

2024-2027

**Indigeneity, Inclusion,  
Diversity, Equity, and  
Accessibility (IIDEA)**

**Action Plan**

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## Land Acknowledgement

The Town of East Gwillimbury recognises and acknowledges the lands originally used and occupied by the First Peoples of the Williams Treaties First Nations and other Indigenous Peoples, and on behalf of the Mayor and Council, we would like to thank them for sharing this land.

We would also like to acknowledge the Chippewas of Georgina Island First Nation as EG's closest First Nation community and recognize the unique relationship the Chippewas have with the lands and waters of this territory. They are the water protectors and environmental stewards of these lands, and we join them in these responsibilities.

Below is art by Lauri Hoeg, member of the Chippewas of Georgina Island First Nation.

## Reflection on Land Acknowledgement and IIDEA Action Planning

It is important to go beyond the practice of repeating the land acknowledgment, by taking time to reflect on the meaning of the statement and how it will influence our analysis and drive transformative change.

To effectively engage in a multi-year Action Plan related to equity work, it is essential to emphasize an anti-colonial lens in which the structures and ideologies of settler colonialism are identified and resisted. This work requires the Town to humbly learn from and form reciprocal relationships with Indigenous communities, who are the first Peoples of this land. We strive to be accountable to Indigenous communities, including the seven Williams Treaties First Nations, beyond mere compliance with related legislation, and will work to implement this approach into all relevant Town initiatives.



## Acknowledgements

EG expresses sincere gratitude to all Town staff, external partners, community groups, and residents who provided feedback on this plan, as it vastly improves this work. This includes insights, expertise, and lived experiences of the people whom this Action Plan is meant to serve.



# Message from the Mayor



The Town of East Gwillimbury signed the York Region Inclusion Charter on April 10, 2019. The Charter outlines our commitment to being a welcoming and inclusive community and workplace, including:

- Sharing the vision of York Region as a welcoming and inclusive community
- Creating an inclusive environment with equality for all who work, live, and play here
- Demonstrating an evolving approach in support of existing federal and provincial legislation
- Outlining our commitment to action with other participating organizations
- Providing a framework for promoting programs, services, facilities, and workplaces
- Affirming commitment to inclusion

As we strive to uphold these commitments, this multi-year IIDEA Action Plan maps out the necessary steps to continue our journey of creating a Town where diversity is celebrated, programs, spaces, and services are accessible and equitable, and everyone feels a sense of belonging. The Action Plan will further our commitment to Truth and Reconciliation, while forging stronger relationships with Indigenous communities. We recognize this work must be ongoing and will continue from 2024 to 2027 and beyond.

I want to express my deep gratitude to everyone who contributed to this Action Plan through thoughtful feedback, meaningful collaboration, and transformative dialogue to develop the Action Plan's future initiatives. Your participation makes this work possible.

**Virginia Hackson** (she/her)  
Mayor, Town of East Gwillimbury

# Message from the CAO



East Gwillimbury is committed to fostering a welcoming and accessible community for all. This Action Plan reflects this commitment and is vital to our growth as a Town and a community. We must apply an IIDEA lens to everything we do as a Town and as individuals.

I want to applaud and thank staff for their collective efforts to create the EDI Framework document in 2021, which laid the foundation for this Action Plan and work within it. I would also like to thank staff for their time and feedback on this Action Plan. This was a collaborative effort, involving workshops and meetings with staff, community organizations, and Indigenous communities to discuss and evolve the initiatives within the IIDEA Action Plan.

The Action Plan identifies our priorities and initiatives, keeps us accountable, ensures the effectiveness of our work and demonstrates progress in all equity-related projects. EG is eager to surpass requirements set by relevant legislation and act upon our deeper commitment to this work and the communities we serve.

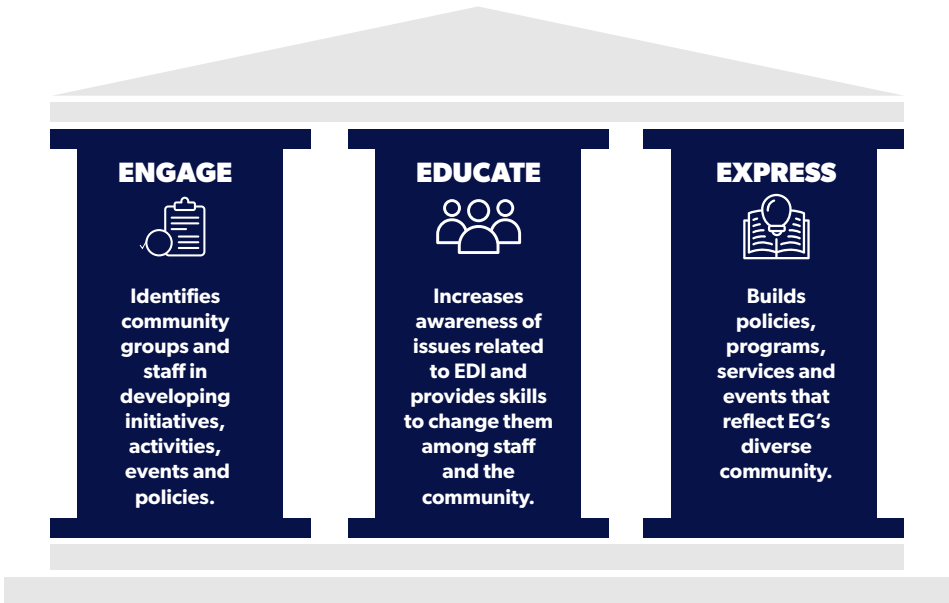
This Action Plan employs an anti-oppressive approach which will ensure that we are addressing the root causes of inequities. Thank you to our leadership team, who champion an equity-based approach in everything they do and for their dedication to inclusive spaces. While there is a lot of work to do, I am incredibly proud of what we have accomplished and what we plan to accomplish in the future.

**Mark Valcic** (he/him)  
Chief Administrative Officer (CAO)

# Introduction

## Past Work

The Action Plan draws heavily from the foundational [2021 EG EDI Framework](#), seeking to continue and expand upon the EDI work already underway. The Action Plan will carry forward the approach identified in the 2021 EG EDI Framework: Engage, Educate, and Express pillars:



The Action Plan also furthers the work of the [EG – You Belong Employee Experience Strategy](#), including initiatives under the four themes:



**Your experience:**

Wellness, compensation and benefits



**Your career:**

Development and growth



**Team EG:**

Working together



**Our pledge:**

Communication, rewards and recognition

The 2024-2027 Action Plan’s initiatives directly support the [EG 2022-2026 Strategic Plan](#). The following table lists the Strategic Priorities in [EG’s 2022-2026 Strategic Plan](#) and highlights the strategic actions and key deliverables that are directly related to IIDEA concepts.

## IIDEA-Related Commitments in EG's 2022-2026 Strategic Plan

Strategic Priority	Strategic Actions and Key Deliverables Directly Related to IIDEA Concepts
<b>1) Quality Programs and Services</b>	<p>Strategic Actions:</p> <ul style="list-style-type: none"> <li>Develop high-quality programs that promote healthy and active living and encompass the <b>diverse</b> interests of our residents.</li> <li>Provide programs and services that are <b>inclusive, affordable, and accessible</b>.</li> <li>Support a <b>safe</b> and livable community.</li> </ul> <p>Key Deliverables:</p> <ul style="list-style-type: none"> <li>Support place making and community connection through a wide variety of events and recreation programs that support the <b>diverse</b> needs and interests of our community.</li> <li>Ensure that municipal programs and services are <b>accessible</b> and in accordance with legislation and <b>equity, diversity, and inclusion</b> best practices.</li> </ul>
<b>2) Responsible Growth</b>	<p>Strategic Actions:</p> <ul style="list-style-type: none"> <li>Advocate for a variety of housing options for residents in <b>every stage of life</b>.</li> </ul>
<b>3) Environmental Stewardship</b>	<p>Strategic Actions:</p> <ul style="list-style-type: none"> <li>Develop and implement programs and policies that support <b>climate change adaptation, mitigation, and resiliency</b>.</li> </ul>
<b>4) Build Complete Communities</b>	<p>Strategic Actions:</p> <ul style="list-style-type: none"> <li>Create infrastructure to support healthy and active lifestyles for <b>diverse ages, abilities, and interests</b>.</li> </ul>
<b>5) Culture of Municipal Excellence</b>	<p>Strategic Actions:</p> <ul style="list-style-type: none"> <li>Be an <b>accessible, welcoming</b> community that embraces <b>equity, diversity, and inclusion</b>.</li> </ul> <p>Key Deliverables:</p> <ul style="list-style-type: none"> <li>Imbed the <b>Equity, Diversity, and Inclusion Framework</b> into all Town programs and services.</li> <li>Enhance transparency and <b>accountability</b> through regular, resident-friendly communication.</li> </ul>

# EG Community Profile

## RAPID POPULATION GROWTH

140k  
120k  
100k  
80k  
60k  
40k  
20k

EG's population grew from 23,991 in 2016 to 34,637 in 2021: a 44% increase.<sup>1</sup>

2016 2021 2051

EG's population is projected to reach **127,700** by 2051.<sup>2</sup>

## EG'S DIVERSITY IS INCREASING AS WE GROW

EG's **racialized** population increased by

 **300%**

from 2016 to 2021<sup>1</sup>

EG's population of **recent immigrants\*** increased by

 **270%**

from 2016 to 2021<sup>1,4</sup>

**At least 9.2% of EG residents practice minoritized religions/faiths<sup>1</sup>**



**1.5%**  
**Jewish**



**2.1%**  
**Hindu**



**3.9%**  
**Muslim**



**0.3%**  
**Sikh**



**1.4%**  
**Buddhist**

\*A "recent immigrant" is defined as a person who obtained a landed immigrant or permanent resident status up to five years prior to a given census year.

