.1)	(3,594.3)
	Negative impact	(190.8)	(105.8)
	Sub-total	(25,604.1)	(21,419.0)
Revenue changes	No impact	3,336.0	(14,673.5)
	Positive impact	0	(5,821.2)
	Negative impact	0	(90.0)
	Sub-total	3,336.0	(20,584.7)
TOTAL		(8,071.1)	(42,236.6)

• **2018 Budget Preliminary Operating Budget proposals with Positive Equity Impacts**

Below the proposals with the most significant equity impacts are highlighted. A summary of the analysis generated through the application of the *Equity Lens for the 2018 Budget* is provided.

○ **Access to child care**

A draw from the Child Care Expansion Reserve for Occupancy Grants will mitigate the need for a fee increase related to occupancy costs. This will have a positive impact, particularly on women and families with low-income. Accessible, affordable child care increases access to employment, education and training for women, as well as for low-income families, many of whom are from equity-seeking groups. (Equity-seeking groups are at higher risk of low-income.)

○ **Access to City Services and Spaces**

Efficiencies proposed by Long-Term Care Homes and Services, Children's Services and Toronto Employment and Social Services will primarily impact persons with low-income and women. The efficiencies are expected to improve customer service and have small positive equity impacts that will increase access to health services, child care and City services, among other positive impacts.

A proposal from Municipal Licencing and Standards will harmonize by-laws regarding the use of sidewalks by cafes and for marketing purposes. This proposal will have a positive impact on the women, persons with disabilities and seniors. It will increase the accessibility of sidewalks.

- **Public Health**

Toronto Public Health, with support from the provincial government, will expand dental care for adult recipients of Ontario Works. The expansion will have a positive impact on people with low-income by increasing their access to dental care. Additionally, this proposal may decrease stigma and discrimination, and increase the impacted residents' sense of self, self-esteem and employability.

- **Access to affordable housing**

Municipal Licensing & Standards' proposal to regulate short-term rentals may have a positive impact on the availability of affordable rental housing benefitting persons with low-income and those who experience housing instability.

- **Safety**

The Vision Zero proposal to the Transportation Services Budget will have a positive impact on persons with disabilities, youth, seniors and women. It will increase access to City space and safety.

- **2018 Budget Preliminary Operating Budget proposals with negative equity impacts**

Below the proposals with the most significant equity impacts are highlighted. A summary of the analysis generated through the application of the *Equity Lens for the 2018 Budget* is provided.

- **Opportunity for community participation**

Economic Development and Culture has a proposal to reduce support to Downsview Park Arts Alliance. While the budget reduction is small, the proposal will have a negative impact on low-income, Black youth who are the primary members of one of the groups, Pan Fantasy Steelband, who will be impacted by this proposal. The impacts include decreased access to training and employment opportunities and decreased opportunities for community participation. It may also have a negative impact on the impacted people's sense of identity and belonging.

- **Access to training and education**

Toronto Public Health's budget includes a discontinuation of a partnership with the Children's Aid Society of Toronto for the Ambassador Program which supports 10-15 youth annually to obtain high school credits. This proposal will impact low-income, vulnerable youth. It will decrease their opportunities to complete their high school diplomas and impact their employability.

Significant Equity Impacts of Proposals for New/Enhanced Services Not Included in the 2018 Preliminary Operating Budget

There are several proposals with equity impacts that are not included in the 2018 Preliminary Operating Budget, but have been presented to Budget Committee and Council for consideration. Of these proposals for new/enhanced services not in the 2018 Preliminary Operating Budget, there are no proposals with negative equity impacts. (However, there are proposals, noted below, for which an equity impact assessment was not conducted.) A full list of these proposals as well as their Equity Impact Statements can be found in Attachment E.

The total value of the proposals for new/enhanced services not included in the 2018 Preliminary Operating Budget is \$95.1 million (gross), \$41.3 million (net.)

- The value of those proposals with positive equity impacts is \$77.8 million (gross), \$23.4 million (net).
- The value of those proposals with no equity impacts is \$6.7 million (gross), \$5.2 million (net).
- The value of the proposals for which there was not an impact analysis conducted is \$7.6 million (gross), \$12.8 (net).

No equity impact analysis was conducted by the Accountability Offices as they determined Council's direction regarding equity impact analyses did not apply to them. For the proposals for Enhanced Security at City Hall and the Presto Two Hour transfer there was insufficient time to conduct an analysis.

• Proposals Not Included in the 2018 Preliminary Operating Budget with positive equity impacts

Below the proposals with the most significant equity impacts are highlighted. The most impacted equity-seeking groups are noted, including women and people with low-income.

- **Anti-racism, reconciliation and inclusion –\$2.4 million (net and gross)**

There are several proposals which address racism, enhance inclusion and advance reconciliation.

The *Action Plan to Confront Anti-Black Racism* will have a positive impact on Black Torontonians, including the diversity of Black residents who are also members of other equity-seeking groups, including women, youth, newcomers, queer and trans communities, Francophones, people with disabilities, and people living with HIV/AIDS. The proposal seeks to address systemic barriers which prevent people of African descent from enjoying the full benefits of living in Toronto, including equitable access to resources, services, and life chances. The proposal will increase Black Torontonians' access to: City services, City spaces, economic development opportunities, health services, parenting supports and training and employment supports. It will also increase opportunities for civic engagement and community participation as well as foster a sense of identity and belonging. The proposal's

impacts may also include decreasing poverty and increasing impacted residents' safety and security.

There are several proposals to support Aboriginal people in Toronto and reconciliation efforts, including one for the creation of an **Indigenous Affairs Office**. This proposal provides an opportunity for the City to develop and implement a reconciliation strategy. An additional proposal from Economic Development and Culture will increase the visibility of **Aboriginal culture**, enhance the conditions for Aboriginal arts and culture and build the capacity of Aboriginal artists, craftpersons and cultural organizations. The proposals have a further positive impact because they increase Aboriginal people's access to: opportunities for training and employment, City information, City services and opportunities for civic engagement.

Toronto For All is a public educational campaign initiative focused on promoting a more welcoming and inclusive city. The proposal is for an investment in the next phase of the campaign which will focus on social inclusion issues related to Toronto's Aboriginal communities. This proposal is likely to specifically impact Aboriginal people in Toronto in that it is likely to decrease discrimination and enhance inclusion. More generally, the campaign benefits all equity-seeking groups as it reinforces that Toronto is committed to equity and diversity. The broader impacts of the campaign include increased: civic engagement, community participation and sense of belonging. (The 2019 campaign will include a focus on people with disabilities.)

A proposal for the **Toronto Strong Neighborhoods Strategy** aims to strengthen priority neighborhoods. The proposal will have a positive impact on Aboriginal peoples, women, racialized groups, LGBTQ2S communities, persons with disabilities, youth, immigrants and refugees, persons with low income and undocumented individuals, particularly those in Neighborhood Improvement Areas. This proposal will increase access to City and community services and economic development opportunities. Additionally, it will increase opportunities for civic engagement and community participation, as well as residents' sense of belonging.

- **Access to child care - \$48.0 million (gross), \$21.1 (net)**

Children's Services has submitted several proposals that will increase access to and affordability of child care in Toronto, in alignment with the City's Child Care Growth Strategy.

The equity impacts of proposals that increase access to and affordability of child care are significant, particularly for women and families with low-income. Increasing access to and affordability of child care increases access to employment, education and training for women, as well as for low-income families, many of whom are from equity-seeking groups. (Equity-seeking groups are at higher risk of low-income.)

- **Access to City services and City spaces - \$13.5 (gross), \$6.8 million (net)**

A proposal from the City Manager's Office to support compliance with the **Accessibility for Ontarians with Disabilities Act (AODA)** will have a positive impact on Torontonians with

disabilities, primarily increasing their access to City services, City spaces and City information.

Economic Development and Culture has submitted several proposals that will make cultural activities in the City more accessible, primarily to people with low-income, women, immigrants and refugees, youth and racialized people.

Parks, Recreation and Forestry has submitted several proposals that will increase access to City spaces and services. One of the most significant proposals is to address unmet demand for recreation programs by adding 10,000 new spaces in camps and introductory recreation programs. This proposal will have a positive impact on the following equity-seeking groups: women, persons with low-income, immigrants and refugees, racialized groups, LGBTQ2S residents, persons with disabilities, and youth. The impacts include increased access to: City services, City spaces, opportunities for civic engagement, opportunities for community participation and a sense of identity and belonging.

The **Toronto Public Library (TPL)** has submitted several proposals which will expand access to library resources and programs. TPL proposes **extending Sunday hours**, expanding **Youth Hubs**, launching an **e-learning initiative** and providing **WiFi hotspot lending**. These proposals will have a positive impact on many equity-seeking groups, including youth from families with low-income, newcomers and people with low-income. Access to library resources and programs can increase access to: learning opportunities, City information, training and employment opportunities, as well as opportunities for civic engagement and community participation.

