

Equity, Diversity and Inclusion (EDI) Strategy 2025-2026

City Council
Equity Office, Corporate Support
Services

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INTRODUCTION

- The Equity, Diversity and Inclusion (EDI) Strategy 2025-2026, is a citywide roadmap for understanding and meeting the diverse needs of our residents and staff.
- The EDI Strategy is important because it:
 - Supports the City's EDI commitments
 - Integrates EDI across our organizational structures
 - Provides for appropriate resource allocation
 - Identifies responsibility and designates accountability
- The key benefit of the EDI strategy is that it enables stakeholders to understand our EDI goals, actions, performance and to see their role in strategy implementation.



DEVELOPMENT

The EDI Strategy was researched and created internally by the Equity Office through:

- Evaluating current policies, practices and inclusion initiatives
- Conducting benchmarking research on inclusivity
- Gathering employee input
- Engaging with various City teams including Human Resources, Organizational Performance, Strategic Communications and Accessibility.
- Collaborating with the City's Employee Resource Groups (ERGs) to look for opportunities to be more inclusive



STRATEGY GOALS

- Understand and meet the diverse needs of residents and staff.
- Provide a roadmap to guide the City's ongoing efforts and commitment to foster an inclusive, equitable and accessible community for all.
- Embed EDI in the workforce culture at the City of Brampton.
- Build an organization where employees are valued for their diverse experiences and perspectives.
- Guide active contributions that enhance the inclusion of historically marginalized groups – including Black, Indigenous and other equity-deserving communities – in City programs and services.

FOUR PILLARS

A Diverse & Equitable Workforce

- Opportunities that are equitable and staff that represent the diversity of our community.

Community Engagement

- Building strong relationships and engagement that support equity-deserving groups.

Foster and Create a Culture of Belonging

- Cultivating a sense of belonging with resource groups, recognition and systemic change.

Identify and Address Systemic Barriers

- Identifying and addressing systemic barriers that impede progress and growth.





PROGRESS REPORT

- The Equity Office has been working to engage and educate staff about the importance of EDI and how it can be applied into their work. Some highlights include:
 - Hosting staff learning sessions for Black History Month and Indigenous History Month
 - Training sessions for staff including Indigenous Awareness; Gender Based Analysis Plus (GBA Plus); Equity 101 Pilot
 - Launching the Employee Resource Groups (ERGs) to provide staff an opportunity to come together with like-minded colleagues:
 - Black Employee Engagement Network (BEEN)
 - Women Empowerment Network (WEN)
 - Muslim Employee Resource Group (MERG)
- For the public, the Equity Office has organized events for residents to participate in such as:
 - Black History Month
 - Islamic History Month
 - Indigenous People's Day
 - Red Dress Day Art Installation

NEXT STEPS

- Implementation Plan (Q3 2025)
- EDI Strategy Launch (Q3 2025)
- Tracking and Monitoring Progress (Q1 2026)

Thank you!

