

DEI @ Peel

Five-Year Strategy & Implementation Plan

Regional Council

Creating a diverse, equitable, and inclusive Peel.

October 10, 2024

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Objective

- Share 2024 DEI Strategy highlights
- Seek input and endorsement of the new DEI Strategy for 2025-2029

Strategy Development





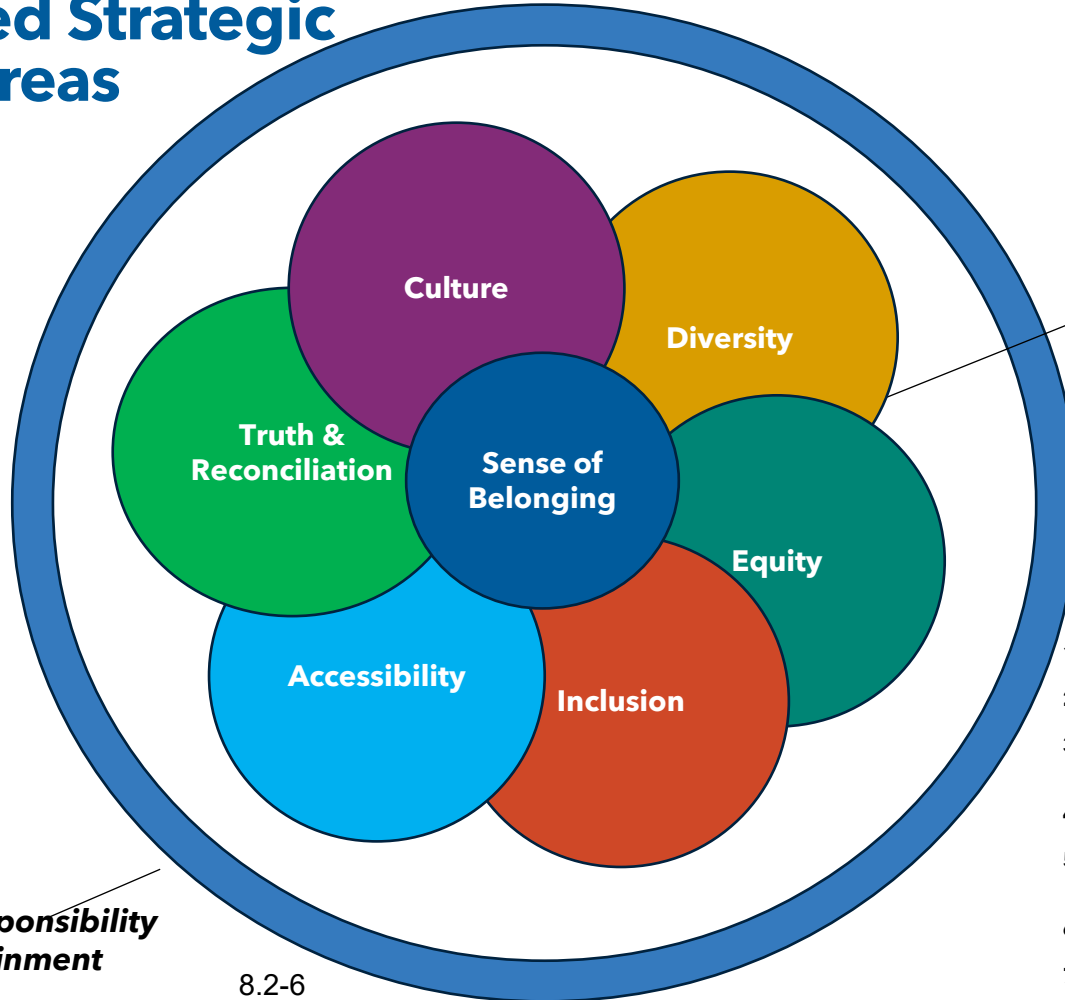
New

DEI @ Peel

A Plan For Everyone

- Peel's DEI Strategy aims to decolonize systems, mindsets, and remove barriers that continue to impact Indigenous peoples and racialized communities, equity-seeking groups, and marginalized populations.
- From 1492 to 1914, European nations colonized more than 80 percent of the world, which led to lingering inequity and long-lasting effects.
- Through the application and practice of DEI, Peel will have a better understanding of the historic and systemic barriers that continue to exist in our institutions, how they affect individuals, families, and communities, including employees, and work towards creating systems that are fair and just.