- **Access to affordable housing - \$5.4 million (gross), \$2.1 million (net)**

Tenants First is a proposal to support the continued implementation of the first phase of the transformation of Toronto Community Housing. The implementation of Tenants First will have a positive impact on TCHC's tenants, many of whom are persons with low-income, seniors, people with disabilities and people from other-equity-seeking groups. It will increase access to City services and affordable housing.

Transform TO also has several proposals which will have a positive impact on residents with low-income, increasing access to affordable housing, training and employment, as well as opportunities for civic engagement and community participation.

- **Public Health - \$4.1 million (gross), \$3.4 million (net)**

Toronto Public Health has submitted several proposals to support **student nutrition**. Proposals that support student nutrition will have a positive impact on students from low-income families. The impacts include increased access to food by nutritionally vulnerable students who will benefit from having a nutritious breakfast on a daily basis while at school; this will enable them to more fully achieve positive health, learning and behavioural outcomes.

Toronto Public Health has also submitted a proposal to enhance the **Toronto Urban Health Fund**. The proposal will help sustain efforts, in the African, Caribbean Black communities,

to address HIV infection and substance use in the City's west region. HIV rates among Black youth and women continue to represent a high proportion of cases in Toronto. This proposal will have a positive impact on people from the following equity-seeking and vulnerable groups: recent immigrant/newcomer, African, Caribbean and Black (ACB), persons with low-income, women and youth residing in the City's Neighbourhood Improvement Areas (NIAs). It will increase access to health services and opportunities for community participation and civic engagement.

A proposal related to the *Immunization of School Pupils Act*, which has been submitted to ensure the City can meet new requirements from the Ministry of Health and that students in Toronto are appropriately vaccinated, will have positive equity impacts. Specifically, it will have a positive impact on immigrants and refugees, youth, persons with low-income and persons with low literacy. The proposal will increase the number of children being protected against vaccine-preventable diseases. Given that disparities in immunization continue to exist among racialized groups and across different socioeconomic classes, assessing and providing opportunity for immunizations for all students will aid in reducing this inequity.

Also in the area of public health is a proposal from the Toronto Paramedic Services to enhance the **Community Paramedicine @ Home Program**. The Program, which provides medical care to identified vulnerable patients in order to mitigate the growing emergency call demand, will most impact low-income, isolated seniors in Neighborhood Improvement Areas by increasing their access to health care.

- **Training and employment – \$677,000 (gross), \$554,000 (net)**

A proposal from the Fair Wage Office in Human Resources division (City Manager's Office) supports the development and implementation of pilot projects designed to protect and promote **decent work standards** under City contracts. This proposal will have a positive impact on all of the equity-seeking groups, all of whom are at higher risk of low-wage, precarious work. It increases access to good jobs.

Two other modest proposals, one from the City Manager's Office and one from Fire Services, will increase access to employment at the City for people from equity-seeking groups. Another modest proposal from Economic Development and Culture will provide economic development support to small and medium sized retail and service enterprises in distressed retail areas resulting in increased access to employment.

- **Access to transit - \$5.2 million (gross), \$4.6 million (net)**

The *Transit Fare Equity Program* creates a new TTC concession which will extend discounted fares to adult low-income residents not eligible for existing TTC concessions. It will have a positive impact on residents with low-income, including people from all equity-seeking groups, because people from equity-seeking groups are more likely to experience poverty. The proposal will increase low-income residents' access to public transit, thereby also increasing their access to City services, community services, City spaces, and training and employment opportunities. It will also increase opportunities for civic engagement and community participation and increase impacted residents' sense of belonging.

(There was not sufficient time to conduct an equity impact assessment of the TTC's **Two Hour Presto Transfer** proposal. An equity assessment will be completed pending Board direction to include this initiative in the 2018 Operating Budget.)

- **Other - \$1.4 million (gross and net)**

Several other proposals have significant equity impacts.

The City Clerk's Office has a proposal for real-time and archived video captioning of Council and Committee meetings that will increase access to City information and opportunities for civic engagement for people with disabilities, as well as seniors and immigrants and refugees who might have difficulty following and understanding English.

Social Development, Finance and Administration's proposal to resource the **Equity Budgeting** initiative has the potential for positive impact on all equity-seeking groups and address a broad range of barriers faced by equity-seeking groups. This proposal will support the analysis of the potential equity impacts of Budget decisions and support evidence-informed service planning and delivery.

A proposal to develop an evaluation and monitoring system for the **Toronto Poverty Reduction Strategy** has the potential to strengthen Toronto's poverty reduction initiatives and their impact, thereby impacting the lives of residents with low-income, many of whom are from equity-seeking groups.

External Review Panel's Key Comments

The External Review Panel reviewed all Budget proposals and the corresponding staff equity analysis that had been submitted into the Budget process in late October. At that point, it was not indicated which proposals would be included in the Preliminary Operating Budget and which would be excluded. Several of the Budget proposals the Reviewers examined were subsequently not included in the 2018 Preliminary Operating Budget nor in the list of requests for new/enhanced services submitted to Budget Committee and Council. The majority of the Budget proposals that the Reviewers identified as having positive equity impacts are not included in the Preliminary Operating Budget, but are on the list of proposals provided to Budget Committee and Council for review.

The proposals identified by the Reviewers as likely to have equity impacts were primarily the same as the ones identified by City staff. However, the Reviewers found that the staff analysis was inadequate in some cases. Many of these inadequacies were similar to the inadequacies identified and addressed through the project team's review process. The Reviewers also noted some general trends in the staff analysis which are outlined below.

- **Budget Directions**

The Reviewers noted that the Budget process would be strengthened by clear priorities established by Council. From the perspective of the Reviewers, equity considerations should be a priority.

The Reviewers commented that the direction to maintain a 0% increase from the 2017 Operating Budget should not have been directed to all Programs and Agencies. The Reviewers commented that while some Programs and Agencies that serve the general public can disperse the impact of any service level changes, Programs and Agencies that primarily serve residents from equity-seeking groups and vulnerable Torontonians cannot; the full impact of any service level changes are borne by equity-seeking groups and vulnerable residents. As a result, equity-seeking groups and vulnerable Torontonians are disadvantaged and disproportionately impacted by this approach to setting Budget targets and giving Budget directions.

In setting Budget directions, the Reviewers commented that there needs to be more careful consideration of how in some cases small reductions or small investments can have very significant impacts on already vulnerable equity-seeking individuals, both positive and negative.

Finally, the Reviewers stressed the importance of making investments to support and align with the City's equity priorities, including poverty reduction, Anti-Black racism, support for Aboriginal people in Toronto and reconciliation. The Reviewers commented that without meaningful investment, equity priorities cannot be advanced. The Reviewers commented that the Budget directions should account for and reflect Council's equity priorities and directions.

o **Equity Impact Analysis**

To begin with, the Reviewers noted that many of the Budget proposals submitted by staff did not include sufficient information regarding the service and the proposed change. The lack of information made it difficult for the Reviewers to adequately understand some proposals. The Reviewers noted that this lack of information could also impede analysis and decision-making within the City.

The Reviewers also commented that there is often very limited data available to support a robust analysis of potential equity impacts. Reviewers pointed out that more data about the demographics and specific needs of the target populations for services and programs is required. They commented that the City's current work on the Disaggregated Data Strategy may help address this limitation in the future. (In some instances, City staff also indicated that the limited availability of data restricted their analysis.) In addition to more data being required to provide more robust analysis, the Reviewers also suggested that there were several examples which indicated a need to increase staff understanding of the specific needs and barriers of specific equity-seeking groups and enhance staff capacity to consider intersectionality.

The Reviewers found that there were many instances in which the original City staff analysis did not identify potentially impacted groups and potential impacts. They also found that the measurement of the impacts varied dramatically. The project's review process identified many of the same deficiencies and was able to work with Programs and Agencies to address them before the analysis was finalized.

The Reviewers commented that level of vulnerability of impacted residents needs to be better captured by the Equity Lens and more carefully considered in the staff analysis.

The Reviewers noted there may be instances in which impacted equity-seeking groups may remain invisible in an equity impact analysis. The Reviewers pointed out that some equity-seeking groups face such significant barriers to services that they may not be noticed or identified as a potential 'client.' The assumption may just be that a particular group does not want or need access to the service, rather than explore why particular groups are not accessing the service. For example, many Aboriginal people in Toronto do not access many City services and spaces. This reality has often been overlooked; Aboriginal people have simply not been identified as potential 'clients.' The Reviewers stressed that a fulsome understanding of the needs and barriers of equity-seeking groups is critical to excellent equity impact analysis – and effective service delivery.

The Reviewers challenged the notion that efficiencies could result in positive equity impacts. They also commented that a principle of equity budgeting, consistent with a commitment to human rights, requires any savings from reductions to spending on services for equity-seeking groups be reinvested to support the fulfilment of the impacted groups' rights.

