

What it Means to be Diversio Certified



In 2019, the City of Toronto partnered with Diversio to analyze the demographics, identities and experiences of its employees.

Following the analysis, the City was awarded Diversio Certification for its commitment to improving diversity and inclusion as part of a multi-year strategy. This Diversio seal signals authentic and meaningful performance on diversity, equity and inclusion.



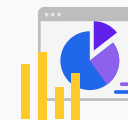
City of Toronto's Diversity, Equity & Inclusion Journey



The City has measured and set targets to increase diversity at all levels, including leadership roles



The City regularly collects data on employee experience to identify bias and barriers faced by Indigenous, Black and equity deserving groups



The City has implemented programs & policies designed to solve specific challenges, and is committed to tracking results

Spotlight on the City of Toronto's Equity & Diversity Initiatives

Human Rights Office

Provides neutral advice and complaint resolution support to residents and employees with human rights concerns related to City-run services, facilities or accommodations

Equity Lens Tool

Allows City of Toronto staff to identify and address barriers that may be experienced by Indigenous, Black and equity deserving communities

Data-Informed Decision Making

Through the Count Yourself In Workforce Survey (employee demographics), Employee Engagement Survey and the Human Rights Complaint Data (identifies ways to improve the experience of Indigenous, Black and equity deserving groups)

Confronting Anti-Black Racism Unit

Established in 2017 to roll out the [Toronto Action Plan to Confront Anti-Black Racism](#) (PDF), a five-year plan to leverage the knowledge and experiences of Black residents and organizations as partners in making municipal services, spaces and policies fully inclusive and accessible

Gender Equity Unit

Leads the development and implementation of the City's gender equity strategy, which addresses intersectional gender inequities in City of Toronto programs, service delivery, outcomes and workforce initiatives

Toronto for All Learning Program and Campaign

An education program for all City staff that helps build and maintain an equitable and inclusive workplace to better serve the city's diverse communities. The public [Toronto for All Campaign](#) generates dialogue among Toronto residents to create a city that says "no" to all forms of discrimination and racism