



Report
Staff Report
 The Corporation of the City of Brampton
 3/20/2024

Date: 2024-02-22

Subject: **Enhancing Accessibility and Inclusion Initiative - Supported Employment Program (RM/72/2023)**

Contact: **Cynthia Ogbarmey-Tetteh, Director, Human Resources**

Report number: Corporate Support Services-2024-208

RECOMMENDATIONS:

1. That the report from Cynthia Ogbarmey-Tetteh, Director, Human Resources to the Committee of Council Meeting of March 20, 2024, re: **Enhancing Accessibility and Inclusion Initiative - Supported Employment Program (RM72/2023)**, be received
2. Staff enhance its outreach to actively support employment programs to promote employment opportunities and establish partnerships with external community partners.

OVERVIEW:

Council through CW393-2023 on the Referred Matters List requested that that staff be directed to:

1. a. Consult with charities, organizations and social enterprises who have demonstrated a connection with Brampton and are focused on supporting individuals with disabilities, to include Concord in the City, South Asian Autism Centre, Easter Seals Ontario, and others within Brampton; and
 - b. Explore opportunities to collaborate with leading organizations in providing employment training and opportunities at the City of Brampton;
2. That the City of Brampton provide opportunities at City events and City owned locations for Concord in the City to operate their coffee truck, as this local non- profit organization provides skills development for individuals with disabilities, which supports inclusion and further complements recruitment opportunities for the City of Brampton; and

3. That the City of Brampton support Easter Seals Ontario, a long-standing and strong partner in supporting youth with physical disabilities in Brampton, particularly their annual fundraising event.
4. There is no financial impact resulting from the adoption of the recommendations in this report.

BACKGROUND:

On May 24, 2023, Council requested that Human Resources in partnership with the Equity Office propose the creation of a supported employment program for persons with disabilities aimed at enhancing accessibility and inclusion at the City of Brampton.

On November 1st 2023 Council referred the matter back to staff for further consultation and action as outlined below:

1.
 - a) Consult with charities, organizations and social enterprises who have demonstrated a connection with Brampton and are focused on supporting individuals with disabilities, to include Concord in the City, South Asian Autism Centre, Easter Seals Ontario, and others within Brampton; and
 - b) Explore opportunities to collaborate with leading organizations in providing employment training and opportunities at the City of Brampton
- 2) That the City of Brampton provide opportunities at City events and City owned locations for Concord in the City to operate their coffee truck, as this local non- profit organization provides skills development for individuals with disabilities, which supports inclusion and further complements recruitment opportunities for the City of Brampton; and
- 3) That the City of Brampton support Easter Seals Ontario, a long-standing and strong partner in supporting youth with physical disabilities in Brampton, particularly their annual fundraising event.

CURRENT SITUATION:

Concord in the City

Concord in the City was a part of the NYE celebrations hosted by the City of Brampton. The Events and Protocol team has committed to share event vendor opportunities as they arise throughout the year.

In addition, via the Recreation team, Concord in the City is provided the opportunity at the Gage Park Skating Trail on Tuesday's and Wednesdays to operate their coffee truck during the Winter season.

Easter Seals

The City has hosted Easter Seals Annual Celebrity Hockey Classic Tournament for the past several years. The rental agreement fees (ice/room) for this event have been waived by council every year that this tournament has been held at a Brampton facility which is an in-kind donation fluctuating from seven thousand and nine thousand dollars depending on the number of teams and room requirements. This supports the Easter Seals to create opportunities for children with physical disabilities to participate in activities, build confidence and be included in the community.