With respect to changes that would result in job losses, the Reviewers recommended a City-wide analysis of how the job losses will impact employees from equity-seeking groups.

The Reviewers stressed that more training and support for City staff will strengthen and enrich the equity impact analyses. They suggested training should support staff to: i) better understand the specific needs and barriers of specific equity-seeking groups, ii) apply the Equity Lens with more specificity, iii) better account for the level of vulnerability of impacted residents. The Reviewers stressed that while there is a need to better support the Equity Budgeting exercise, the analysis that it has generated is very useful and important to informed discussion and decision-making.

Finally, the Reviewers commented that there has been significant progress on the Equity Budgeting initiative since its launch in 2017. They expressed their optimism regarding the potential of the work to contribute to the City's Budget process and debates. They expressed their enthusiasm to continue to contribute to the initiative. The Reviewers recommended that measures be taken to further incorporate equity impact analysis into the City Budget process and elevate the exercise so that its potential to enrich and strengthen the Budget process and debates can be realized.

Attachments

- A – List of External Review Panel members
- B – Key components of the Equity Lens for the 2018 Budget
- C – Proposals (service level changes and revenue changes) in the Preliminary Operating Budget with positive equity impacts
- D – Proposals (service level changes and revenue changes) in the Preliminary Operating Budget with negative equity impacts
- E – Proposals not included in the Preliminary Budget – with Equity Impact Statements

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ⁱ City of Toronto – Equity, Diversity and Human Rights, 2016. "Understanding Equity." Available at: <http://insideto.toronto.ca/edhr/pdf/equity-lens-understanding-equity.pdf>

ⁱⁱ Downes, R., Lisa von Trapp and Scherie Nicol, 2017. "Gender budgeting in OECD countries." OECD Journal on Budgeting, Volume 2016/3. 2017. Available at: <http://www.oecd.org/gender/Gender-Budgeting-in-OECD-countries.pdf>.

Attachment A – List of External Review Panel Members

Mark Atanasoff, Ontario Association of Children's Aid Societies

Aina-Nia Ayo'dele, Anti-Black Racism consultant

Crystal Basi, Toronto Aboriginal Support Services Council

Karen Bible, Lived Experience Advisory Group, Toronto Poverty Reduction Strategy

Sheila Block, Canadian Centre for Policy Alternatives

Pat Capponi, Individual with Lived experience of Mental illness and Poverty

Rob Horwarth, Toronto Neighbourhood Centres

Sean Meagher, Social Planning Toronto

Pat O'Campo, University of Toronto, Dalla Lana School of Public Health

Emily Paradis, University of Toronto, Factor-Inwentash Faculty of Social Work

Riley Peterson, Toronto Youth Cabinet

Leila Sarangi, Women's Habitat

John Stapleton, Metcalf Foundation

Attachment B - Key components of the Equity Lens for the 2018 Budget

Equity-Seeking groups

- Women*
- Persons with low-income*
- Aboriginal People
- Immigrants & Refugees
- Racialized (Black)
- Racialized Group(s)
- LGBTQ2S
- Persons with Disabilities
- Undocumented Individuals
- Youth
- Other

Some examples of other people who are vulnerable:

- Seniors
- Victims of violence
- Persons with low literacy
- Persons who are homeless or under-housed
- Residents in Neighbourhood Improvement Areas

Barriers to equity

- Access to Affordable Childcare
- Access to Affordable Eldercare
- Access to Affordable Housing
- Access to City Information
- Access to City Services
- Access to City Spaces
- Access to Economic Development Opportunities
- Access to Food
- Access to Health Services
- Access to Parenting Supports
- Access to Public Transit
- Access to Shelters
- Access to Training & Employment
- Civic Engagement & Community Participation
- Discrimination
- Identity & Belonging
- Not applicable
- Other
- Pay Equity
- Poverty
- Safety & Security

*mandatory fields

Attachment C - Proposals in the 2018 Preliminary Operating Budget with positive impacts

Program	Form Description	2018 Adjustments				2019 Plan Net Change	2020 Plan Net Change
		Gross Expenditure	Revenue	Net	Approved Positions		
Children's Services	Efficiency Savings from Customer Service Improvements	(15.2)	0.0	(15.2)	0.00	(130.0)	0.0
Children's Services	Draw from Child Care Expansion Reserve for Occupancy Grants	0.0	5,821.2	(5,821.2)	0.00	0.0	5,821.2
Engineering & Construction Services	Metrolinx Transit Projects	885.0	885.0	(0.0)	8.00	0.0	0.0
Engineering & Construction Services	Review/ Project Mgmt for Lawrence Heights Revitalization	140.9	140.9	0.0	1.00	0.0	0.0
Fire Services	Market Segmentation for Public Education Pilot Program	150.0	150.0	0.0	0.00	20.0	130.0
Long-Term Care Homes & Services	Consolidate & Streamline Operations	(351.4)	(189.8)	(161.6)	(1.74)	29.7	(3.3)
Long-Term Care Homes & Services	Transformation and Modernization of Model of Care	(356.4)	0.0	(356.4)	(0.00)	2.8	(4.4)
Municipal Licensing & Standards	Harmonized Sidewalk Café and Marketing By-law	203.7	424.6	(220.9)	3.00	(123.8)	(9.2)
Municipal Licensing & Standards	Transportation Recovery from MLS Sidewalk Cafes & Marketing	220.9	0.0	220.9	0.00	123.8	9.2
Municipal Licensing & Standards	Short-term Rentals Regulations	772.7	771.3	1.4	8.00	(106.7)	(15.7)

Program	Form Description	2018 Adjustments				2019 Plan Net Change	2020 Plan Net Change
		Gross Expenditure	Revenue	Net	Approved Positions		
Policy, Planning, Finance & Administration	Consultation Coordinators (Basement Flooding/Local Roads)	373.1	373.1	0.0	3.00	0.0	0.0
Toronto Employment & Social Services	Reduced Admin Burden due to Two Way Secure Email Project	(2,389.1)	0.0	(2,389.1)	(28.00)	(35.5)	(4.2)
Toronto Employment & Social Services	Family Support Admin Realignment due to Provincial Changes	(672.1)	0.0	(672.1)	(7.00)	(10.1)	(1.3)
Toronto Paramedic Services	NW District Centralized Vehicle Cleaning	0.0	0.0	0.0	14.00	0.0	0.0
Toronto Public Health	Adult Ontario Works Dental	100.5	100.5	0.0	1.00	0.0	0.0
Transportation Services	Road Safety Plan - Vision Zero	208.9	208.9	(0.0)	2.00	0.0	(0.0)
Transportation Services	Transit Shelter Installation	100.0	100.0	0.0	0.00	0.0	0.0
Transportation Services	Cycling Network Plan Delivery	227.4	227.4	0.0	2.00	0.0	0.0
Total		(400.9)	9,013.2	(9,414.1)	5.26	(229.7)	5,922.3

Attachment D - Proposals in the 2018 Preliminary Operating Budget with negative impacts

Program	Form Description	2018 Adjustments				2019 Plan Net Change	2020 Plan Net Change
		Gross Expenditure	Revenue	Net	Approved Positions		
City Clerk's Office	Service Delivery Model Review	(5.9)	1.0	(5.9)	(1.00)	(67.1)	0.0
Economic Development & Culture	Reduce Support to Downsview Park Arts Alliance	(20.0)	0.0	(20.0)	0.00	0.0	0.0
Economic Development & Culture	Reduce Doors Open Budget	(25.0)	0.0	(25.0)	0.00	0.0	0.0
Economic Development & Culture	Reduction to Squares Program	(114.9)	(66.2)	(48.7)	0.00	0.0	0.0
Economic Development & Culture	Change General Admission Rates for Museums	0.0	15.0	(15.0)	0.00	0.0	0.0
Economic Development & Culture	New User Fees for the Market Gallery	0.0	45.9	(45.9)	0.00	0.0	0.0
Toronto Public Health	Ambassador Program Funding Reduction	(25.0)	(18.8)	(6.3)	0.00	(6.3)	0.0
Toronto Zoo	\$1 Increase to Zoomobile	0.0	75.0	(75.0)	0.00	0.0	0.0
TOTAL		(190.8)	51.9	(241.7)	(1.0)	(73.4)	0.0

Attachment E - Summary of New / Enhanced Business Cases for Budget Committee's Review & Consideration

(Not Included in the 2018 Preliminary Operating Budget)