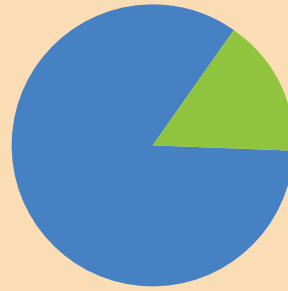
# EG Community Profile

## EG's POPULATION IS DIVERSE



**30%**

of EG residents are **racialized.**<sup>1,3</sup>



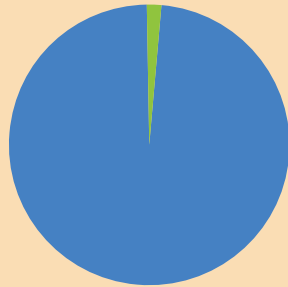
**16%**

of EG residents speak **non-official languages** (i.e. languages other than English or French) most often at home.<sup>1</sup>



**9.3%**

of all racialized people in EG are members of the **Black community.**<sup>1</sup>



**1.4%**

of EG residents identify as having **Indigenous background** (which is 7.9% of the Indigenous population in York Region).<sup>1,5</sup>

## Key Concepts

**IIDEA** is an acronym for Indigeneity, Inclusion, Diversity, Equity, and Accessibility. The term IIDEA captures the focus of this Action Plan.

**Indigeneity** is a term that has emerged to describe the state of being Indigenous or related to Indigenous-ness.

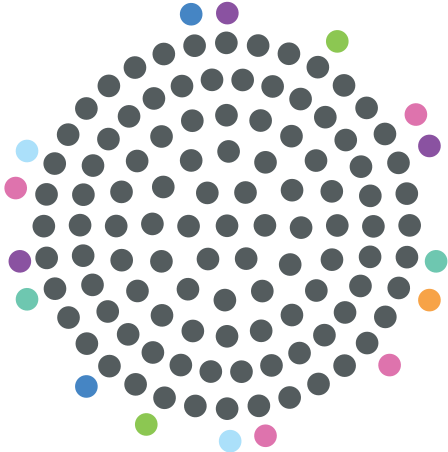
- In the context of this Action Plan, the term Indigeneity also indicates that the scope of this work will include strengthening relationships with Indigenous communities, engaging in a Truth and Reconciliation journey, and taking anti-colonial action, to counteract the historical and current violence of settler colonialism.
- While Indigenous Peoples face inequities, Indigenous thought leaders have stated that Indigenous communities should not be referred to as **equity-seeking/deserving groups**, as this work is better framed as being concerned with their self-determination, sovereignty and protection of the land and water.
- Indigenous Peoples are the original inhabitants of this land and have unique status and rights that are recognized under Section 25 and 35 of the Constitution.



## Key Concepts

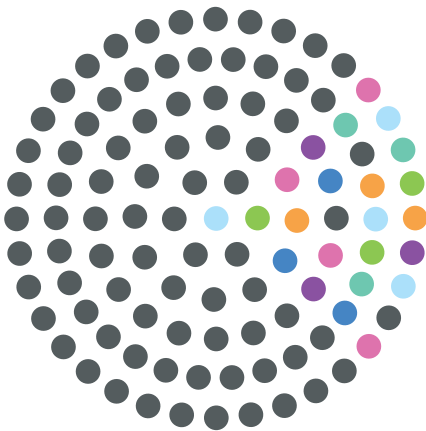
**Inclusion** is the creation of an environment where everyone feels a sense of belonging, is treated with respect and can fully participate with a focus on groups that are marginalized and historically excluded.

**Diversity** is the demographic mix of a group, community, or organization, with a focus on the representation of communities that are marginalized and historically excluded.



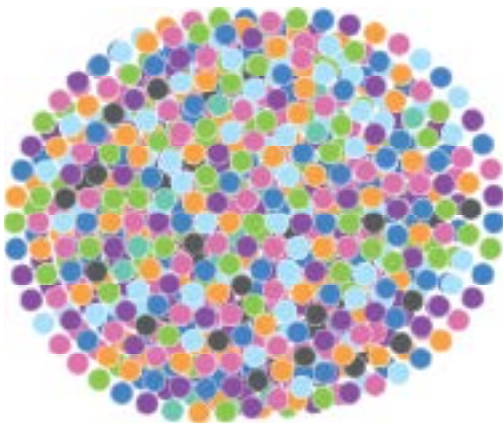
### EXCLUSION

Marginalized groups are significantly less represented in an organization in comparison to the rate that they are present in the surrounding community.



### DIVERSITY

Marginalized groups are represented in an organization at a similar rate that they are present in the surrounding community.



### INCLUSION

Marginalized groups are respected, can fully participate, and help shape organizational culture and decision making, resulting in a sense of belonging and shared power.

**Equity** is an approach that recognizes that barriers exist in our society as a result of systems of oppression. Whereas equality is an approach to justice and fairness that provides everyone with the same resources, equity seeks to reduce and remove the barriers that marginalized communities face by providing the necessary resources and supports.



**Equality**



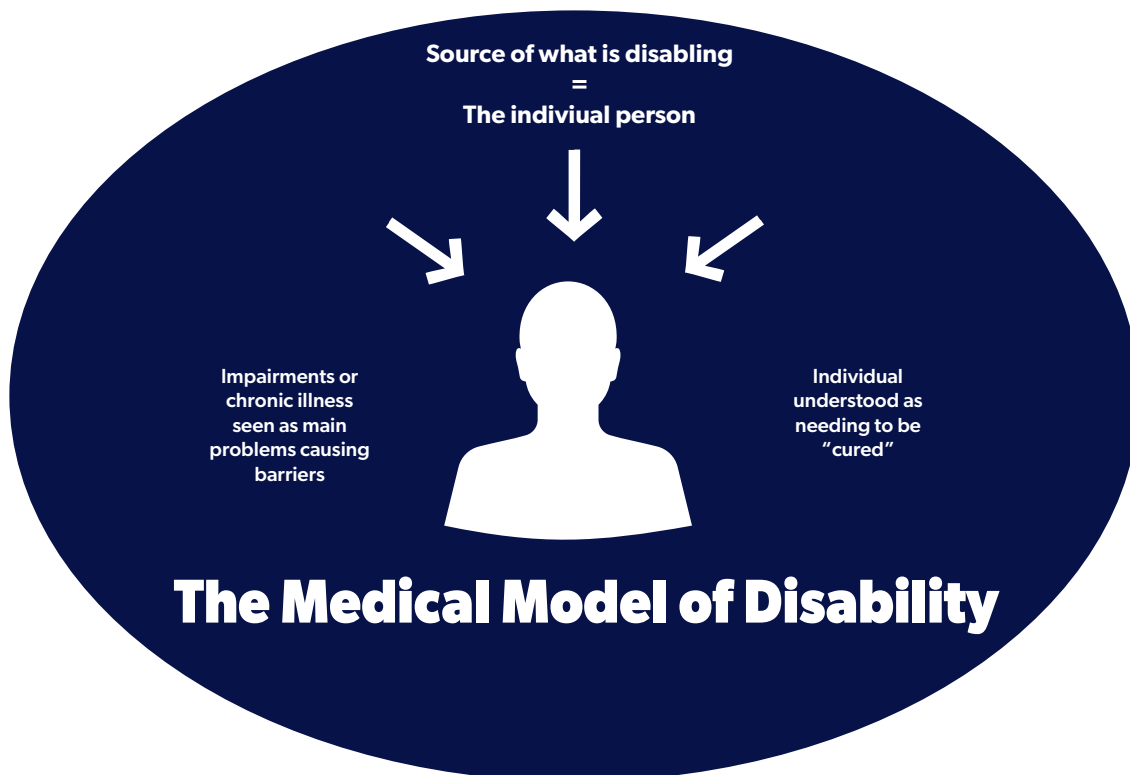
**Equity**



**Justice**

**Accessibility** refers to the design of products, devices, services, or environments for people who have disabilities.

Relevant to accessibility is the **social model of disability**, which understands that physical environments and mental attitudes create barriers as the source of what is 'disabling', rather than the conditions of a disabled person.

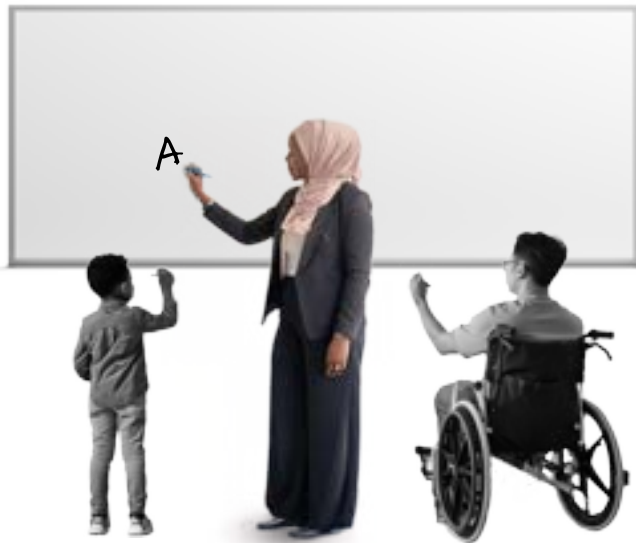


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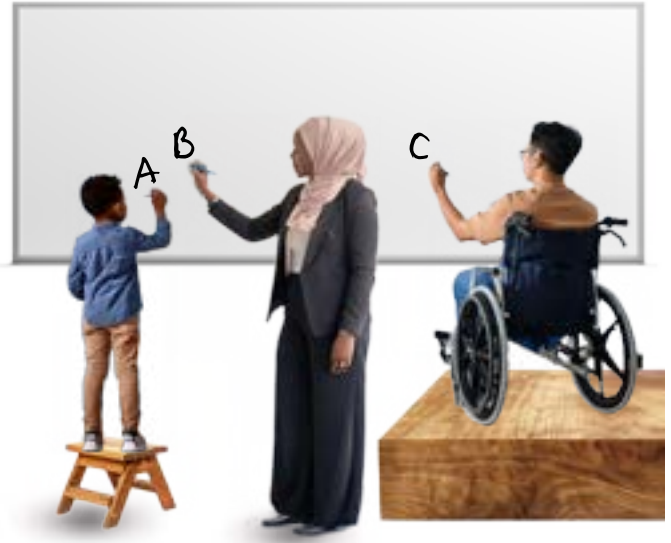
Also relevant to accessibility is the concept of **universal design**, which is the approach of designing products and environments to be usable by all people, to the greatest extent possible, without need for adaptation or specialized design.