Supported Employment Program

To inform this report, staff conducted consultation sessions with several organizations within Brampton and Peel Region as identified in the motion and in partnership with the Equity Office. The goal was to understand the various employment support programs offered for persons living with disabilities and explore the potential avenues for the City of Brampton to partner.

| Organization | Overview | Employee Support Program |
|------------------------------|--|---------------------------------|
| Easter Seals Ontario | Easter Seals is a charitable organization that empowers children and youth with physical disabilities to reach their full potential, regardless of their background. They work to remove barriers, promote personal growth, and foster a sense of belonging through our programs and initiatives | No formal program |
| Concord in the City | Charitable Organization for job, education and housing solutions for people with intellectual disabilities in Etobicoke and Brampton | No formal program |
| Ready Willing and Able (RWA) | A national partnership of Inclusion Canada (formerly the Canadian Association for Community Living), Autism Alliance of Canada (formerly Canadian Autism Spectrum Disorders Alliance (CASDA)), and their member organizations. Funded by the Government of Canada, RWA is designed to increase the labour force participation of people with an intellectual disability or on the autism spectrum. | Formal employment Program |
| South Asian Autism Centre | SAAC Autism Centre located in Toronto has several high-impact projects that require additional support and resources beyond SAAAC's day-to-day operations. Provides employment opportunities at SAAC for members of this community. | No formal employment program |

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| Jake's House | Jake's House provides practical help and lasting hope to families living with autism. Specific to employment programs, Jake's House Employment Mentoring supports the integration of young adults into the workforce. | Formal employment programs available |
| SNAPSO (Special Needs Adult Program Services Organization) | A community-based organization dedicated to providing developmentally disabled adults with supported opportunities to be active, visible, and included in community life. | No formal program |
| Hope Endoors | Hope Endoors day program was created to provide support and community services to families with loved ones transitioning out of youth services/ high school to adult services and programs. | No formal Program |
| March of Dimes | March of Dimes Canada is a national charity committed to championing equity, empowering ability, and creating real change that will help the people with disabilities unlock the richness of their lives. March of Dimes is recognized leader in disability service design and delivery, supporting people at home, work, and in their communities. | Formal employment programs available |

Next Steps:

The City will continue to build and foster meaningful partnerships with local organizations and will leverage the findings from the consultation to strengthen our efforts to be an inclusive employer. This will result in the City's ability to expand outreach and create awareness of employment opportunities into the targeted community by implementing the following initiatives:

| # | New Initiatives | Organizations |
|---|---|--|
| 1 | Facilitate workshop (s) on how to apply for employment opportunities at the City. | <ul style="list-style-type: none"> • Easter Seals Ontario • Concord in the City • Ready Willing and Able • March of Dimes • Jake's House |
| 2 | Partnership for continuous sharing of opportunities within organization's networks | |
| 3 | Provide a designated Talent Acquisition contact for qualified candidates to be reviewed from this recruiting channel with the aim of improving employment | |

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| | opportunities for people with disabilities. All applications will be channeled through the established recruitment process. | |
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CORPORATE IMPLICATIONS:

Financial Implications:

There is no financial impact resulting from the adoption of the recommendations in this report.

The City will not incur additional expenditures by partnering with external community partners since the positions anticipated for recruit are expected to be existing, budgeted positions.

STRATEGIC FOCUS AREA:

The Supported Employment Program aligns with the Strategic Focus Areas of Government & Leadership as well as Culture and Diversity. By implementing this program, we aim to bolster talent attraction, development and retention. Additionally, it reflects our dedication to delivering excellent services while upholding principles of equity and inclusion.

CONCLUSION:

It is recommended that the City proceeds with the "Enhancing Accessibility and Inclusion Initiative" as a pilot, which aims to transform the City of Brampton into an accessible and inclusive municipality. This pilot represents a critical step towards fostering a community that embraces diversity, equity, and inclusion, while also tapping into an underused talent pool to fill current talent gaps within the organization.

Authored by:

Natasha Pisani
Talent Acquisition Advisor

Reviewed by:

Vincent Rodo
Director, Organizational Performance &
Equity, Diversity, and Inclusion

Authored by:

Chena Barakat
Acting Senior Manager Talent
Acquisition/Talent Organizational
Development

Reviewed by:

Cynthia Ogbarmey-Tetteh,
Director, Human Resources

Reviewed by:

Jason Tamming,
Director, Strategic Communications,
Tourism & Events

Approved by:

Alex Milojevic,
Commissioner, Corporate Support
Services

Submitted by:

Marlon Kallideen,
Chief Administrative Officer