By Program

Organization	Equity Impact	Equity Statement	2018			2019			2020			
			\$		Positions	\$		Positions	\$		Positions	
			Gross	Net		Gross	Net		Gross	Net		
Program ('000s)												
311 Toronto												
Day 2 Support Required for UCCE Technology Infrastructure	No Impact	There are no equity impacts.	95.0	95.0								
311 Toronto Total			95.0	95.0								
Association of Community Centres												
The 519 Additional Cleaning Staff due to Increased Space	Positive	This proposal will have positive impacts on LGBTQ2S communities which include women, trans, racialized people, youth, Aboriginal people, people with low-income, people with disabilities, refugees and newcomers. It will allow diverse members of LGBTQ2S communities to continue to access City spaces and City services at the 519. It will also maintain opportunities for civic engagement, community participation and the nurturance of a sense of belonging.	73.4	73.4	2.0	36.7	36.7					
Central Eglinton Additional Staff due to Increased Space	Positive	This proposal will have a positive impact on low-income seniors. The potential impacts include increased access to City services, as well as increased opportunities for civic engagement and community participation.	29.6	29.6	0.8	7.9	7.9			0.7	0.7	
Association of Community Centres Total			103.0	103.0	2.8	44.6	44.6			0.7	0.7	
Children's Services												
Child & Family Centres (CFC) Administration Program Support	Positive	This proposal is likely to have a positive impact on members of all equity-seeking groups who are families with young children. It is anticipated that this proposal, associated with the transfer of the CFC Program, will result in service improvements that are the result of extensive consultation. Families from equity-seeking groups are more likely to face barriers, albeit different ones, to accessing parenting supports. It will increase access to parenting supports, as well as opportunities for community participation.	2,698.9	0.0	14.0	47.5	(0.0)			46.6	0.0	
Child and Family Centres (CFC) Program Delivery	Positive	This proposal is likely to have a positive impact on members of all equity-seeking groups who are families with young children. It is anticipated that this proposal, associated with the transfer of the CFC Program, will result in service improvements that are the result of extensive consultation. Families from equity-seeking groups are more likely to face barriers, albeit different ones, to accessing parenting supports. It will increase access to parenting supports, as well as opportunities for community participation.	23,825.2									
City 20% Share of Prov/ Federal Growth Subsidy	Positive	This proposal supports a capital project, which will have a positive impact on families with young children. While it will generally benefit families, it is likely to have a particularly significant impact on women. The impacts include increased access to childcare, which in turn can increase women's access to employment, education and training. The benefits of this proposal will not be realized until the capital project is complete. (Note, the Capital Budget has not included an equity impact analysis.)	2,000.0	2,000.0		7,600.0	7,600.0			1,600.0	1,600.0	
Increased staffing to manage growth	Positive	This proposal is likely to have a positive impact on women, as it increases access to affordable childcare, thereby increasing women's access to employment, education and training. While it is likely to generally benefit families with young children, it will have a significant impact on families with low-income and those who experience higher risk of low-income, including all equity-seeking groups. It will increase their access to affordable childcare.	2,668.4	(0.0)	28.0	786.8	0.0	(0.0)		89.2	0.0	

Organization	Equity Impact	Equity Statement	2018			2019			2020		
			\$		Position	\$		Positions	\$		Position
			Gross	Net		Gross	Net		Gross	Net	
Relocation of Lawrence Ave. East TELCCS	Positive	This proposal will have no impacts in 2018. In 2019, while this proposal is likely to generally benefit families with young children, it will primarily have a positive impact on women. The impacts include increased access to childcare, which in turn can increase women's access to employment, education and training.				1,179.0	235.8	13.8	(66.9)	(13.4)	
Child Care Expansion (Firgrove / Ancaster) increased spaces	Positive	While this proposal is likely to generally benefit families with young children, it will primarily have a positive impact on women. The impacts include increased access to childcare, which in turn can increase women's access to employment, education and training.	534.0	106.8	6.4	(30.0)	(6.0)		13.7	2.7	
Additional 825 Spaces to Support Growth	Positive	While this proposal is likely to generally benefit families with young children, it will primarily have a positive impact on women. The impacts include increased access to childcare, which in turn can increase women's access to employment, education and training.	12,000.0			(12,000.0)					
TELCCS additional spaces (Berner Trail / Chester Le)	Positive	This proposal will have no impacts in 2018. In 2019, while this proposal is likely to generally benefit families with young children, it will primarily have a positive impact on women. The impacts include increased access to childcare, which in turn can increase women's access to employment, education and training.				361.6	72.3	4.0	(21.7)	(4.3)	
Increased Provincial Support for Programming	Positive	This proposal is likely to have a positive impact on women, as it increases access to affordable childcare, thereby increasing women's access to employment, education and training. While it is also likely to generally benefit families with young children, it will have a significant impact on families with low-income and those who experience higher risk of low-income, including all equity-seeking groups. It will increase their access to affordable childcare.	4,313.0								
Children's Services Total			48,039.6	2,106.8	48.4	(2,055.1)	7,902.1	17.8	1,661.0	1,585.0	
City Clerk's Office											
Real-time & Archived Video Captioning of Council & Ctee Mtg	Positive	This proposal will have a positive impact on people with disabilities, immigrants, refugees and newcomers who may have difficulty understanding English. It will increase access to City information, and increase opportunities for civic engagement and community participation.	400.0	400.0		200.0	200.0				
City Clerk's Office Total			400.0	400.0		200.0	200.0				
City Manager's Office											
Funding to Support Poverty Reduction Strategy in HR	Positive	This proposal will have a positive impact on all of the equity-seeking groups, all of whom are at higher risk of low-wage, precarious work. This proposal has the potential to increase access to employment, and reduce the level of poverty and discrimination experienced by members of equity-seeking groups, especially those with low-income.	92.4	92.4	1.0	43.4	43.4	(0.0)	(78.1)	(78.1)	(1.0)
Secure Permanent Client-Funding for Fire Services	Positive	This proposal will have a positive impact on the following equity seeking groups: Aboriginal people, people with disabilities and racialized groups. The potential impacts include: increased access to training and employment and improved representation of impacted groups in the City's workforce. It will also advance the Talent Blueprint goal of a diverse and inclusive workforce that reflects Toronto's population.	122.8		1.0	2.4			0.6		
Support for AODA Accountability & Compliance in EDHR	Positive	This proposal will have a positive impact primarily on people with disabilities and Aboriginal people. The potential impacts include: increase in access to City information and City services, increase in a positive sense of identity and belonging, and decreased discrimination.	263.2	263.2	2.0	6.9	6.9		6.9	6.9	

Organization	Equity Impact	Equity Statement	2018			2019			2020			
			\$		Position	\$		Positions	\$		Position	
			Gross	Net		Gross	Net		Gross	Net		
Program ('000s)												
Establishment of an Indigenous Affairs Office	Positive	This proposal will have a positive impact on Indigenous people. A centralized Indigenous Affairs Office is proposed to strengthen the City's relationship with Metis, Inuit and First Nations communities in Toronto and track and report on the City's response to the eight Truth and Reconciliation Calls to Action that have a clear role for municipalities. A critical component of reconciliation, and the work of the proposed office, is to recognize and support the distinct needs and rights of Indigenous (Metis, Inuit and First Nations) people. This proposal will develop and implement a reconciliation framework/strategy for the City, support City divisions in the development and implementation of reconciliation initiatives and provide subject matter expertise, including supporting dialogue with other orders of government. What is most significant about this proposal is that it will contribute to reconciliation. It is likely this proposal will also increase Indigenous people's access to City information and City services. It may also increase opportunities for civic engagement and participation, as well as decrease discrimination.	519.7	519.7	4.0	(27.9)	(27.9)			12.2	12.2	
Support for Toronto for All and AODA in HR	Positive	This proposal will have a positive impact primarily on people with disabilities, Aboriginal people and members of other equity-seeking groups. The potential impacts include: increase in access to City information and City services, increase in a positive sense of identity and belonging, and decreased discrimination.	504.6	504.6	2.0	339.0	339.0	2.0		13.8	13.8	
City Manager's Office Total			1,502.6	1,379.8	10.0	363.8	361.4	2.0		(44.6)	(45.2)	(1.0)
Economic Development & Culture												
Indigenous Culture	Positive	This proposal will have a positive impact on Aboriginal people. The potential impacts include: increased access to employment and a strengthened sense of identity and sense of belonging.	300.0	300.0								
Major Cultural Organizations - Harbour front Centre	Positive	This proposal is likely to have a positive impact on the following equity-seeking groups: people with low-income, Aboriginal people and immigrants and refugees. The potential impacts include: continued access to City spaces, strengthening identity and sense of belonging, and increasing opportunities for civic engagement and community participation. Persons with intersecting identities may be impacted differently particularly those from an equity-seeking group who are also low-income.	250.0	250.0								
Museums Marketing Expansion	Positive	This proposal is likely to have a positive impact on members of equity-seeking groups with low-income. The proposal, which will result in increased and targeted advertising of the generally low-cost museum programs, may increase access to City spaces, particularly for low-income people from equity-seeking groups who are more likely to experience barriers to access the museums.	200.0	200.0								
Music Strategy Roll-Out	Positive	This proposal may have a positive impact on the following equity-seeking groups: women, Aboriginal people, immigrants and refugees, racialized groups, LGBTQ2S groups, people with disabilities and youth. The potential impacts include increased access to training and employment, increased community participation and increased sense of belonging.	200.0	200.0								
New Year's Eve	Positive	This proposal will have a positive impact on the following equity-seeking groups: women, people with low-income, youth, and people with disabilities. The potential impacts include: greater access to cultural programming, as well as greater access to employment opportunities within the cultural sector. Additionally, the proposal may increase women's safety.	425.0	225.0								
Public Art Operations and Maintenance	Positive	This proposal is likely to have a positive impact on members of equity-seeking groups with low-income. The potential impact is increased access to City spaces.	219.0	219.0								
Study of the Current State and Future of the City's Retail	No Impact	There are no equity impacts.	200.0	200.0		(200.0)	(200.0)					