Although this Action Plan's initiatives do reference the Accessibility for Ontarians with Disabilities Act (AODA) requirements and the Town's Multi-Year Accessibility Plan, it strives to go beyond compliance. This Action Plan therefore includes accessibility-related initiatives that exceed legislative requirements and incorporates approaches influenced by the social model of disability, universal design and disability justice.

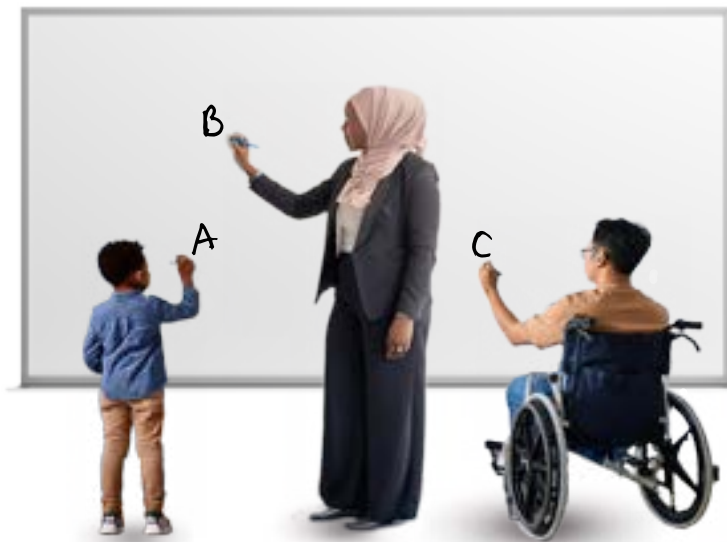
### Inaccessibility



### Accommodation

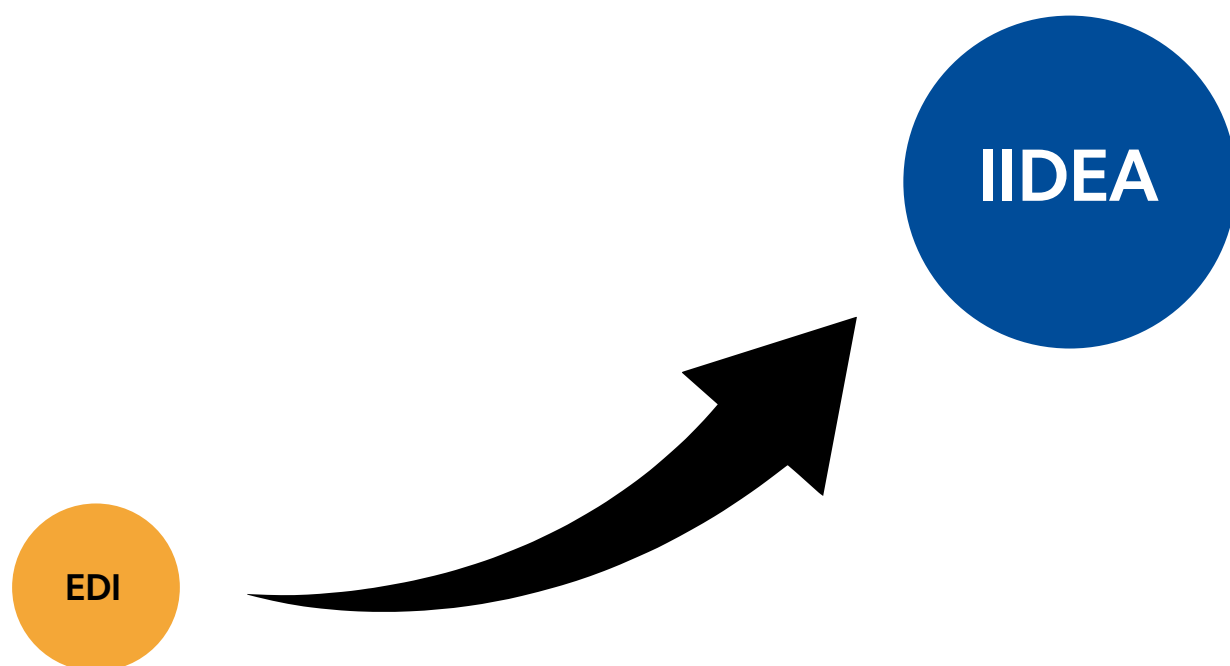


### Universal Design



This image was adapted from a version that can be found at <https://rb.gy/t3sbfu>

# The Action Plan



## The Path Forward: Evolution from EDI to IIDEA

As organizations progress through their journey of equity work, many shift from using the acronym EDI (equity, diversity, and inclusion) to alternative terminology to best describe the scope of the work. Building upon foundational work of the statements made in the 2019 York Region Inclusion Charter, EG's 2021 EDI Framework, and the EG - You Belong Employee Experience Strategy, the Town is shifting from using the acronym EDI to IIDEA. The term IIDEA (Indigeneity, Inclusion, Diversity, Equity, and Accessibility) better captures an increased focus on Indigeneity and accessibility.

The components of work under the 'Indigeneity' umbrella of the IIDEA acronym involves strengthening relationships with Indigenous communities, furthering our Truth and Reconciliation journey, and identifying and addressing systemic colonial harms. This work is guided by wise practices in creating reciprocal relationships with the First Peoples of this land, the Truth and Reconciliation Commission of Canada Calls to Action, the United Nations Declaration on the Rights of Indigenous Peoples, [Section 25](#) and [35](#) of the Constitution Act of 1982, and the 231 Calls to Justice intended to address the root causes that sustain violence against First Nations, Inuit, and Métis women, girls, Two-Spirit and gender-diverse Peoples.

Accessibility involves the work underway in the Multi-Year Accessibility Plan and adhering to the Accessibility for Ontarians with Disabilities Act (AODA), as well as initiatives that go beyond compliance to further diversity inclusion, disrupt ableism, and engage in disability justice. In addition to specific Indigeneity and accessibility efforts, the Action Plan will continue to focus on EDI-related concepts and initiatives such as anti-racism, dismantling anti-Black racism, 2SLGBTQIA+ inclusion, gender justice, and more.

# Theory of Change

The theory of change that underlies the Action Plan includes eight guiding principles:



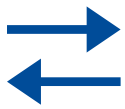
## **Holistic**

An IIDEA lens must be applied to everything we do. All EG staff have an important role to play in advancing IIDEA initiatives and creating more inclusive spaces.



## **Long-term**

This work is long-term and ongoing, extending beyond 2027 with a review of progress, remaining challenges and creating of future plans.



## **Reciprocal**

Relationships built with marginalized communities impacted and interested in this work will be reciprocal rather than transactional.



## **Leadership**

EG will strive to be an IIDEA leader by adopting wise IIDEA practices that achieve transformative change, reduce or remove barriers and go beyond required legislation.



## **Resourced**

This action plan will be incorporated into annual business planning and budget processes.



## **Responsive**

New projects may be incorporated as needs and resources emerge.



## **Accountable**

EG commits to reporting progress annually, internally and externally with SMART (specific, measurable, achievable, relevant, time-bound) performance indicators. Bi-annual updates will also be provided on the Town's website. Where relevant, initiatives will include internal and external engagement and feedback, including collaborating with community partners, convening working groups, and evaluation processes.



## **Empowering**

EG staff in leadership positions will be empowered to help shape and lead IIDEA work within their portfolios with the IIDEA Lead providing subject matter expertise and project management support. This empowers staff as IIDEA champions, rather than feeling hesitant or resistant.

The theory of change that underlies the Action Plan also includes two approaches:

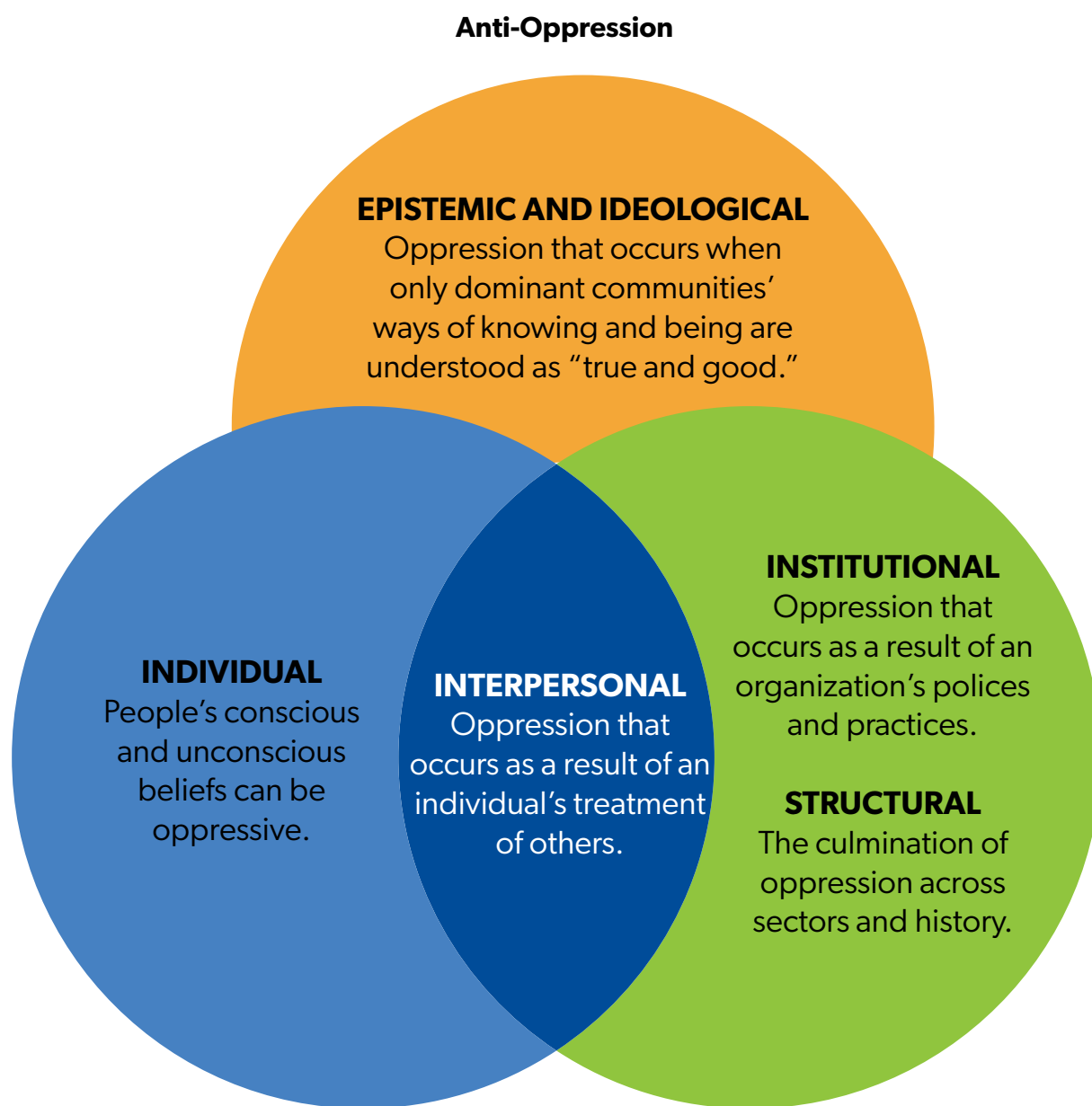
### **Asset-Based Community Development (ABCD):**

We will build upon assets already found in the community and mobilize individuals, associations and institutions to build on these assets. In the context of ABCD, assets refer to strengths and resources already present within a community, such as physical spaces, associations, partnerships, and services.

