



100 John West Way
Aurora, Ontario
L4G 6J1
(905) 727-3123
aurora.ca

Town of Aurora

Memorandum

Corporate Services Department

Re: Diversity, Equity and Inclusion, Strategic Action Plan 2021-2024

To: Anti-Black Racism and Anti-Racism Task Force

From: Demetre Rigakos, Manager, Human Resources

Date: November 17, 2021

Recommendation

1. That the memorandum regarding The Town's Diversity, Equity and Inclusion Strategic Action Plan 2021-2024 be received; and
2. That the Anti-Black Racism and Anti-Racism Task Force comments regarding the Town's Diversity, Equity and Inclusion Strategic Action Plan 2021-2024 be received and referred to staff for consideration and further action as appropriate.

Background

Under the direction of the Town's Council staff retained LifeWorks to facilitate the development of a multi-year workplace DEI Strategic Action Plan. Dr. Nafeesa Jalal was the lead consultant on this engagement and met with a number of stakeholders including the, then, Chair of this task force. Dr. Jalal's assessment of the input of key stakeholders along with the research findings, conducted by her team, resulted in eight key areas of focus for the Town. They are:

1. Commitment from the Top
2. DEI Recruitment
3. Employee Retention
4. Training and Development
5. Marketing and Advertising
6. Partnerships
7. Data Collection and;
8. Accountability

Each area of focus has a number of specific objectives that will be prioritized by staff to achieve the main goal or key focus area. The complete action plan as presented recently to Council and is attached for your review and comments.

In addition, Dr. Jalal will be presenting to the task force an overview of her approach and summary of her findings.

Staff have began the implementation of the DEI Strategic Action plan and are open to input and comments from the task force that will enhance our efforts to implement the plan effectively.

Attachments

DEI Strategic Action Plan 2021-2024