Organization	Equity Impact	Equity Statement	2018			2019			2020		
			\$		Position	\$		Positions	\$		Position
			Gross	Net		Gross	Net		Gross	Net	
Program ('000s)											
Toronto Significant Events Investment Program	Positive	This proposal will have a positive impact on the following equity-seeking groups: Aboriginal people, people with disabilities, and immigrants and refugees. By providing funding to the Aboriginal Sport and Wellness Council of Ontario, the Aboriginal Peoples' Television Network, Special Olympics Ontario and the Naos Cultural Festivals and Film Society, the program increases the impacted groups' access to training and employment opportunities, as well as opportunities for civic engagement and community participation. It may also enhance their sense of belonging.	1,050.0			(925.0)			(125.0)		
Toronto Arts Council - Grant Program	Positive	This proposal will have a positive impact on the following equity-seeking groups: Aboriginal communities, immigrant and refugees, youth, and people with disabilities. The potential impacts include increased: opportunities to engage in arts and culture, access to training and employment opportunities, opportunities for community participation, opportunities for economic development and opportunities to foster a positive sense of identity and belonging. It may also decrease discrimination.	500.0	500.0							
Increase Grants to Specialized Collections Museums	Positive	This proposal may have a positive impact on people with low-income, as well as others from equity-seeking groups, including immigrants and refugees, who face barriers to accessing Toronto's museums. The proposal will support outreach activities and more accessible public programming. Accessible programming will address current and potential barriers to access such as pricing, hours of operation and marketing channels. The proposal will increase access to City services and opportunities for community participation and civic engagement. As well, the proposal may enhance social inclusion and strengthen the impacted residents' identity and sense of belonging.	106.0	106.0							
Construction Mitigation Best Practices, Options & Support	No Impact	There are no equity impacts.	300.0	300.0		(300.0)	(300.0)				
Local Capacity Building Program - Retail Areas	Positive	This proposal will have a positive impact on residents in Neighborhood Improvement Areas, many of whom are low-income, racialized, immigrants and refugees. The proposal will increase access to economic development opportunities, training and employment as well as increase community participation. It may also contribute to a positive sense of identity and belonging.	262.0	262.0		30.0	30.0		20.0	20.0	
Economic Development & Culture Total			4,012.0	2,762.0		(1,395.0)	(470.0)		(105.0)	20.0	
Facilities, Real Estate, Environment & Energy											
TransformTO - Acc. Work Plan - Leading by Example	Positive	This proposal will benefit all residents, but may have a differential impact on people with disabilities. All SOGR work that may be able to leverage additional resources through the retrofits and renewable energy installation implementation advances AODA objectives increasing the accessibility of City facilities for people with disabilities.	330.0	96.2	4.0	481.9	100.3	3.0	133.7	4.3	(0.0)
TransformTO - Community Energy Planning & Low-Carbon Thermal	Positive	This proposal may have a positive impact on people with low-income. By investing resources in planning and identifying community-specific energy systems, energy cost savings can be realized, increasing access to affordable housing.	555.0	555.0	8.0	510.9	510.9	1.0	122.9	122.9	(0.0)
TransformTO Coordination	Positive	This proposal, which will be critical in ensuring the guiding principles for climate action established in TransformTO are implemented, may have a positive impact on all equity-seeking groups, particularly those with low-income. The guiding principles include: a) advance social equity; b) improve affordability, particularly for vulnerable populations; c) protect residents with low-income d) contribute to poverty reduction e) enhance and strengthen the local economy; f) maintain and create good quality local jobs; g) improve public health; and h) create resilient communities and infrastructure. This proposal may increase access to: affordable housing, training and employment, as well as opportunities for civic engagement and community participation.	353.3	353.3	3.0	431.6	431.6	(0.0)	(70.6)	(70.6)	

Organization	Equity Impact	Equity Statement	2018			2019			2020		
			\$		Position	\$		Positions	\$		Position
			Gross	Net		Gross	Net		Gross	Net	
Program ('000s)											
TransformTO - Better Buildings Programs	Positive	This proposal includes a number of public facing strategies: 1.1. Enhance Better Buildings Partnership (BBP), 1.3 Dedicated funding for Community-based Climate Action, 1.5. Residential Energy Retrofits (HELP) and, 5.3 Leverage Live Green Toronto. All have potential equity impacts. These programs support the improved energy efficiency of buildings across the community in the public and residential sectors. Building energy retrofits through HELP has the potential to improve the quality of housing for equity-seeking groups including people with low-income, as well as improving housing affordability, thereby increasing access to affordable housing.	1,136.2	1,093.2	10.0	1,652.2	1,652.2	6.0	661.4	661.4	(0.0)
New Paramedics Custodial & Op. Maintenance-1300 Wilson Ave	No Impact	There are no equity impacts.	220.0								
Enhanced Security Measures at Toronto City Hall	NA	An Equity Lens will be applied if this proposal is approved.	778.6	778.6	10.0	19.7	19.7		19.8	19.8	
Facilities, Real Estate, Environment & Energy Total			3,373.2	2,876.4	35.0	3,096.2	2,714.7	10.0	867.2	737.8	(0.0)
Fire Services											
Road to Mental Readiness Training	No Impact	There are no equity impacts.	92.4	92.4		62.5	62.5		(154.9)	(154.9)	
Employment Systems Review/ Inclusion plan	Positive	This proposal will have a positive impact primarily on the following equity seeking groups: women, Aboriginal people, racialized groups and people with disabilities. The impacts included greater access to training and employment.	200.0	200.0		(200.0)	(200.0)				
CFAI-Peer Assessment & Commission Meetings	No Impact	There are no equity impacts.	29.9	29.9		(26.5)	(26.5)				
Create Permanent IDC/IDR with HR for training	No Impact	There are no equity impacts.			(1.0)	(0.0)	(0.0)		(0.0)	(0.0)	
Fire Services Total			322.3	322.3	(1.0)	(164.1)	(164.1)		(154.9)	(154.9)	
Fleet Services											
TransformTO - Improve Fleet Fuel Efficiency	No Impact	There are no equity impacts.	172.4	172.4	2.0	96.2	96.2	(0.0)	6.9	6.9	
Equipmt. to Support Horticulture Bed Rejuvenation	Positive	This proposal, which supports a Parks, Forestry and Recreation proposal to rejuvenate horticulture beds, will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, racialized groups, people with disabilities, youth, and residents in Neighbourhood Improvement Areas. The potential impacts include: increased access to City space, increased access to economic development opportunities, and increased opportunities for community participation.				199.2			132.8		
Equipmt. to Support Enhanced Maintenance and Quality Mgmt	No Impact	There are no equity impacts.	15.0				0.1		0.1		
Equipmt. to Support Horticulture and Urban Agriculture	No Impact	There are no equity impacts.	36.2				0.1		0.1		
Equipmt. to Support Parks Ranger Program	Positive	This proposal, which supports a proposal related to the Parks Rangers Program from Parks, Forestry and Recreation will have a positive impact on the following equity-seeking groups: people with low-income, seniors, youth, immigrants and refugees. It will increase access to City spaces as well as opportunities for civic engagement and community participation.				82.8					
Fleet Services Total			223.6	172.4	2.0	378.4	96.2	(0.0)	139.9	6.9	
Heritage Toronto											
2018 - Heritage Enhanced Services - Manager of Philanthropy	No Impact	There are no equity impacts.	23.2	23.2		(19.7)	(53.2)		(3.5)	(52.3)	
2018 - Heritage Status of Heritage Report Card	No Impact	There are no equity impacts.	20.0	10.0		(17.0)	(7.0)				
Website Redevelopment	No Impact	There are no equity impacts.	23.5	6.5	0.3	(21.8)	(13.1)	(0.3)	(1.7)	(7.5)	
Heritage Toronto Total			66.7	39.7	0.3	(58.5)	(73.3)	(0.3)	(5.2)	(59.8)	
Integrity Commissioner's Office											
Enh. to Legal and Investigative Services Budget	NA	No equity impact analysis was conducted.	190.0	190.0		4.3	4.3		4.3	4.3	
Temp Staff Req for IC to fulfill stat. outreach & educ.role	NA	No equity impact analysis was conducted.	165.2	165.2	1.0	(75.7)	(75.7)	(1.0)	(89.5)	(89.5)	
Integrity Commissioner's Office Total			355.2	355.2	1.0	(71.3)	(71.3)	(1.0)	(85.3)	(85.3)	
Non-Program Expenditures											
Change Management Office	No Impact	There are no equity impacts.	855.1	855.1	6.0	134.0	134.0		24.2	24.2	
Non-Program Expenditures Total			855.1	855.1	6.0	134.0	134.0		24.2	24.2	
Office of the Lobbyist Registrar											
Statutory Education & Outreach Requirements	NA	No equity impact analysis was conducted.	95.2	95.2	1.0	30.5	30.5	(0.0)	3.7	3.7	
Statutory Investigation & Legal Requirements	NA	No equity impact analysis was conducted.	359.3	359.3	1.0	41.3	41.3	(0.0)	9.9	9.9	
Office of the Lobbyist Registrar Total			454.5	454.5	2.0	71.8	71.8	(0.0)	13.6	13.6	
Office of the Ombudsman											
Support for Investigation, Enquiry and Complaints analysis	NA	No equity impact analysis was conducted.	72.9	72.9	1.0	28.7	28.7	(0.0)	3.0	3.0	
Office of the Ombudsman Total			72.9	72.9	1.0	28.7	28.7	(0.0)	3.0	3.0	
Office of the Treasurer											
Fee for refunding overpayments caused by customer	No Impact	There are no equity impacts.		(54.0)			(10.8)				
Office of the Treasurer Total				(54.0)			(10.8)				
Parks, Forestry & Recreation											

