

Equity, Diversity, and Inclusion Strategy Timeline

September 2020



Start to Listen

1. Start bringing awareness to the engagement process.
2. Create questions to ask public about a Committee of Council.
3. Determine best approach/location for feedback.

October 2020



Start to Listen

1. Open a Bang the Table engagement session for a Committee of Council.
2. Start in mid-October and remind the Community.

November 2020



Start to Listen

1. Close the Bang the Table engagement session in mid-November.
2. Do targeted reach out to specific marginalized groups.



Join the CIM

1. Read through past annual reports.



Join the CIM

1. Determine which of the Actions to use as commitments.



Join the CIM

1. Work with Mayor and Town Council to understand priorities.



EDI Plan Development

1. Determine necessary timelines and resources.



EDI Plan Development

1. Conduct initial internal benchmarking with appropriate stakeholders and rights holders.
2. Preliminary statistical analysis.



EDI Plan Development

1. Conduct external benchmarking with appropriate stakeholders and rights holders.
2. Preliminary Goals and Objectives.

Equity, Diversity, and Inclusion Strategy Timeline

December 2020



Start to Listen

1. Draft Terms of Reference.

January 2021



Start to Listen

1. Appoint persons to Diversity Committee of Council.

February 2021



Start to Listen

1. Continue engaging the community.



Join the CIM

1. Sign the Declaration and announce to CCUNESCO that we have joined the CIM.



Join the CIM

1. Begin the work for the EDI Plan Development to align with CIM Strategies.



Join the CIM

1. Begin the work for the EDI Plan Development to align with CIM Strategies.



EDI Plan Development

1. Report to Council about the timeline for the EDI Plan.



EDI Plan Development

1. Leadership Interviews with top leadership, including Council members.
2. Document and Systems Review starting with HR and Legislative Services policies and processes.
3. Continuous and ongoing engagement from the public on Town Priorities.



EDI Plan Development

1. Census and Engagement Survey of the current workforce including how they feel engaged, included, and valued.
2. Statistical analysis of Engagement Survey and information in relation to the Canadian Census.

Equity, Diversity, and Inclusion Strategy Timeline

March 2021



Start to Listen

1. Continue engaging the community.

April 2021



Start to Listen

1. Continue engaging the community.
2. Develop an external community engagement plan.

May 2021



Start to Listen

1. External and Community Engagement and Feedback on EDI priorities.



Join the CIM

1. Begin the work for the EDI Plan Development to align with CIM Strategies.



Join the CIM

1. Begin the work for the EDI Plan Development to align with CIM Strategies.



Join the CIM

1. Begin the work for the EDI Plan Development to align with CIM Strategies.



EDI Plan Development

1. Conduct confidential, internal focus groups for staff members to expand upon any information provided in Survey.



EDI Plan Development

1. Initial Data Analysis to determine what was heard internally from staff members.
2. Begin developing an external community engagement and feedback plan and timeline.



EDI Plan Development

1. External and Community Engagement and Feedback on EDI priorities.

Equity, Diversity, and Inclusion Strategy Timeline

June 2021



Start to Listen

1. Continue engaging the community.

July 2021



Start to Listen

1. Strategy Development with appropriate stakeholders and rights holders.

August 2021



Start to Listen

1. Receive feedback on the EDI Plan, as appropriate.



Join the CIM

1. Begin the work for the EDI Plan Development to align with CIM Strategies.



Join the CIM

1. Begin the work for the EDI Plan Development to align with CIM Strategies.



Join the CIM

1. Begin the work for the EDI Plan Development to align with CIM Strategies.



EDI Plan Development

1. Data Analysis, including recommendations for Goals, Objectives, and Actions for the EDI Plan.



EDI Plan Development

1. Strategy Development with appropriate stakeholders and rights holders.



EDI Plan Development

1. Finalize the EDI Plan and present to Council.

Equity, Diversity, and Inclusion Strategy Timeline

September 2021



Start to Listen

1. Continue engaging the community.
2. Receive feedback on the DEI Plan, as appropriate.

October 2021



Start to Listen

1. Continue engaging the community.
2. Receive feedback on the DEI Plan, as appropriate.

November 2021



Start to Listen

1. Continue engaging the community.
2. Receive feedback on the DEI Plan, as appropriate.



Join the CIM

1. Provide updates to CCUNESCO about DEI Plan and alignment.



Join the CIM

1. Work with CIM and CCUNESCO on implementing items.



Join the CIM

1. Work with CIM and CCUNESCO on implementing items.



DEI Plan Development

1. Provide updates to appropriate stakeholders and rights holders on the plan.



DEI Plan Development

1. Implement action items and objectives.



DEI Plan Development

1. Implement action items and objectives.
2. Provide update to Council, as appropriate.

Equity, Diversity, and Inclusion Strategy Timeline

December 2021



Start to Listen

1. Continue engaging the community.
2. Receive feedback on the DEI Plan, as appropriate.



Join the CIM

1. Provide updates to CCUNESCO about DEI Plan and alignment.



EDI Plan Development

1. Provide updates to appropriate stakeholders and rights holders on the plan.

