

## Committee Workplan – Inclusion, Diversity, Equity and Accessibility Committee

<b>Year:</b>	2023	<b>Chair:</b>	Councillor Amy Lubik
<b>Staff Liaison:</b>	Virgelene Rutherford	<b>Vice-Chair:</b>	Councillor Diana Dilworth

<b>Focus Areas:</b>	<ul style="list-style-type: none"> <li>❖ Facilitate community well-being through programs and long-term planning.</li> <li>❖ Provide recreation services and access to indoor and outdoor amenities for all ages and abilities.</li> <li>❖ Incorporate our values, including diversity, equity, inclusion, Truth and Reconciliation, and climate action, into our policies, plans, and initiatives.</li> </ul>
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Strategic Priority Area – Sustainable Core Services														
Committee Action	CSP Goal/Objective Alignment	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	CF?
Organizational DEI Plan Implementation – gather Committee input.	Enhance community well-being									X	X			<input checked="" type="checkbox"/>
Truth and Reconciliation Phase 2 – gather Committee input.	Enhance community well-being							X		X				<input type="checkbox"/>

Strategic Priority Area – Healthy Community Development														
Committee Action	CSP Goal/Objective Alignment	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	CF?
Provide foundational IDEA training for Committee Members (pending budget approval).	Enhance community well-being						X	X						<input type="checkbox"/>
Accessibility Plan and Response – develop a list of accessibility barriers and opportunities for consideration in the Accessibility Plan.	Enhance community well-being							X			X			<input type="checkbox"/>

Community Well-Being Guidelines – staff to share project information and to gather Committee input.  Related additional Consideration noted below.	Enhance community well-being											X			<input checked="" type="checkbox"/>
Leisure Access Pass Review – gather Committee input.	Enhance community well-being											X			<input checked="" type="checkbox"/>

Strategic Priority Area – Resilient Natural Environment														
Committee Action	CSP Goal Alignment	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	CF?
Shoreline House Post Project – staff verbal update on project (D. Jain) and Blessing Ceremony June 21 <sup>st</sup> information.	Enhance community well-being						X							<input type="checkbox"/>
Heritage Strategic Plan Update Scoping – information sharing and to gather Committee input.	Enhance community well-being											X		<input type="checkbox"/>

Strategic Priority Area – Vibrant and Prosperous Community														
Committee Action	CSP Goal Alignment	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	CF?
Facility Accessibility Improvements – develop a list of facility accessibility improvements to share with the Community Services Department.	Enhance community well-being												X	<input type="checkbox"/>
Additional Items (not in the Council Strategic Plan) – To be considered following Strategic Plan items, time and resources permitting														
Committee Action	CSP Goal Alignment	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	CF?
Discuss how to engage more effectively with underrepresented groups, and how the city can better be there to support work that groups are	Enhance community well-being												X	<input checked="" type="checkbox"/>

already doing in the community and to feel more welcome.														
Coordinate a request for Tsleil-Waututh Nation representative(s) to attend a meeting to present their indigenous design guidelines.	Enhance community well-being												X	<input type="checkbox"/>
Coordinate a request to have staff from the City of Victoria attend a meeting to present on their Welcoming City Strategy and consider any related recommendations the Committee may wish to make to Council.	Enhance community well-being													<input type="checkbox"/>