Organization	Equity Impact	Equity Statement	2018			2019			2020		
			\$		Position	\$		Positions	\$		Position
			Gross	Net		Gross	Net		Gross	Net	
Horticulture and Urban Agriculture	Positive	This proposal will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, racialized groups, people with disabilities, youth, and residents in Neighbourhood Improvement Areas. The potential impacts include: increased access to City space, increased access to economic development opportunities, and increased opportunity for community participation.	683.3	683.3	6.3	8.9	8.9		3.1	3.1	
Horticulture Bed Rejuvenation Cycle - Phase 1	Positive	This proposal will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, racialized groups, people with disabilities, youth, and residents in Neighbourhood Improvement Areas. The potential impacts include: increased access to City space, increased access to economic development opportunities, and increased opportunity for community participation.	74.1	74.1	1.1	15.6	15.6	(0.1)	2.7	2.7	
Horticulture Bed Rejuvenation Cycle – Phase 2	Positive	This proposal will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, racialized groups, people with disabilities, youth, and residents in Neighbourhood Improvement Areas. The potential impacts include: increased access to City spaces, increased access to economic development opportunities, and increased opportunity for community participation.				3,157.0	3,157.0	27.0	3.9	3.9	
Horticulture Bed Rejuvenation Cycle – Phase 3	Positive	This proposal will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, racialized groups, people with disabilities, youth, and residents in Neighbourhood Improvement Areas. The potential impacts include: increased access to City spaces, increased access to economic development opportunities, and increased opportunity for community participation.							1,977.2	1,977.2	16.5
Improve Natural Environment Trails - Phase 1	Positive	The proposal will have a positive impact on seniors and people with disabilities The proposal, which will increase maintenance and therefore accessibility, will increase access to City spaces.	159.1	159.1	2.0	55.2	55.2	(0.0)	5.8	5.8	
Improve Natural Environment Trails – Phase 2	Positive	The proposal will have a positive impact on seniors and people with disabilities The proposal, which will increase maintenance and therefore accessibility, will increase access to City spaces.				254.3	254.3	3.6	62.7	62.7	(0.0)
Park Ranger Program - Phase 1	Positive	This proposal will have a positive impact on the following equity-seeking groups: people with low-income, seniors, youth, immigrants and refugees. It will increase access to City spaces as well as opportunities for civic engagement and community participation.	89.7	89.7	1.0	32.0	32.0	(0.0)	3.0	3.0	
Park Ranger Program – Phase 2	Positive	This proposal will have a positive impact on the following equity-seeking groups: people with low-income, seniors, youth, immigrants and refugees. It will increase access to City spaces as well as opportunities for civic engagement and community participation				1,157.8	1,157.8	13.0	353.4	353.4	
Park Ranger Program – Phase 3	Positive	This proposal will have a positive impact on the following equity-seeking groups: people with low-income, seniors, youth, immigrants and refugees. It will increase access to City spaces as well as opportunities for civic engagement and community participation.									
Bluffer's Park - Traffic Management Plan	No Impact	There are no equity impacts.	270.0	270.0							
Parks Plan-Enhanced Maintenance and Quality Management	Positive	This proposal will have a positive impact on the following equity-seeking groups: people with low-income, seniors and youth. It will increase access to City spaces.	492.2	492.2	5.1	10.9	10.9		5.6	5.6	
Waterfront Lifeguard (Transfer from Police)	No Impact	There are no equity impacts.	344.0	284.0	31.6	27.8	26.6		3.2	3.2	
SH Armstrong Pool Programming Reinstatement	Positive	This proposal will have a positive impact on the following equity-seeking groups: women, people with low-income, youth and persons who are homeless or under-housed. The impacts include increased access to City services and increased access to City spaces, especially for those living in poverty. Reinstating programming at this location will also increase access to training and employment for youth certified as lifeguards.	139.6	133.5	0.8	47.5	45.5	0.3			(1.0)

Organization	Equity Impact	Equity Statement	2018			2019			2020		
			\$		Position	\$		Positions	\$		Position
			Gross	Net		Gross	Net		Gross	Net	
Centennial West Pool Programming Reinstatement	Positive	This proposal will have a positive impact on the following equity-seeking groups: women, people with low-income, youth and persons who are homeless or under-housed. The impacts include increased access to City services and increased access to City spaces, especially for those living in poverty. Reinstating programming at this location will also increase access to training and employment for youth certified as lifeguards.	329.3	158.8	3.6	116.5	59.6	0.9	2.9	2.9	
Address Unmet Demand for Recreation Programs (Phase 1)	Positive	This proposal, which adds 10,000 spaces in camps and introductory recreation programs across the city will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, people with disabilities and youth. The impacts include: increased access to City services and City spaces. Impacts also include: increased opportunities for civic engagement and community participation, and increased training and employment opportunities, especially for youth.	482.3	386.3	11.1	6.3	6.3				
Address Unmet Demand for Recreation Programs (Phase 2)	Positive	This proposal, which adds 25,000 spaces in camps and introductory recreation programs across the city will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, people with disabilities and youth. The impacts include: increased access to City services and City spaces. Impacts also include: increased opportunities for civic engagement and community participation, and increased training and employment opportunities, especially for youth.				958.8	769.3	22.0			
Address Unmet Demand for Recreation Programs (Phase 3)	Positive	This proposal, which adds 25,000 spaces in camps and introductory recreation programs across the city will have a positive impact on the following equity-seeking groups: women, people with low-income, immigrants and refugees, people with disabilities and youth. The impacts include: increased access to City services and City spaces. Impacts also include: increased opportunities for civic engagement and community participation, and increased training and employment opportunities, especially for youth.							1,033.6	829.6	23.6
Swim to Survive (Phase 3)	Positive	This proposal will have a positive impact on youth from the following equity-seeking groups: people with low-income, Aboriginal people, immigrants and refugees. The proposal will increase access to City services and City spaces. It will also increase safety and community participation and contribute to a positive sense of belonging.	155.9	155.9	3.2	1.8	1.8				
Swim to Survive (Phase 4)	Positive	This proposal will have a positive impact on youth from the following equity-seeking groups: people with low-income, Aboriginal people, immigrants and refugees. The proposal will increase access to City services and City spaces. It will also increase safety and community participation and contribute to a positive sense of belonging.				154.1	154.1	3.5			
Swim to Survive (Phase 5)	Positive	This proposal will have a positive impact on youth from the following equity-seeking groups: people with low-income, Aboriginal people, immigrants and refugees. The proposal will increase access to City services and City spaces. It will also increase safety and community participation and contribute to a positive sense of belonging.							154.1	154.1	3.5
Tree Protection Enforcement-Convert from Temp to Permanent	No Impact	There are no equity impacts.	197.3	0.0	1.0	47.7	0.0	(0.0)	4.0	0.0	
Achieve Tree Canopy Goal - Expand Tree Care & Maintenance	Positive	This proposal will have a positive impact on people with low-income and people with disabilities. The impacts include increased access to City spaces, specifically areas with better maintained and increased tree canopy, and natural areas. Well maintained trees in parks provide people with low-income with a recreational space that they can enjoy at no cost. Open space and forests provide opportunities for exercise, physical activity and relaxation and contact with nature is associated with health benefits. Trees provide natural cooling, shade and block UV radiation. There are documented mental health benefits of simply having trees in neighbourhoods, which is especially significant for those with disabilities.	5,030.0	(0.0)	1.0	0.0	1,440.0	(0.0)	4,200.0	1,450.0	
Parks, Forestry & Recreation Total			8,446.8	2,886.9	67.7	6,052.2	7,194.9	70.0	7,815.1	4,856.0	43.6

