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The Regional Municipality of Durham Information Report

From: Chief Administrative Officer
Report: #2024-INFO-39
Date: May 31, 2024

Subject:

Diversity, Equity, and Inclusion Community Consultations

Recommendation:

That this report be received for information

Report:

1. Purpose

- 1.1 To share information about the region's 2023/24 Community Consultations on Diversity, Equity, and Inclusion.
- 1.2 To share how the results of the Community Consultations will be used to further inform current diversity, equity, and inclusion initiatives and Regional strategic planning activities.

2. Background

- 2.1 Throughout the Fall/Winter 2023-2024, staff from the CAO's office worked with the Tamarack Institute to engage community residents and analyze their feedback to inform the development and implementation of strategic plans, including the:
 - a. Community Safety and Well-Being Plan – which seeks to confirm its social isolation risk factor theory of change with the community.
 - b. Durham Local Immigration Partnership Immigration and Inclusion Community Plan – which seeks input to create its forthcoming 2025-2030 Immigration and Inclusion Community Plan.
 - c. Diversity, Equity and Inclusion Strategy – which is currently under development and includes actions for reducing barriers and advancing equity across the organization and within local communities.

- 2.2 The community engagement activities included an online survey hosted on YourVoice Durham, three in-person consultation sessions in Ajax, Scugog and Oshawa, and one virtual session.
- 2.3 The online survey received 552 responses and 40 residents from across the region attended the in-person and virtual sessions.
- 2.4 Tamarack Institute facilitated the engagement sessions, analyzed the survey results, and provided a final report summarizing feedback from the engagement sessions.

3. Next steps

- 3.1 The CAO's office received the final community consultation report in May 2024.
- 3.2 Staff are currently reviewing the report and planning how the findings will be applied to further strategy development:
 - a. Community Safety and Well-Being – Key data and insights from the report will be incorporated into a needs overview analyzing the issue of social isolation in Durham Region. Findings highlighted in the report will also inform the development of a theory of change for reducing social isolation in Durham Region. The report will be shared with the CSWB Plan advisory and working groups, including the Steering Committee, Area Municipal Working Group, and the Internal Working Group.
 - b. Durham Local Immigration Partnership Community and Inclusion – Durham Local Immigration Partnership staff will bring the consultation results to its advisory and working groups, including the Durham Local Immigration Partnership Council, the Newcomer Advisory Table, the Community Partners in Diversity Working Group, and the Francophone Working Group to identify actions that address the issues identified in the consultations.

Diversity, Equity and Inclusion Strategy – CAO's office staff will assess findings to ensure actions identified in the Strategy align with the advice and sentiments received from local residents during this consultation process. The 5-year Strategy will build on the work that has been done and is currently under way by the Region to address the needs of Durham's diverse communities and regional workforce.

4. Relationship to Strategic Plan

- 4.1 This report aligns with/addresses the following strategic goals and priorities in the Durham Region Strategic Plan:

- a. Goal 2: Community Vitality – To foster an exceptional quality of life with services that contribute to strong neighbourhoods, vibrant and diverse communities, and influence our safety and well-being.
- b. Goal 4: Social Investment – To ensure a range of programs, services and supports are available and accessible to those in need, so that no individual is left behind.
- c. Goal 5: Service Excellence – To provide exceptional value to Durham taxpayers through responsive, effective, and fiscally sustainable service delivery.

5. Conclusion

- 5.1 Staff from CAO's office conducted community consultations on diversity, equity, and inclusion initiatives in 2023/24. The findings from this consultation will be used to inform forthcoming strategic plans and initiatives.

For additional information, contact: Allison Hector-Alexander. Director, Diversity, Equity, and Inclusion, at 905-668-7711, extension 3893 and Allison.Hector-Alexander@durham.ca

Respectfully submitted,

Original signed by

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