### **Anti-Oppression:**

This Action Plan identifies marginalized communities that the IIDEA work will focus on, the forms of exclusion, violence, and inequities they face, and the approaches that will be used to address them.

This approach involves IIDEA work at all levels that oppression manifests: personal, interpersonal, institutional, structural and epistemological/ideological levels.



This image was adapted from a version that can be found at <https://shorturl.at/geAfi>

First coined by critical race theorist Kimberlé Williams Crenshaw, intersectionality is a theory that helps to guide anti-oppressive analysis and action. Intersectionality makes evident that we do not live single issue lives, rather, marginalized social identities and systems of oppression interlock and intersect to form unique experiences of discrimination and disadvantage. For example, Moya Bailey coined the term “misogynoir” to name that Black women often face discrimination and negative stereotypes that are shaped by both anti-Black racism and misogyny. Anti-oppressive approaches therefore must also be intersectional.



This image was adapted from a version that can be found at from <https://shorturl.at/X04Qq>

## Communities of Focus and Anti-Oppressive Approaches

The following chart identifies the focus of this Action Plan, by naming the specific marginalized communities, the forms of oppression they face, and the anti-oppressive approaches that will be used to address, combat, and dismantle existing barriers. These six categories guide the organization of the Action Plan's initiatives, which are listed on page 27 to 46. To read definitions for each of the terms included below, please see the glossary on pages 47 to 50.

<b>Marginalized Community</b>	<b>Forms of Oppression</b>	<b>Anti-Oppressive Approach(es)</b>
Indigenous Peoples	Colonialism and Anti-Indigeneity	Truth and Reconciliation, Anti-Colonialism, Resisting Anti-Indigenous Racism
Black People/People of African Descent	Anti-Black Racism, Anti-Blackness	Dismantling Anti-Black Racism
Racialized People and Minoritized Faith Groups	Racism, Xenophobia, Islamophobia, Antisemitism, Anti-Sikhism, Repression of Indigenous Spirituality, etc.	Anti-Racism, Resisting Xenophobia, and Inclusion of Minoritized Religions/Faith Groups
People who Identify as 2SLGBTQIA+ and/or Women	Homophobia, Transphobia, Anti-2SLGBTQIA+ Violence, Cis-Heteronormativity, Gender-Based Violence	2SLGBTQIA+ Inclusion, Gender Justice
Disabled People/ Persons with a Disability	Ableism	Accessibility and Disability Justice (including the Universal Design Principles and the Social Model of Disability)
<b>INTERSECTIONALITY</b>		

# Addressing Violence and Creating Safe(r) Spaces

In addition to the marginalized communities identified, the following forms of violence and corresponding anti-oppressive approaches also deeply inform this plan, including guiding the work of developing educational resources, revision of policies and procedures, and developing equity-based programming. They strongly inform the Action Plan’s initiatives, which are listed on pages 27 to 46.

Forms of Violence/Exclusion	Anti-Oppressive Approach(es)
Discrimination and Harassment	Human Rights
Exclusive, Oppressive Language	Inclusive, Anti-Oppressive Language
Microaggressions	Microaffirmations
Sexual Violence	Consent Culture, Human Rights
Underrepresentation and Exclusion	Overarching IIDEA Initiatives (e.g.): <ul style="list-style-type: none"><li>• Equity-Based Programming</li><li>• Applying an Equity and Accessibility Lens to Policies and Practices</li><li>• Inclusive Recruitment, Interviewing, Selection, and Orientation Practices</li></ul>

# Action Plan Development Process

## Initial Draft

To inform this work, in 2024 staff conducted an environmental scan of wise IIDEA practices used across York Region municipalities and beyond. Town staff were also engaged in an asset mapping activity, in line with the approach of Asset-Based Community Development. The initial draft of the Action Plan was then developed, which was shared widely to collect and incorporate internal and external feedback.

## Internal Process

To empower Town staff to have an active voice in the development of the Action Plan and its implementation, workshops titled Leading IIDEA Projects: Developing and Implementing the IIDEA Action Plan (Indigeneity, Inclusion, Diversity, Equity, and Accessibility) were delivered to Town staff. Leadership from the following staff teams participated in the workshop:

- Communications and Customer Service
- People and Belonging (P and B)
- Parks, Recreation, and Culture (PRC) – Recreation, Community Engagement, and Events
- Parks, Recreation, and Culture (PRC) – Parks (Development and Operations) and Municipal Facilities
- Environmental Initiatives
- Engineering and Public Works
- Fire and Emergency Service
- Office of the CAO (Strategic Advisor)
- Development Services

## External Process

The following groups were engaged to gather their feedback:

- East Gwillimbury Public Library (EGPL)
- EG Diversity and Inclusion Advisory Committee of Council (DIAC)
- EG Accessibility Advisory Committee of Council (AAC)
- Chippewas of the Georgia Island First Nation
- Black York Region Youth (BYR Youth)
- York Region Alliance of African Canadian Communities (YRAACC)
- Newmarket African Caribbean Canadian Association (NACCA)
- York Pride
- Pflag York Region

Sessions began with a presentation of the IIDEA Action Plan, followed by open discussion.

The following groups were invited to provide feedback via an online survey:

- EG Arts and Culture Advisory Committee of Council
- EG Youth Advisory Committee of Council
- EG Environmental Advisory Committee of Council
- EG Economic Development Advisory Committee of Council

For all initiatives that are external-facing, further broad consultation and engagement will be conducted to further ensure the work is responsive to impacted and interested communities.

## Asset-Mapping

Leadership staff who participated in the workshop *Leading IIDEA Projects: Developing and Implementing the IIDEA Action Plan* were invited to engage in an asset-mapping activity to inform the Action Plan. This work resulted in an asset map that identifies resources, relationships, and strengths that may support the Action Plan's implementation. This map can be revised and expanded as the initiatives of the Action Plan commence and EG's IIDEA journey continues to evolve.



## Asset-Mapping



### Municipal Facilities and Sites

- EG Staff Buildings (EG Civic Centre and [Operations Centre](#))
- Sports and Activities Centres ([EG Sports Complex](#), [Health and Active Living Plaza](#), and Harvest Hills Activity Centre)
- [Community Centres](#) ([Holland Landing Community Centre](#), [Ross Family Complex](#), [Mount Albert Lion's Community Centre](#), and [River Drive Park Community Centre](#))
- [Nature Trails](#)
- [Farmers Market](#)



### Related Strategies and Plans

- [2022-2026 EG Strategic Plan](#)
- [EG 2023-2027 Multi-Year Accessibility Plan](#)
- [2021 EG EDI Framework](#)
- [York Region Charter of Inclusion](#)
- [EG You Belong Employee Experience Strategy](#)
- [EG Environmental Strategy](#)



### EG Staff and Employee Supports

- Professional Designations
- Internal Working Groups
- Employee and Family Assistance Program



### Related Policies and Procedures

- EG Code of Conduct Policy
- EG Pregnancy and Parental Leave Policy
- EG Respectful Workplace Policy

## Asset-Mapping



### Associations and Committees

- Intergovernmental Agencies ([York Region](#) and [Province of Ontario](#))
- [Central York Chamber of Commerce](#)
- EG Diversity and Inclusion Advisory Committee of Council
- [EG Committees of Council](#)
- York Region Municipal Diversity and Inclusion Group
- [Parks and Recreation Ontario](#)
- Ontario-wide Diversity, Equity and Inclusion Community of Practice
- [Ontario Human Resources Association](#)
- Ontario Network of Accessibility Professionals (ONAP)
- Business Support Organizations
- [EG Public Library](#)



### Community Organizations

- Williams Treaties First Nations
- [Newmarket African Caribbean Canadian Association](#)
- [York Region Alliance of African Canadian Communities](#)
- [York Pride](#)
- [Pflag York](#)



### Technology and Communication

- [EG Websites](#)
- EG Social Media Accounts (see back cover)
- Learning Management System
- Human Resources Information System
- EG Connects Intranet
- [ActiveNet Registration Platform](#)
- Internal and External Signage and Digital Screens
- [Health and Active Living Program Guide](#)
- EG Bulletin for Residents
- [Career Centre](#)



### Financial Resources

- External Grant Opportunities
- EG Grant Programs
- Annual EG Budget and Business Plans

# Action Plan Implementation and Responsibilities

Preliminary steps of Action Plan implementation will include identifying key performance indicators and determining what further community and staff consultation will be required. Progress on the Action Plan's initiatives will be reported annually to EG Council. At a minimum, bi-annual updates will also be shared on the Town's website. The following identifies the responsibilities of Town staff:

## IIDEA Lead

Implementation of the Action Plan will involve the IIDEA Lead, who will:

- Provide project management support, subject matter expertise, and guidance based on wise practices in IIDEA initiatives to departments to collaboratively move forward identified initiatives.
- Onboard all EG staff to the Action Plan by providing a presentation and scheduling initial project planning meetings with relevant departments.
- Work with relevant departments to create an implementation plan, with a breakdown of tasks and deadlines for deliverables.
- Help to problem-solve challenges as they arise, and help make revisions to project plans as necessary.
- Act as the key point of contact for communities engaged regarding the Action Plan and its initiatives.
- Work with each relevant department. The IIDEA Lead will also prepare annual progress reports and updates for the Mayor and Members of Council.