Organization	Equity Impact	Equity Statement	2018			2019			2020		
			\$		Position	\$		Positions	\$		Position
			Gross	Net		Gross	Net		Gross	Net	
Annual License for Cloud Based Emergency Response Upgrade	Positive	This proposal will impact people with low-income, people with disabilities and other vulnerable populations. The proposal will increase access to City services, as well as increase access to safety and security. (The Office of Emergency Management utilizes the DLAN software system to manage all Emergency Social Services responses, of which 90% involve people who are deemed vulnerable.)				65.0	65.0				
Policy, Planning, Finance & Administration Total Shelter, Support & Housing Administration						65.0	65.0				
Transformative Data Analytics for Div. Perf. Measurement	Positive	This proposal will have a positive impact on residents who are homeless and under-housed. People from equity-seeking groups are at a higher risk of poverty. Therefore, people from equity-seeking groups who lack housing stability are impacted. This proposal may increase access to shelters and City services.	286.5	120.4	4.0	156.8	101.0	(0.0)	11.9	5.9	
Funding for TCHC's Tenants First implementation project	Positive	The implementation of Tenants First will have a positive impact on TCHC's tenants, many of whom are people with low-income, seniors, people with disabilities and people from other equity-seeking groups. It will increase access to City services and affordable housing.	3,019.0			(23.3)			(2,995.7)		
Shelter, Support & Housing Administration Total Social Development, Finance & Administration			3,305.5	120.4	4.0	133.4	101.0	(0.0)	(2,983.8)	5.9	
Action Plan to Confront Anti-Black Racism	Positive	This proposal will have a positive impact on Black Torontonians, including the diversity of Black residents who are also members of other equity-seeking groups, including women, youth, newcomers, queer and transgender people, Francophones, people with disabilities, and people living with HIV/AIDS. The proposal seeks to address some of the systemic barriers which prevent people of African descent from enjoying the full benefits of living in Toronto, including equitable access to resources, services, and life chances. The proposal will increase Black Torontonians' access to: City services, City spaces, economic development opportunities, health services, parenting supports, and training and employment supports. It will also increase opportunities for civic engagement and community participation, as well as foster positive senses of identity and belonging. The proposal's impacts may also include decreasing poverty and increasing the impacted residents' sense of safety and security. The Action Plan utilizes an equity approach of targeted universalism in order to address anti-Black racism. Targeting equity measures for Black Torontonians will ensure they have access to the full benefits of living in Toronto, and simultaneously, benefit other Toronto communities experiencing racism and marginalization, and all Toronto residents.	995.4	995.4	5.0	458.2	458.2	2.0	(174.9)	(174.9)	(0.0)
Community Services Partnership Funding Increase	Positive	This proposal will have a positive impact on the following equity-seeking groups: women, people with low-income, Aboriginal people, immigrants and refugees, Black residents, racialized groups, LGBTQ2S residents, people with disabilities, and youth. The impacts include increased access to City services and community programs and increased opportunities for civic engagement and community participation. People with intersecting identities may be significantly impacted because many organizations focus on providing services to people who experience multiple barriers and points of marginalization.	450.0	450.0							
Community Space Tenancy Policy	Positive	The proposal will have a positive impact on the following equity-seeking groups: youth, newcomers, people with disabilities, LGBTQ2S and Aboriginal people. The impacts include: increased access to community services and increased access to City spaces. Persons with intersecting identities may be impacted differently because they are more likely to experience barriers to accessing services. The Community Space Tenancy Policy provides support and opportunities to new and emerging organizations that serve equity seeking groups, including persons with intersecting identities.	75.0	75.0							

Organization	Equity Impact	Equity Statement	2018			2019			2020		
			\$		Position	\$		Positions	\$		Position
			Gross	Net		Gross	Net		Gross	Net	
Extension of Toronto For All Campaign	Positive	This proposal will have a positive impact on all equity-seeking groups because its aim is to reinforce that Toronto is committed to equity and diversity, including race, religion, ethnicity, culture, gender identity, sexual orientation, age, social class and economic status. The potential impacts include increased: civic engagement, community participation and sense of belonging. The proposal may also decrease discrimination and increase safety and security.	100.0	100.0		240.0	240.0				
Poverty Reduction Strategy - Equity Responsive Budgeting	Positive	This proposal has the potential to positively impact many equity-seeking groups and impact a broad range of barriers faced by equity-seeking groups. This proposal will: i) concentrate attention on the needs of and barriers faced by equity-seeking groups, ii) analyze the potential equity impacts of budget decisions, iii) better align the City's Budget process and service planning with Council approved equity strategies; and iv) support evidence-informed service planning and delivery.	105.0	105.0	1.0	29.9	29.9	(0.0)	3.4	3.4	
Poverty Reduction Strategy - Poverty Reduction Evaluation	Positive	This initiative has the potential to positively impact equity-seeking groups. The development of an evaluation and monitoring system has the potential to strengthen Toronto's poverty reduction initiatives and their impact, thereby impacting the lives of residents with low-income, many of whom are from equity-seeking groups. The development of an evaluation and monitoring system will not directly address specific barriers faced by equity-seeking groups. However, a robust evaluation and monitoring system will support efforts to ensure PRS initiatives are having the desired impact and provide information and opportunity for adaptation. More specifically, a well-designed evaluation and monitoring system will both focus attention and resources on significant barriers that can be addressed by poverty reduction initiatives and provide analysis and information about how effectively PRS initiatives are addressing those barriers. Without such evaluation and monitoring, efforts to address the barriers are undermined.	150.0	150.0		(150.0)	(150.0)				
Toronto Strong Neighbourhoods Strategy	Positive	This proposal will have a positive impact on Aboriginal people, women, racialized groups, LGBTQ2S communities, people with disabilities, youth, immigrants and refugees, people with low-income and undocumented individuals, particularly those in Neighborhood Improvement Areas. Given the historic inequitable distribution of resources throughout the City, TSNS 2020 has been implemented to ensure the equitable building of strong neighbourhoods and a supportive service system within the City of Toronto. This proposal will increase access to City and local services and economic development opportunities. Additionally, it will increase opportunities for civic engagement and community participation, as well as residents' sense of belonging.	226.1	226.1	3.0	525.4	525.4	2.0	14.4	14.4	
Transit Fare Equity Program - Phase 1	Positive	This proposal will impact residents with low-income, including people from all equity-seeking groups, because people from equity-seeking groups are more likely to experience poverty. The proposal will increase low-income residents' access to public transit, thereby also increasing access to City services, community services, City spaces, and training and employment opportunities. It will also increase opportunities for civic engagement and community participation and increase impacted residents' sense of belonging. It may also contribute to a reduction in poverty.	4,800.0	4,600.0		3,400.0	3,400.0		100.0	100.0	
Transit Fare Equity Program - Phase 2	Positive	This proposal will impact residents with low-income, including people from all equity-seeking groups, because people from equity-seeking groups are more likely to experience poverty. The proposal will increase low-income residents' access to public transit, thereby also increasing access to City services, community services, City spaces, and training and employment opportunities. It will also increase opportunities for civic engagement and community participation and increase impacted residents' sense of belonging. It may also contribute to a reduction in poverty.				4,800.0	4,500.0		3,200.0	3,200.0	

