

Appendix I
Diversity, Equity and Inclusion Status Update

Diversity, Equity and Inclusion Activities and Accomplishments

Community Outcome #1: Peel residents have access to Regional programs and services that meet their needs in order to succeed and achieve their full potential	
Department	Activity/Accomplishment
Health Services	<p>Healthy Sexuality Program</p> <ul style="list-style-type: none"> • Efforts to make clinics queer trans positive <p>Long Term Care</p> <ul style="list-style-type: none"> • Development of policy: Diversity, Inclusivity and Sexual Orientation to empower and preserve residents' rights ensuring inclusivity and respecting diversity, including sexual orientation and gender identity/expression <p>Seniors Services Development</p> <ul style="list-style-type: none"> • Telephone companion program offered in preferred languages • Development of cultural, social and recreational programs for Adult Day Services (virtual and in-person) <p>Mass Vaccination Program</p> <ul style="list-style-type: none"> • Supportive clinics for specific diverse populations, co-designed with diverse communities
Human Services	<p>Stability Supports Strategy in Peel</p> <ul style="list-style-type: none"> • Training of staff in areas of Mental Health and Addictions and Empathic Strain to provide inclusive and individualized services to clients in order to address needs, remove barriers and move toward independence <p>Digital Service Channels</p> <ul style="list-style-type: none"> • Technology and digital services to remove accessibility/mobility barriers for clients and allowing for virtual and digital services versus in-person
Public Works	<p>Waste Management</p> <ul style="list-style-type: none"> • Walk-up services for waste pickup for residents with physical limitations • Additional waste capacity for residents who generate extra waste due to medical reasons
Community Outcome #2: Influence the identification and removal of barriers within community systems/structures through cross-collaboration and advocacy	
Department	Activity/Accomplishment
Health Services	<p>Mass Vaccination Planning</p> <ul style="list-style-type: none"> • Priority Population Planning Tables – multi-sector collaboration with community agencies and residents to co-design and plan for COVID-19 vaccine implementation with targeted focus on vulnerable and hard-to-reach groups <p>Community Equity and Engagement Advisory Table</p> <ul style="list-style-type: none"> • Multi-sector collaboration to provide advice, direction and guidance on the application of ethical frameworks and equity considerations to support Peel's mass vaccination plan

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	<p>Healthy Sexuality Program</p> <ul style="list-style-type: none"> • Use of tactics to increase access and inclusion, including: <ul style="list-style-type: none"> ○ Use of gender inclusive language on forms ○ Not required to provide health card or identification at clinics ○ Collaboration with Toronto Public Health to endorse global anti-stigma campaign, U=U, for HIV case management ○ Collaboration with community partners to facilitate access to care and medication <p>Seniors Services Development</p> <ul style="list-style-type: none"> • Incorporated cultural program planning into client and caregiver programs and education
Human Services	<p>Community Investment Plan</p> <ul style="list-style-type: none"> • Applications for the Community Investment Capacity Fund and Change Fund include priority and outcome alignment criteria to support Black communities and address racial inequities <p>Black North Home Ownership Bridge Program</p> <ul style="list-style-type: none"> • Investment of \$2.5M to support Black households to achieve home ownership
Public Works	<p>Diversity Internship Program</p> <ul style="list-style-type: none"> • Focused on hiring diverse, qualified new graduates in planning and engineering
Corporate Services	<p>Multi-Year Accessibility Plan (2018 – 2025)</p> <ul style="list-style-type: none"> • Initiatives the Region of Peel is taking to achieve accessibility for Ontarians with disabilities by January 1, 2025 • With respect to employment and the use of all Regional goods and services, programs and facilities for persons with disabilities that: <ul style="list-style-type: none"> ○ Respects dignity and independence and is sensitive to individual needs ○ Ensures efforts are made to ensure service outcome is same for everyone ○ Allows persons with disabilities to benefit from same services as those without disabilities <p>Supply Chain Diversity Program Pilot</p> <ul style="list-style-type: none"> • Recommendation of a pilot program to embed supplier diversity into select Regional procurement opportunities to increase equitable access for third-party certified diverse vendors <p>Peel Art Gallery, Museum and Archives (PAMA)</p> <ul style="list-style-type: none"> • Opportunities for the community to increased awareness and knowledge of the diversity within the Peel community • Pursuing collaborations through arts and culture with diverse groups

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Community Outcome #3: The Region has a leadership role in influencing socio-demographic data standards, quality and linkage, and utilizes community data to drive positive outcomes for the community	
Department	Activity/Accomplishment
Health Services	Seniors Services Development <ul style="list-style-type: none"> • Review current race-based data collection practices • Implementation of new software to support collection of data, analytics, reporting and planning Mass Vaccination Program <ul style="list-style-type: none"> • Review of vaccine uptake data to understand areas that require tailored approaches to increase uptake/confidence Community Safety and Well-Being <ul style="list-style-type: none"> • Influencing socio-demographic data collection through Systemic Discrimination Action Table via the Disaggregated Workforce Assessment Tool
Human Services	Demographic Data Collection of EarlyON Centres to: <ul style="list-style-type: none"> • Gain a baseline of socio-demographic make-up of staff who plan for and deliver programs in the community • Better understand the culture of diversity, equity and inclusion in each agency
Public Works	Customer Satisfaction Survey <ul style="list-style-type: none"> • Inclusion of DEI related questions in survey to better understand clientele