## Mayor and Members of Council

The Mayor and Members of Council will receive annual progress reports on initiative progress, remaining challenges, and future opportunities.

## Senior Management Team (SMT)

EG SMT are responsible for the Action Plan initiatives within their portfolios. This includes providing and reviewing, at a minimum, bi-annual updates for their assigned Action Plan initiatives.

## All EG Staff

All Town staff will contribute to the success of the Action Plan by participating in IIDEA initiatives and IIDEA training and contributing to an inclusive, anti-oppressive environment where everyone feels a sense of belonging.

## Resourcing

There may be costs associated with individual actions within the Action Plan. Any material budget requests will be brought forward for consideration during the annual budget process. Also, the IIDEA Lead will identify relevant grants and will collaborate with relevant departments to submit applications to these grants as they are available.

Some of the IIDEA initiatives are already underway, within existing budgets. Some initiatives do not require separate funding, but rather involve applying an equity or accessibility lens to the way that existing work is developed, implemented, and evaluated.

## Accountability

At a minimum, bi-annual progress updates will be posted on the Town's website. The IIDEA Lead will work with department leads, working groups, and community organizations to ensure that the implementation and evaluation of the Action Plan's initiatives are accountable and responsive to the groups that are most impacted by this work.

# Action Plan Initiatives

## 1.0 Overarching IIDEA Work

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
1.01 Addition of IIDEA Components to Staff Email Signature	<p>Provide staff the option of adding name recording to their emails and train staff on their importance.</p> <p>Add shortened land acknowledgment language to employee email template.</p> <p>Add link to pronouns in email signature that lead to an EG webpage on pronouns.</p>	<p>People and Belonging</p> <p>Communications</p>	<p>Proposed</p> <p>2024</p>
1.02 Engage in Pay Equity Process in Accordance with the Ontario Pay Equity Act	<p>Building upon the work of the completed pay equity process for part-time staff in 2024, engage in a pay equity process to ensure ongoing compliance with pay equity amongst full-time staff, with any required adjustments to salaries applied.</p>	<p>People and Belonging</p>	<p>Proposed</p> <p>2025</p>
1.03 Employment Equity Policy Creation	<p>As part of the current policy review process, create a staff policy that includes Employment Equity.</p> <p>Develop and implement tools to support the employment equity policy and to support the pay equity statement already made in EG job postings.</p>	<p>People and Belonging</p>	<p>In Progress</p> <p>2025</p>

# Action Plan Initiatives

## 1.0 Overarching IIDEA Work

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
1.04 Equitable Celebration and Recognition of IIDEA Dates of Significance through Communications and Events	<p>Create and approve a revised comprehensive Communications IIDEA calendar that identifies all IIDEA dates of significance that will be included in social media posts.</p> <p>Meet with the Employee Plus Team and Events Team to review celebration of and resources allocated to minoritized faith groups' holidays and other IIDEA dates of significance with an equity lens.</p> <p>Engage staff and residents on IIDEA dates of significance through events:</p> <p>Continue engaging staff and residents on National Indigenous Peoples Day, the National Day of Truth and Reconciliation and Orange Shirt Day, Pride Month, and Black History Month. Begin also engaging staff and residents on the International Day of the Elimination of Racial Discrimination, Emancipation Day, AccessAbilities Week, Red Dress Day, Treaty Recognition Week, International Day for the Elimination of Violence against Women, Newcomer Welcome Week, and Asian History Month.</p> <p>Collaborate with East Gwillimbury Public Library on dates regarding reading lists and potential events.</p> <p>Promote the use of the community flagpole to encourage IIDEA-related flag ceremonies.</p>	<p>Communications</p> <p>Parks, Recreation and Culture; Employee Plus</p>	<p>In Progress</p> <p>2025-2027</p>
1.05 EG Policy and Procedure Creation Form Reviewed with an IIDEA Lens	<p>Policies revised and implemented.</p> <p>Procedure creation form revised and implemented.</p>	<p>Office of the CAO</p> <p>Policy Review Committee</p>	<p>Proposed</p> <p>2025</p>

# Action Plan Initiatives

## 1.0 Overarching IIDEA Work

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
1.06 Promote Respectful Behaviour in EG Buildings	<p>Review locations of Ontario Human Rights Code (OHRC) posters in EG buildings and consider where more might be needed.</p> <p>Train staff on the meaning of OHRC posters and EG Respect in Public Spaces Policy.</p>	<p>Parks, Recreation and Culture</p> <p>People and Belonging</p>	<p>In Progress</p> <p>2025</p>
1.07 Adequately Resource this IIDEA Action Plan and Engage in Effective Change Management	<p>Provide virtual presentation to onboard all EG staff onto new IIDEA Action Plan.</p> <p>Provide internal and external micro-learning opportunities about key concepts within the IIDEA Action Plan, such as information EG's Community Profile.</p> <p>Review change management training providers and consider having at least one staff in each relevant department complete the training.</p> <p>Seek additional grants to support this work.</p> <p>Include IIDEA initiatives within 2026 and 2027 budget planning and business planning processes.</p>	<p>People and Belonging</p> <p>All</p>	<p>Proposed</p> <p>2025-2027</p>
1.08 Create Award for Staff and Volunteer Recognition for IIDEA Work	<p>New awards created and implemented.</p>	<p>Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)</p> <p>Communications</p> <p>People and Belonging</p>	<p>Proposed</p> <p>2025-2026</p>
1.09 Stylize Internal Emails to All Staff Regarding IIDEA Dates of Significance	<p>IIDEA-related emails to be designed as a branded newsletter format with images and colour.</p>	<p>Communications</p> <p>IT</p>	<p>Proposed</p> <p>2025-2027</p>

# Action Plan Initiatives

## 1.0 Overarching IIDEA Work

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
1.10 Increase Engagement on EG Social Media Posts Related to IIDEA	Utilize unique hashtags, e.g. #EGPride2025.  Explore and employ additional social media engagement opportunities on IIDEA dates of significance (e.g. polls, etc.).	Communications	Proposed  2025-2027
1.11 Strengthen Community Engagement Approaches	Community Engagement Framework developed and launched.  Improve ability to collect feedback and consultation data.  Assess suitability of Qualtrics as a survey tool.	Communications  IT	In Progress  2025
1.12 Reduce Barriers to Diverse Community Groups Accessing EG Spaces	Review permit policy with an equity-based lens.  Use an equity-based lens to review criteria for becoming an affiliated community member.  Review strategies for removing barriers to affiliated community members/organizations accessing EG spaces.	Parks, Recreation, and Culture	In Progress  2025
1.13 Conduct IIDEA Employee Survey	Conduct a survey to assess level of diversity and experiences related to inclusion, belonging, equity, and human rights/discrimination amongst EG staff.  Goals for staff diversity and inclusion set and continuously measured.	People and Belonging	Proposed  2025-2027
1.14 Increase External Visibility of EG IIDEA Initiatives	Review and revise website pages related to IIDEA.  Develop tactics to increase traffic to IIDEA webpages.	Communications	Proposed  2025-2027

# Action Plan Initiatives

## 1.0 Overarching IIDEA Work

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
1.15 Support Black, Indigenous 2SLGBTQIA+, and Newcomer Owned Businesses	<p>Complete a needs analysis.</p> <p>Complete environmental scan of potential tactics.</p> <p>Develop and implement relevant tactics.</p> <p>Continue sharing relevant grants and resources via Bulletin.</p>	Development Services	<p>Proposed</p> <p>2025-2027</p>
1.16 Apply an IIDEA Lens to Review and Revise EG Recruitment, Interviewing, and Selection Processes	<p>Revised recruitment and selection practices.</p> <p>Revised external communications assets for recruitment (website, flyers, etc.).</p> <p>Revised job posting template.</p> <p>Develop guide to and training on inclusive interviewing practices.</p> <p>Goals for staff diversity and inclusion set and continuously measured.</p>	People and Belonging	<p>Proposed</p> <p>2025-2026</p>
1.17 Apply an IIDEA Lens to Orientation Processes	<p>Revised orientation content and process.</p> <p>Include introductory content on IIDEA and the Town's related commitments and policies within orientation.</p>	People and Belonging	<p>Proposed</p> <p>2026</p>
1.18 Inclusive Language and Imagery	<p>Communications team and each department website administrator to receive training on inclusive language and imagery.</p> <p>In collaboration with IIDEA Lead, ensure an IIDEA lens is applied to language and imagery used in websites, forms, and other documents.</p> <p>Language and imagery revised with an IIDEA lens.</p>	<p>Communications</p> <p>All</p>	<p>Proposed</p> <p>2025-2027</p>

# Action Plan Initiatives

## 1.0 Overarching IIDEA Work

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
1.19 Diverse Representation in Stock Photos	<p>Consult with other municipalities to learn from their process on conducting this initiative.</p> <p>Coordinate a photo shoot to increase the number of photos and imagery of underrepresented groups to be used in Town communications and marketing materials.</p>	Communications	Proposed 2025-2026
1.20 Create and Implement Comprehensive IIDEA Education Pathways (internal and external)	<p>Conduct educational assessment with staff groups to determine content tailored to portfolios.</p> <p>Communications to support by designing graphics for workshops as needed.</p>	<p>People and Belonging</p> <p>Communications</p>	Proposed 2025-2027
1.21 Improve the Town's Capacity to Apply an IIDEA Lens to Projects	Review and revise project management template documents to include an IIDEA lens.	CAO Office	Proposed 2025
1.22 Include IIDEA Criteria in all Staff Performance Evaluations, Interview Questions, and Job Postings	<p>Review and revision of performance evaluation criteria, interview questions, and post postings to require IIDEA skills and demonstrated competencies.</p> <p>Create a list of IIDEA interview questions that can be pulled from.</p>	People and Belonging	Proposed 2025-2026
1.23 Support the Anti-Hate Education Campaigns led by the Municipal Diversity and Inclusion Group (MDIG)	<p>Budget for possible campaign ads.</p> <p>Consider workshop development and implementation in collaboration with EG Public Library, or at other venues or platforms.</p>	Communications	Proposed 2025-2027