Organization	Equity Impact	Equity Statement	2018			2019			2020		
			\$		Position	\$		Positions	\$		Position
			Gross	Net		Gross	Net		Gross	Net	
Transit Fare Equity Program - Phase 3	Positive	This proposal will impact residents with low-income, including people from all equity-seeking groups, because people from equity-seeking groups are more likely to experience poverty. The proposal will increase low-income residents' access to public transit, thereby also increasing access to City services, community services, City spaces, and training and employment opportunities. It will also increase opportunities for civic engagement and community participation and increase impacted residents' sense of belonging. It may also contribute to a reduction in poverty.							19,900.0	19,300.0	
Social Development, Finance & Administration Total			6,901.5	6,701.5	9.0	9,303.4	9,003.4	4.0	23,043.0	22,443.0	(0.0)
Toronto Employment & Social Services											
Add. Positions to Administer Transit Fare Equity Program	Positive	This proposal, which supports the implementation of Transit Fare Equity, will impact residents with low-income, including people from all equity-seeking groups, because people from equity-seeking groups are more likely to experience poverty. The proposal will increase low-income residents' access to public transit, thereby also increasing access to City services, community services, City spaces, and training and employment opportunities. It will also increase opportunities for civic engagement and community participation and increase impacted residents' sense of belonging. It may also contribute to a reduction in poverty.	421.4		6.0	18.0			12.5		
Toronto Employment & Social Services Total			421.4		6.0	18.0			12.5		
Toronto Paramedic Services											
Facilities Maint, Custodial & Security IDC -1300 Wilson	No Impact	There are no equity impacts.	220.0	220.0			(110.0)				
Community Paramedicine @ Home Program Expansion	Positive	This proposal will have a positive impact on vulnerable residents, many of whom are from equity-seeking groups. Most impacted by this proposal will be low-income, isolated seniors in Neighborhood Improvement Areas. It will increase their access to health services.	355.2	355.2	5.0	701.7	524.1	5.0	354.8	4.0	
Toronto Paramedic Services Total			575.2	575.2	5.0	701.7	414.1	5.0	354.8	4.0	
Toronto Public Health											
Student Nutrition Program (SNP) - Expansion	Positive	This proposal will have a positive impact on students from families with low-income. The impacts include increased access to food by nutritionally vulnerable students who will benefit from having a nutritious breakfast on a daily basis while at school, enabling them to more fully achieve the positive health, learning and behavioural outcomes that can result from this key nutrition strategy.	442.8	442.8							
Student Nutrition Program (SNP) - Strengthen Current Program	Positive	This proposal will have a positive impact on students from families with low-income. The impacts include increased access to food by nutritionally vulnerable students will benefit from having a nutritious breakfast on a daily basis while at school, enabling them to more fully achieve the positive health, learning and behavioural outcomes that can result from this key nutrition strategy.	1,681.4	1,681.4							
ISPA (Immunization of School Pupils Act)	Positive	This proposal will have a positive impact on immigrants and refugees, youth, people with low-income and people with low-literacy. The potential impacts include increased access to health services. The proposal will increase the number of children being protected against vaccine preventable diseases, protecting the health of individual children and reducing the likelihood of vaccine-preventable disease outbreaks in Toronto schools. It also has the potential to impact parents and families, since, if a child is not protected and gets sick, others in the household may become ill and parents may need to make alternate care arrangements or take time away from work to care for their ill child and/or themselves. Given that disparities in immunization continue to exist among racialized groups and across different socioeconomic classes, assessing and providing opportunity for immunizations for all students will aid in reducing this inequity.	530.3	132.6	9.0	261.9	65.5				

Organization	Equity Impact	Equity Statement	2018			2019			2020		
			\$		Position	\$		Positions	\$		Position
			Gross	Net		Gross	Net		Gross	Net	
Program ('000s)											
Toronto Urban Health Fund Enhancement (Year 4)	Positive	This proposal will have a positive impact on urban Aboriginal populations and youth residing in Neighbourhood Improvement Areas who primarily come from low-income, racialized families. It will increase access to health services and increase opportunities for the development of a positive sense of identity and belonging. It may also increase safety and security of the impacted people. Aboriginal organizations will have the opportunity to address the negative impacts of colonization through empowerment and reconnecting urban Indigenous populations to culturally sensitive and relevant sexual health and harm reduction programming. The enhancement will also create opportunities for organizations in NIAs to address youth social marginalization, increase awareness of risk factors to HIV and illicit substance use, connect vulnerable youth to sexual health, drug education and resiliency building programming and services in order to instill the adoption of healthy behaviors early on in the life stage.	150.0	37.5		150.0	37.5				
Toronto Urban Health Fund - 15% Budget Enhancement	Positive	This proposal will have a positive impact on people from the following equity-seeking and vulnerable groups: recent immigrant/newcomer African, Caribbean and Black (ACB), people with low-income, women and youth residing in the City's Neighbourhood Improvement Areas (NIAs). In short, it will increase access to health services and opportunities for community participation and civic engagement. ACB women and youth residing in the City's NIAs are currently experiencing higher rates of STI/HIV infection. The proposal will enable TUHF to fund more organizations that are delivering HIV prevention services in NIAs to increase women's and youth's access to sexual health education and prevention technologies. Recent immigrants and newcomers from the ACB communities will also increase their knowledge of sexual health services and social services that will lead to enhanced health-seeking and help-seeking behaviours. ACB women and youth currently experience greater discrimination and in turn are more likely to exhibit negative coping behaviours to stress. The proposal will enable TUHF to fund more organizations to create more opportunities to engage members from these communities in employment and volunteer opportunities. This will improve their socio-economic status, enhance civic engagement, build community capacity to address local health issues, reduce social isolation, and build community resilience amongst ACB women and youth.	339.1	84.8							
Student Nutrition Program (SNP) - Expansion to Indep Schools	Positive	This proposal will have a positive impact on students from families with low-income. The impacts include increased access to food by nutritionally vulnerable students will benefit from having a nutritious breakfast on a daily basis while at school, enabling them to more fully achieve the positive health, learning and behavioural outcomes that can result from this key nutrition strategy.	624.8	624.8							
Toronto Public Health Total			3,768.4	3,003.8	9.0	411.9	103.0				
Toronto Public Library											
Additional Youth Hub locations, staff and programming costs	Positive	This proposal will have a positive impact on the following equity-seeking groups who are the specific target group for this program: youth, people with low-income, immigrants and refugees, racialized (Black), and racialized groups. The impacts include increased access to City services, City spaces, training and employment supports, as well as increased opportunities for civic engagement and community participation. Additionally, this proposal may strengthen impacted residents' sense of identity and belonging and contribute to poverty reduction and increased safety and security.	390.0	390.0	3.0	260.0	260.0	2.1	260.0	260.0	1.9
e-Learning Initiatives	Positive	This proposal is likely to impact all equity-seeking groups, all of whom face barriers, albeit different ones, to training and employment. The proposal will increase access to training and employment supports, and the opportunities that result from increased training and employment supports.	250.0	250.0	2.0	50.0	50.0				

Organization	Equity Impact	Equity Statement	2018			2019			2020		
			\$		Position	\$		Positions	\$		Position
			Gross	Net		Gross	Net		Gross	Net	
Program ('000s)											
Sunday service enhancement	Positive	This proposal will have a positive impact on people with low-income, including those from equity-seeking groups who are more likely to experience poverty. These impacted groups are likely to benefit from opportunities provided by libraries. The impacts include increased access to: City information, City spaces, training and employment supports as well as increased opportunities for civic engagement and community participation.	574.0	574.0		416.0	416.0		416.0	416.0	
Wi-Fi Hotspot Lending	Positive	This proposal will have a positive impact on people with low-income (although the reach of the program is very limited due to cost.) The impacts of the proposal include increased access to: economic development opportunities, training and employment supports, City information and City services. It may also increase opportunities for civic engagement and community participation.	300.0	300.0							
Advancing Transformational Change	No Impact	There are no equity impacts.	120.8	120.8	1.0	40.3	40.3				
Toronto Public Library Total			1,634.8	1,634.8	6.0	766.3	766.3	2.1	676.0	676.0	1.9
Toronto Transit Commission - Conventional											
Two-Hour Transfer on Presto	NA	There was insufficient time to conduct an equity impact analysis. An equity assessment will be completed based on Board direction to include this initiative in the 2018 Operating Budget.	6,000.0	11,100.0		(5,100.0)	9,400.0		1,800.0	400.0	
Toronto Transit Commission - Conventional Total			6,000.0	11,100.0		(5,100.0)	9,400.0		1,800.0	400.0	
Transportation Services											
Construction Coordination and Traffic Mitigation	No Impact	There are no equity impacts.	2.3	2.3	(1.0)	1.7	1.7		2.0	2.0	
Customer Service and Issues Management	No Impact	There are no equity impacts.	64.6	64.6	(0.0)	2.5	2.5		3.3	3.3	
Incident Management Response on Expressways	No Impact	There are no equity impacts.	477.8	477.8	5.0	9.2	9.2		5.0	5.0	
Project Oversight and Inspection Compliance	No Impact	There are no equity impacts.	246.0	246.0	2.0	8.1	8.1		7.0	7.0	
School Crossing Guard Program	Positive	This proposal will have a positive impact on people with disabilities and youth. The anticipated improvements in the program will increase safety for the impacted groups.	775.5	775.5	3.0	1,050.6	1,050.6	2.0	1,033.2	1,033.2	
City-Wide Permit Parking Feasibility Assessment	No Impact	There are no equity impacts.	200.0	200.0		(200.0)	(200.0)				
Traffic Enforcement Officers	No Impact	There are no equity impacts.	1,560.7	1,560.7	11.0	66.5	66.5		34.6	34.6	
Transportation Services Total			3,327.0	3,327.0	20.0	938.5	938.5	2.0	1,085.2	1,085.2	
Toronto Realty Agency											
Toronto Realty Agency 2018 Contingency Budget	No Impact	There are no equity impacts.	879.0								
Toronto Realty Agency Total			879.0								
Grand Total			95,135.2	41,290.6	234.1	13,863.9	38,750.2	111.7	34,117.5	31,516.3	44.5