Integrated Strategic Areas



Long-Term Outcome Sense of Belonging



5-Year Strategy Outcomes

1. Enhanced delivery of culturally responsive and inclusive programs and services
2. Equity exists in programs, services, and opportunities
3. Peel practices inclusive behaviour in how we work together and how we service the community
4. Deliver accessible programs, services, and spaces at Peel
5. Create new structures that increase capacity, strong partnerships and expand reconciliation efforts
6. Individuals experience an improved sense of belonging and feel cared for
7. Improved responsiveness to community needs

**Shared Responsibility
& Sustainment**

Organizational Approach

- Participation and collaboration of all Peel employees, community members and partners.
- Build knowledge of the historic systemic barriers that continue to exist in our systems.
- A DEI toolkit of consistent principles, standards, guidelines, tools and best practices for the organization to leverage.
- A standard approach to identify and remove systemic barriers and implement enhanced services that are inclusive and equitable.
- Improve feedback and sustainment mechanisms to continuously evaluate, monitor, and deliver on Peel's DEI outcomes.

DEI Initiatives & Actions



DEI Projects & Activities

Build Capacity

- ★ DEI Core Principles
- ★ DEI Standards, Guidelines & Tools
- ★ Religious Literacy Sessions
- Indigenous Awareness & Cultural Competence
- Indigenous led, focused & serving initiatives
- OD DEI Learning
- Improve communication methods
- Consultation & Advice

Strengthen Relationships & Partnerships*

- Restore & rebuild relationships
- Strengthen relationships with municipalities
- Partnering with community tables
- Collaborate & co-create w/ the Indigenous Sharing Circle
- Lived experience remuneration framework
- Asylum Seekers Response
- International Student Collaborative
- Support regional initiatives, as required

Remove Systemic Barriers*

- ★ Current State Assessment
- ★ Org. approach to identify & remove barriers
- Community Assessment
- Employment Systems Review
- HR Policy Review
- Improve socio-demographic data infrastructure
- Optimize feedback data collection processes
- Digital Accessibility Compliance
- ★ Peel Police Services Board Diversity Plan Guide

Deliver Enhanced Services*

- Impl. practices to deliver enhanced services
- Impl. pilot with Early Adopters
- Establish equitable opportunities in programs & services
- Revise Land Acknowledgement Statement & Implement
- Improve user-customer experience at Peel
- Inclusive Spaces
- EV Charging Stations
- PAMA Programs
- Diverse Supply Chain
- LTC Programs

Practice Inclusion

- Provide cultural supports within Peel's People Plan
- Living Peel's Regional Values
- Inclusion principles on OD programming
- Enable the organization to create safe spaces
- Enhance existing inclusive practices at Peel
- Accountability for Inclusion at Peel, People Leaders Supports & Performance Mgmt.

Accountability & Commitment

- ★ Org. participation - roles, responsibilities, & expectations
- ★ Responsibilities & Mandatory Training for Governing Bodies
- Leverage the D&I Advisory Committee for sustainment
- Organizational Status Reporting
- DEI Measures
- Monitoring of the DEI strategy & it's progress
- Visible DEI Dashboard
- Promote DEI Accomplishments
- Provide Change Leadership supports

* Not exhaustive



Implementation Highlights

Activity

Roles and responsibilities for Peel

DEI toolkit of resources, guides, and practices
Approach to remove systemic barriers

D&I Advisory Committee (as the Sustainment Committee)
Sustainment Mechanisms

Improve Communication

Regular Organizational DEI Status Reporting

DEI Measures and Progress, Dashboards

Enables

Participation & Collaboration

Delivery

Organizational
Accountability

Information Sharing

Visibility

Data

Next Steps

- Development of the implementation plan
- Socialization across the organization and with community partners

Bedankt Mulțumesc Diolch Paldies Merci
धन्यवाद Gracias Dankie
Grazie **Thank You** ありがとう
Salamat Спасибо
Shurkan Ďakujem Tak Danke
Teşekkürler Köszönöm Hvala
谢谢 감사합니다 Cảm ơn Dzieki
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