# Action Plan Initiatives

## 1.0 Overarching IIDEA Work

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
1.24 Review Career Development and Leadership Advancement Opportunities to Identify Wise Equitable Practices	Assess current processes for career development and leadership advancement opportunities with an IIDEA lens and implement any relevant changes.	People and Belonging	Proposed 2026-2027
1.25 Improve inclusivity of Fire and Emergency Service Facilities, Procurement, and Recruitment Practices	<p>Ensure availability of Fire and Emergency Service equipment and uniforms that are suitable for diverse body types, including revising associated procurement practices.</p> <p>Retrofit existing Fire and Emergency Service facilities to ensure inclusive facilities in relation to available washrooms and sleep areas.</p>	<p>Fire and Emergency Service</p> <p>People and Belonging; Parks, Recreation, and Culture</p>	<p>In Progress</p> <p>2025-2027</p>
1.26 Encourage an Interest in Fire and Emergency Service Amongst Youth from Marginalized and Historically Excluded Communities	<p>Explore possibility of holding a fire skills youth camp.</p> <p>Intentionally invite youth from marginalized and historically excluded communities to attend camp.</p>	<p>Fire and Emergency Service</p> <p>People and Belonging</p> <p>Communications</p>	<p>Proposed</p> <p>2025-2027</p>
1.27 Review the Public Appointment Policies and Procedures for Advisory Committees of Council	<p>Review Committee Public Appointment policy and procedures.</p> <p>Make recommendations on how to remove barriers to increase representation of Indigenous, Black, and racialized Peoples with appointments.</p>	<p>Legal and Legislative Services</p> <p>People and Belonging</p>	<p>Proposed</p> <p>2025</p>

# Action Plan Initiatives

## 1.0 Overarching IIDEA Work

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
1.28 Sign up for 50:30 Challenge and sign the Black North Initiative (BNI) Pledge	50:30 Challenges and BNI Pledge signed and incorporated into diversity goals.	People and Belonging	Proposed 2026
1.29 Implement the Gender-Based Analysis Plus (GBA+) Analytical Method to Assess Systemic Inequities	All Senior Management Team and Emergency Management Team to complete GBA+ virtual training.	All	Proposed 2025-2026
1.30 Progress Employee Resource Groups (ERGs) at EG	<p>Meet with the EDI Employee Resource Group that previously operated at EG and gather feedback about their interest in continuing/advice on steps forward.</p> <p>Survey Town staff to assess interest in joining/leading an Employee Resource Group, such as a 2SLGBTQIA+ Employee Resource Group and/or a racialized staff Employee Resource Group.</p> <p>If interest is indicated, develop resources and supports for Town Employee Resource Groups as needed.</p>	All Communications	Proposed 2025-2026
1.31 Support Affordable Housing Initiatives	Continue to meet with York Municipal Housing Working Group to support affordable housing initiatives where possible.	Development Services	In Progress 2024-2027

# Action Plan Initiatives

## 2.0 Anti-Racism, Resisting Xenophobia, and Inclusion of Minoritized Faiths

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
2.01 Increased access to and use of language interpretation	<p>As part of the Service Experience strategy, explore language interpretation options for non-English speakers who enter EG facilities.</p> <p>Develop and implement Translation Policy.</p> <p>Survey front-line staff on what languages they speak to inform residents of availability of staff who speak languages other than English.</p>	<p>Communications</p> <p>Customer Services</p>	<p>In Progress</p> <p>2025-2026</p>
2.02 Leave Policy Regarding Faith-Based Observances	<p>Policy created.</p> <p>Create resources on the definition and observance practices for each faith-based date of significance.</p> <p>Training to people managers created and delivered.</p> <p>Staff educated about policy during orientation.</p>	<p>People and Belonging</p>	<p>Proposed</p> <p>2025-2026</p>
2.03 Designate a Room as a Prayer/Meditation/Low Sensory Room Within All Staffed EG Buildings	<p>A room designated as a prayer/meditation/low sensory room within each EG building, with appropriate materials (e.g. prayer mats, signage, etc.).</p> <p>Ensure ablution station provided via washroom/changeroom retrofit or portable unit.</p> <p>Communicate about related policies and procedures for room usage.</p>	<p>Parks, Recreation, and Culture (Municipal Facilities)</p> <p>Communications</p>	<p>In Progress</p> <p>2024-2027</p>
2.04 Participate in Annual Celebration of Newcomers in Collaboration with York Region	<p>Participate in York Region Newcomer Celebration Event planning meetings.</p> <p>Hold events during York Region celebration of newcomers 2025 and 2026 (These events may be confirmed as “Welcome Week” in September).</p>	<p>Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)</p> <p>Communications</p>	<p>In Progress</p> <p>2025-2027</p>

# Action Plan Initiatives

## 3.0 Dismantling Anti-Black Racism

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
3.01 Strengthen relationship with organizations that are working to serving the Black community/ People of African Decent and dismantling anti-Black racism	Meet with NACCA and YRAACC to discuss possible collaborations/amplification of initiatives.	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)  Communications	In Progress  2025
3.02 Develop Afrocentric Recreation and Culture Activities	Afrocentric recreational activities created and implemented.	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)	Proposed  2025-2027
3.03 Education for All Staff on Anti-Black racism	Anti-Black racism training to be provided for all staff.  Customized trainings created for and delivered to Extended Management Team.	Parks, Recreation, and Culture (Municipal Facilities)  People and Belonging	Proposed  2025
3.04 Create African Ancestral Acknowledgment	Consult with relevant community organizations on the creation of an African Ancestral acknowledgment and related resources.	Communications	Proposed  2025-2026
3.05 Provide Training for By-Law Staff to Identify and Address Anti-Black Racism	Hire consultant to co-develop and co-facilitate training.	People and Belonging  Development Services	Proposed  2026

# Action Plan Initiatives

## 3.0 Dismantling Anti-Black Racism

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
3.06 Convene a Dismantling Anti-Black Racism Working Group	Engage staff, residents, and external groups to join working group with a focus of dismantling anti-Black racism.	All	Proposed 2025

# Action Plan Initiatives

## 4.0 Anti-Colonialism, Truth and Reconciliation, and Resisting Anti-Indigenous Racism

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
4.01 Strengthen Land Acknowledgment Resources and Knowledge	<p>Develop guide and related resources on delivering land acknowledgment and reflection.</p> <p>Consider reviewing land acknowledgment language.</p>	Communications	<p>Proposed</p> <p>2025-2026</p>
4.02 Indigenous-Centric Recreation and Culture Programming	<p>Develop Indigenous dance classes and/or other physical activities, ensure they are led by Indigenous knowledge holders and that they are compensated for this work.</p> <p>Explore possibility of discounting cost of recreational programming for Williams Treaties First Nations as a part of reconciliation journey.</p> <p>Launch Health and Active Living Plaza with Pow Wow, in consultation with Indigenous communities.</p> <p>Celebrate National Indigenous History Month at the Farmers Market, with discounted vendor fee for Williams Treaties First Nations.</p> <p>Review and revise camp practices with Truth and Reconciliation lens.</p>	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)	<p>Proposed</p> <p>2025-2027</p>
4.03 Engage in Placemaking Actions to Support Indigenous Language Revitalization and Sharing Indigenous Knowledges	<p>Add mention of Indigenous teachings/language to key signage (e.g. Town Entry Signage, nature trail signage with multimedia components, etc.).</p> <p>Invite consultation with the Georgina Island First Nation on naming Health and Active Living Plaza Event Street with an Anishinaabemowin word and hold a naming ceremony.</p> <p>Install an Orange Shirt Day crosswalk in consultation with the Georgina Island First Nation.</p>	<p>Communications</p> <p>People and Belonging; Parks, Recreation, and Culture</p>	<p>In Progress</p> <p>2025-2027</p>

# Action Plan Initiatives

## 4.0 Anti-Colonialism, Truth and Reconciliation, and Resisting Anti-Indigenous Racism

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
4.04 Provide a Platform for Indigenous Communities to Share Traditional Knowledge of Environmental Initiatives	<p>Organize nature hikes with Indigenous knowledge keeper facilitation.</p> <p>Organize and launch York-wide Symposium on Environmental Preservation and Indigenous Knowledges.</p>	Environmental Initiatives	<p>Proposed</p> <p>2025-2027</p>
4.05 Create Indigenous Consultation Policies and Procedures	<p>Draft a procedure on how EG staff will consult and engage with Indigenous communities.</p> <p>Engage with consultant and with Williams Treaties First Nations and Urban Indigenous Community in EG to create an Indigenous Consultation Policy and related procedures to provide a standard of practice for when Indigenous communities should be consulted and how.</p> <p>In the policy, include consultation processes that involve the urban Indigenous population within EG and share surveys at the end of events related to Indigenous Peoples to engage and increase community contacts.</p> <p>Consult with Ministry of the Environment, Conservation and Parks and Ministry of Natural Resources.</p>	<p>Office of the CAO</p> <p>Engineering and Public Works; Communications</p>	<p>In Progress</p> <p>2025-2027</p>
4.06 Economic Reconciliation Approaches	<p>Continue relationship building with departments within GIFN and other Williams Treaties First Nations to assess whether there are grant partnership opportunities.</p> <p>Increase awareness amongst Indigenous owned businesses about EG procurement processes.</p>	<p>Office of the CAO</p> <p>Parks, Recreation and Culture; Office of the CAO; Finance; Development Services</p>	<p>Proposed</p> <p>2025-2027</p>

# Action Plan Initiatives

## 4.0 Anti-Colonialism, Truth and Reconciliation, and Resisting Anti-Indigenous Racism

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
4.07 Convene Truth and Reconciliation Working Group	<p>Convene Truth and Reconciliation Working Group and develop Terms of Reference.</p> <p>Review and address Truth and Reconciliation Commission's Calls to Action (TRC CTA), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Missing and Murdered Indigenous Women, Girls, and Two-Spirit (MMIWG2S) Peoples Calls to Justice (CTJ), and to inform other Truth and Reconciliation initiatives.</p> <p>Invite Williams Treaties First Nations and Urban Indigenous population within EG to join working group for those that have interest/capacity, and compensate them for every meeting attended.</p>	<p>People and Belonging</p> <p>Communications; Parks, Recreation and Culture; Engineering and Public Works</p>	<p>Proposed</p> <p>2025-2027</p>
4.08 Install Flag(s)/Banner(s) in EG Council Chambers to Reflect Commitment to Reconciliation and Strengthening Relationships with Indigenous Communities	<p>Consultation with Williams Treaties First Nations communities.</p> <p>Installation of flag(s)/banner(s).</p>	<p>Office of the Clerk</p> <p>People and Belonging</p> <p>Parks, Recreation and Culture</p>	<p>In Progress</p> <p>2025-2026</p>
4.09 Smudging Procedures and Education	<p>Create and implement procedures and education on smudging ceremonies; ensure relevant staff are trained on how to respond when a request is made for smudging.</p> <p>Communicate to public about EG's welcoming of smudging ceremony in staff buildings.</p>	<p>People and Belonging</p> <p>Parks, Recreation, and Culture (Municipal Facilities)</p>	<p>Proposed</p> <p>2025-2026</p>

# Action Plan Initiatives

## 4.0 Anti-Colonialism, Truth and Reconciliation, and Resisting Anti-Indigenous Racism

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
4.10 Seek Out Grant Opportunities Regarding Environmental Initiatives and Indigenous Relations	<p>Identify grants which can provide resources for initiatives related to truth and reconciliation, anti-colonialism, and Indigenous Relations in relation to Environmental Initiatives.</p> <p>If possible, partner with Williams Treaties First Nations on grants.</p> <p>Explore possibility of developing Memorandum of Understanding with Georgina Island First Nations / additional Williams Treaties First Nations on how we can work together on grants in relation to Environmental Initiatives.</p>	<p>Environmental Initiatives</p> <p>Office of the CAO</p>	<p>Proposed</p> <p>2025-2027</p>
4.11 Indigenous Consultation and Engagement Training	<p>Select vendor and implement training for relevant departments for staff involved with public consultations.</p>	<p>Development Services</p> <p>Engineering and Public Works; Parks, Recreation, and Culture, People and Belonging; Communications</p>	<p>Proposed</p> <p>2025-2026</p>
4.12 Add Indigenous History to Town Tour for New EG Staff	<p>Partner with the EG Public Library to research and review relevant Indigenous history of the land on which EG is situated.</p> <p>Consult with local Indigenous communities on revised content.</p> <p>Revised content included in Tour content.</p>	<p>People and Belonging</p> <p>Development Services</p>	<p>In Progress</p> <p>2025-2026</p>

# Action Plan Initiatives

## 5.0 2SLGBTQIA+ Inclusion and Gender Justice

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
5.01 Ensure EG Town Physical Spaces are 2SLGBTQIA+ Friendly	<p>Scan all EG owned buildings and centres to ensure they are 2SLGBTQIA+ friendly (e.g. gender neutral washrooms/change spaces, appropriate signage, positive space signage, websites clearly indicate location of gender neutral spaces, inclusive bathroom signage that discourages gender-policing and transphobia etc.).</p> <p>Ensure all bathrooms have change tables to ensure gender equity.</p>	Parks, Recreation and Culture (Municipal Facilities)	Proposed 2025-2026
5.02 Raise the Inclusive Pride Flag	<p>Use newest version of Pride Flag with Intersex and Two-Spirit symbols during Pride month.</p> <p>Communicate about meaning of flag at future flag raisings.</p>	Communications	Proposed 2024-2025
5.03 Work with Town Businesses to Increase 2SLGBTQIA+ Inclusion	<p>Promote the usage of 2SLGBTQIA+ positive space signage by EG businesses.</p> <p>Encourage EG businesses to decorate and celebrate Pride Month and engage in inclusive 2SLGBTQIA+ practices. Provide EG businesses with relevant resources for this work.</p>	<p>Development Services</p> <p>Communications</p>	Proposed 2024-2027
5.04 Create 2SLGBTQIA+ Inclusive Recreation and Culture Activities	<p>Create programming such as vogue dance classes, an annual ballroom event, 2SLGBTQIA+ themed youth march break camp, trans positive swim, 2SLGBTQIA+ dodge ball league, etc.</p> <p>Develop and implement strategies to hire staff with related expertise as needed.</p> <p>Develop promotions for equity-based PRC programming.</p>	<p>Parks, Recreation and Culture</p> <p>People and Belonging; Communications</p>	Proposed 2024-2026

# Action Plan Initiatives

## 5.0 2SLGBTQIA+ Inclusion and Gender Justice

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
5.05 Encourage Sharing of Pronouns	Develop several tools to educate and promote the use of pronouns. This includes the use of MS 365 profile cards with pronoun functionality, pronoun buttons, staff training, public workshops, virtual backgrounds, and business cards.	People and Belonging  IT; Communications	In Progress  2024-2025
5.06 Strengthen Relationships with 2SLGBTQIA+ Community Organizations	Meet with York Pride and Pflag and identity potential to collaborate on/amplify initiatives.	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)	Proposed  2024-2025
5.07 Participate in the York Pride Trans March and York Pride Parade	March in York Pride Trans Pride Parade, in addition to main Pride Parade.  Consider having Town tent at end of Parade route for York Pride 25th anniversary celebrations.	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)  Communications	Proposed  2025-2026
5.08 Review EG Staff Gender Affirmation Coverage Within Benefits Package	Review EG staff gender affirmation coverage within benefits package and identify any possible improvements.	People and Belonging	Proposed  2026
5.09 Reduce Barriers to Women Participating in Sports and Physical Activity	Women's only swim and women's only weightlifting hours implemented.	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)	Proposed  2025

# Action Plan Initiatives

## 6.0 Accessibility and Disability Justice

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
6.01 Staff Training on Creating Accessible Documents	Identified staff to attend training on how to create accessible documents. Participants will become subject matter experts and coach other staff.	Communications  People and Belonging	Proposed  2024-2025
6.02 Guide for Creating Accessible Events	Create a guide, including accessibility of event spaces, communications, registration, flyer design, social media posts, and other relevant components. The guide will be for staff and community members who organize events.	Recreation, Community Engagement, and Events  Communications, People and Belonging	Proposed  2026-2027
6.03 Apply for Grants that Can Improve Accessibility of EG Spaces	Relevant grants identified and applications submitted.	People and Belonging	In Progress  2024-2026
6.04 Create Universal Design Guidelines for all New Developments and Renovations	Ensure newly created or renovated buildings, centres, playgrounds, and trails adopt Universal Design Principles by creating a guideline. Implement guideline.	Parks, Recreation and Culture  Development Services; Engineering and Public Works	Proposed  2025-2026
6.05 Improve Accessibility of Town Communications at Events and within Mailings	Determine standard for live captions are provided at streamed events and for when to provide ASL/LSQ Interpretation at internal events, external events, and Council meetings.  Collect information from residents on what their preferred method of communication is to receive Town communications (e.g. Braille, sign language, plain language, etc.).	Communications  People and Belonging	Proposed  2025-2026

# Action Plan Initiatives

## 6.0 Accessibility and Disability Justice

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
6.06 Hold Workshops and Speaking Events During AccessAbility Week	<p>Apply and receive grant; if successful, plan and provide 2 years of workshops and speaking events.</p> <p>Explore possibility of holding events in the event that the grant is not received.</p>	<p>Parks, Recreation, and Culture</p> <p>Communications, People and Belonging</p>	<p>In Progress</p> <p>2024-2026</p>
6.07 Seek Rick Hansen Foundation Accessibility Certification™ (RHFAC)	2-3 Staff to be enrolled in Rick Hansen Foundation Accessibility Certification™ (RHFAC) program.	<p>People and Belonging (Coordinator of Health, Safety, and Wellness)</p> <p>Parks, Recreation, and Culture</p>	<p>Proposed</p> <p>2025-2027</p>
6.08 Explore Partnership Opportunities to Provide EG Businesses with Education and Resources on Increasing Accessibility	Share education opportunities and resources about accessibility with EG businesses via Bulletin.	Development Services	<p>Proposed</p> <p>2025-2026</p>
6.09 Explore Ways to Encourage Developers to Implement Wise Accessibility Practices	<p>Explore ways to encourage developers to incorporate wise accessibility practices beyond the AODA requirements into new buildings.</p> <p>Implement relevant strategies.</p>	Development Services	<p>Proposed</p> <p>2025-2026</p>

# Action Plan Initiatives

## 6.0 Accessibility and Disability Justice

Initiative Number and Project Name	Deliverables	Primary and Secondary Staff Involved	Status and Timeline
6.10 Increase Accessibility of Town Roads and Sidewalks	<p>Install proactive AODA sidewalk ramp retrofits based on priority locations identified each year.</p> <p>Research wise practices in policy and practices regarding enclosed mobility devices. Implement any related bylaw changes and communicate changes to staff and community.</p>	Engineering and Public Works	In Progress 2024-2027
<p>6.11 Continue to implement the EG Multi-Year Accessibility Plan (MYAP)</p> <p>Note: This initiative restates the work already indicated in the 2023-2027 MYAP, without adding any additional work.</p>	<p><b>Multi-Year Accessibility Plan</b> (MYAP) implementation continued.</p> <p>Note that the initiatives within the Multi-Year Accessibility Plan are led by People and Belonging (Coordinator of Health, Safety, and Wellness).</p>	People and Belonging (Coordinator of Health, Safety, and Wellness)	In Progress 2025-2027

# Glossary of Key Terms

**2SLGBTQIA+:** An acronym for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other people in the rainbow community.<sup>6</sup>

**Ableism:** A set of beliefs or practices at the individual, community, or systemic level that devalue and discriminate against people with physical, intellectual, or psychiatric disabilities and often rests on the assumption that disabled people need to be 'fixed' in one form or the other.<sup>7</sup>

**Accessibility:** The extent to which a space is readily approachable and usable by people with disabilities. A space can be described as a physical or literal space, such as a facility, website, conference room, office, or bathroom, or a figurative space, such as a conversation or activity.<sup>7</sup>

**Anti-2SLGBTQIA+ Hate:** Anti-2SLGBTQIA+ hate is an ideologically driven and highly politicized form of hate that specifically targets 2SLGBTQIA+ communities and seeks to undermine their important gains at the community level, in public policy and in federal, provincial and territorial legislation. This hate can and has manifested into violence and harassment targeting 2SLGBTQIA+ workers (or those who others may perceive to be 2SLGBTQIA+). It can also target allies in the workplace who are supportive of 2SLGBTQIA+ inclusive workers, policies and programming.<sup>8</sup>

**Anti-Black Racism:** Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that Black people are inferior to another racial group. Anti-Black racism is reflected in interpersonal, institutional, and systemic levels of racism and is a function of [w]hite supremacy.<sup>9</sup> In Canada, anti-Black racism is shaped by the legacy of over [200 years of Black Enslavement](#) and colonialism.

**Anti-Blackness:** A concept that identifies the ways in which Black people are fundamentally alienated and excluded from society as a result of the ways that current systems are structured.<sup>10</sup>

**Anti-Colonialism:** Anti-colonialism can be broadly defined as a theoretical framework, analytical tool, and grounded, place-based practice oriented toward resisting, fighting against, and dismantling the aims of colonial regimes, systems, and ideologies.<sup>11</sup>

**Anti-Indigeneity:** In their most extreme forms, anti-Indigenous hate groups express clear intentions to assimilate or eliminate Indigenous people. Globally, purveyors of anti-Indigenous ideologies work to undermine established rights by relying on a variety of doctrines and practices that find root in scientifically false, racist and legally invalid arguments. The core of anti-Indigeneity is in opposition to self-determination, political and cultural autonomy, and the right to maintain, use and protect traditional territories and resources.<sup>12</sup>

**Anti-Indigenous Racism:** Anti-Indigenous racism is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous Peoples within Canada. It includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada. Systemic anti-Indigenous racism is evident in discriminatory federal policies such as the Indian Act and the residential school system. It is also manifest in the overrepresentation of Indigenous peoples in provincial criminal justice and child welfare systems, as well as inequitable outcomes in education, well-being, and health. Individual lived experiences of anti-Indigenous racism can be seen in the rise in acts of hostility and violence directed at Indigenous [Peoples].<sup>13</sup>

**Anti-Racism:** Anti-Racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.<sup>14</sup>

**Antisemitism:** Antisemitism is a certain perception of Jewish people, which may be expressed as hatred or blame, stereotypes, myths (such as denial of the Holocaust and other genocidal campaigns), and conspiracy theories. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.<sup>14</sup>

# Glossary of Key Terms

**Black People / People of African Descent:** This action plan employs both the language of “Black People” and “People of African Descent,” recognizing that there are differing preferences between the two terms. For some, the term African descent creates a through line to Africa for a deeper connection, and is the strongest, most helpful way to undo hundreds of years of disconnect. For others, employing Blackness in reference to one’s social identity is a power political choice that holds important meaning.<sup>15</sup> African Black diaspora populations include but are not limited to Afro-Caribbeans, Afro-Latinx, and Black North Americans.

**Cis-Heteronormativity:** The societal idea that assumes all people are cisgender (i.e. that all people have a gender that aligns with the sex that was assigned to them at birth) and heterosexual, and which privileges cisgender and heterosexual identities and underrepresents transgender and non-binary identities and other sexual orientations.<sup>6</sup>

**Colonialism:** The exploitative historical, political, social, and economic system established when one group or force takes control over a colonized territory or group; the unequal relationship between colonizer and the colonized.<sup>16</sup>

**Disability Justice:** The term “disability justice” is often used interchangeably with terms such as “disability rights” and “disability inclusion.” Yet it’s important to recognize that “disability justice” refers to a very specific framework of thinking about disability. Disability inclusion is a broad term to describe approaches to advance access and inclusion for disabled people. A disability justice approach centers the priorities and approaches of those most historically excluded groups, such as women, racialized people, immigrants, and people who identify as 2SLGBTQIA+.<sup>17</sup> Disability Justice redefines beliefs about productivity, attractiveness, and the value of human life. Beyond challenging what is considered normal, Disability Justice addresses the deeply held fear of vulnerability by practicing the value and act of interdependence.<sup>18</sup>

**Disabled People / Persons with a Disability:** This Action Plan uses both the terms “Disabled People” and “Persons with a Disability” to recognize that within the disability community, there are differing preferences between the usage of person-first language and identify-first language.

Person-first language emphasizes the person before the disability, for example “person who is blind” or “people with spinal cord injuries.” Identity-first language puts the disability first in the description, e.g., “disabled” or “autistic.” Person-first or identify-first language is equally appropriate depending on personal preference. When in doubt, ask the person which they prefer.<sup>19</sup>

**Gender Justice:** Gender justice is a concept that promotes the full realization of rights and opportunities for all genders. It seeks to realize equality between men and women, as well as between diverse gender identities, in terms of rights, responsibilities, and opportunities. It is a holistic approach that addresses the root causes of gender discrimination and ensures that women and other gender minorities are not excluded from the full enjoyment of their human rights.<sup>20</sup>

**Gender-Based Violence:** Violence based on gender norms and unequal power dynamics, perpetrated against someone based on their gender, gender expression, gender identity, or perceived gender. It takes many forms, including physical, economic, sexual, as well as emotional (psychological) abuse.<sup>21</sup>

**Homophobia:** The fear and hatred of or discomfort with people who are attracted to members of the same gender. Homophobia occurs in a broader heterosexist social context that systematically disadvantages 2SLGBTQIA+ people and promotes and rewards anti-2SLGBTQIA+ sentiment.<sup>7</sup>

**Indigenous Peoples:** Indigenous is a collective term that encompasses the diversity of cultures within First Nations, Inuit, and Métis (FNIM) Peoples in Canada, the original Peoples of the land now known as Canada. The term “Indigenous” acknowledges both commonalities and the diversity of cultures, histories, teachings, languages, and experiences between each group and nation.<sup>22</sup>

# Glossary of Key Terms

**Islamophobia:** A form of religious bigotry, with strong racial components, that scapegoats and demonizes Muslims and those perceived to be Muslim... Islamophobia frequently leads to Islamophobic violence. Islamophobia can be structural, institutional, interpersonal, and/or internalized.<sup>23</sup>

**Minoritized:** Groups that are marginalized or persecuted because of systemic oppression. The term emphasizes that something is being done by others to subjugate certain people, rather than using the permanent label of being a *minority*.<sup>24</sup>

**Racialized:** Those who have racial meanings attributed to them in ways that can negatively impact their social, political, and economic life. “Racialized people” overlaps with, but is distinct from, the older, related term “visible minority,” which is defined in the Employment Equity Act as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.” “Racialized” is increasingly being used instead of “visible minority” to reflect the fact that race is socially constructed, notably through racism, and also that in many parts of the country, referring to racialized people as a minority is simply inaccurate. In the 2021 census, Statistics Canada replaced “visible minority” with “racialized,” for instance.<sup>25</sup>

**Racism:** The systematic subjugation of members of targeted racial groups, who hold less socio-political power and/or are racialized as non-[w]hite, as means to uphold [w]hite supremacy. Racism differs from prejudice, hatred, or discrimination because it requires one racial group to have systematic power and superiority over other groups in society. Often, racism is supported and maintained, both implicitly and explicitly, by institutional structures and policies, cultural norms and values, and individual behaviors.<sup>9</sup>

**Indigenous Spirituality:** The spiritual beliefs and practices that Indigenous peoples identify as being “traditional” or “customary” among Indigenous Peoples. This may sometimes include and be practiced in combination with other faith traditions, such as Christianity. It may also include practices of more recent origin that are inspired by, or seek to revitalize, past Indigenous cultural-spiritual traditions and identities and traditional practices that have since come to take on more of a sacred or symbolic meaning in their use today.<sup>26</sup>

**Social Model of Disability:** Created by disabled people, the Social Model argues that humans naturally come in a variety of bodies and minds, which are changed and shaped by our environment. What bodies and minds we treat as valuable or are devalued are social and political decisions. Societies decide which bodies and minds are normal or abnormal (disabled) and then create systems and spaces to fit only those deemed normal. This in turn leads to the exclusion, abuse, and violence toward bodies and minds who have been labeled as disabled. The Social Model argues that nothing is “wrong” with the disabled bodies and minds but that it is the inaccessible society that is the issue or problem that needs to be fixed. Note that in disability studies, “bodies and minds” is sometimes referred to as “bodyminds” to acknowledge the intricate and often inseparable relationship between the body and the mind.<sup>27</sup>

**Transphobia:** The fear and hatred of, or discomfort with, transgender people. Transphobia occurs in a broader cis-heteronormative social context that systematically disadvantages trans people and promotes and rewards anti-trans sentiment.<sup>7</sup>

# Glossary of Key Terms

**Truth and Reconciliation:** The “truth” in truth and reconciliation is the truth as to how settlers and the Canadian government have treated Indigenous Peoples since the colonization of what is known as Canada. This includes the truth about the residential school system, Survivors and the intent of the federal government and church bodies behind those residential schools/institutions.

The “reconciliation” in truth and reconciliation is not a step-by-step process resulting in the completion of reconciliation. Rather, reconciliation is an ongoing learning and unlearning experience that is mutually beneficial to Indigenous and non-Indigenous peoples. It’s something that takes time. Reconciliation requires systemic change for it to be effective. Systemic change comes from changing our very thought processes, which can take time, however, the Truth and Reconciliation Commission (TRC) report has 94 Calls to Action that we can act on today within our organizations and communities.<sup>28</sup>

**Universal Design Principles:** The goal of Universal Design is to maximize usability by individuals with a wide variety of characteristics. From learning strategies to physical space, Universal Design operates by a set of principles designed to maximize access by everyone.<sup>29</sup>

**Xenophobia:** Any attitude, behavior, practice, or policy that explicitly or implicitly reflects the belief that immigrants are inferior to the dominant group of people. Xenophobia is reflected in interpersonal, institutional, and systemic levels of oppression and is a function of [w]hite supremacy.<sup>30</sup>

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