



Report
Staff Report
 The Corporation of the City of Brampton
 6/25/2025

Date: 2025-05-28

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

Contact: Shanika Johnson, Manager, Equity Office

Report number: Corporate Support Services-2025-531

RECOMMENDATIONS:

1. That the report from Shanika Johnson, Manager, Equity Office to the Council meeting of June 25, 2025 re: **Equity, Diversity and Inclusion (EDI) Strategy 2025-2026 and Equity Office Progress Report**, be received;
2. That the Equity, Diversity and Inclusion (EDI) Strategy 2025-2026 (Appendix 1) and The Equity Office Progress Report (Appendix 2) be endorsed by Council; and
3. That staff develop an implementation plan for the recommendations in the Equity, Diversity and Inclusion (EDI) Strategy with the goal of a net zero impact to the property tax base.

OVERVIEW:

- **The City of Brampton is committed to nurturing the principles of equity, diversity and inclusion to achieve meaningful participation of our diverse community. "The Brampton 2040: Living the Mosaic" " reflects the central vision of our community. In alignment with the City's Corporate Strategic Plan, the EDI Strategy fulfils this vision of the city.**
- **The City's EDI Strategy aims to decolonize systems and remove barriers that impacts Indigenous, Black and other Equity Deserving communities.**
- **The EDI Strategy aims to achieve these goals through four pillars: Diverse and Equitable Workforce; Community Engagement; Foster and Create a Culture of belonging; and Identify and Address Systemic Barriers. The pillars articulate how the City of Brampton will embed EDI in support of the needs of the workforce and the community.**
- **City Council is committed to addressing systemic barriers within communities through the adoption of various motions and actions for Equity Deserving communities. Council has adopted C247-2019 the Truth**

and Reconciliation Calls to Action, National Inquiry into Missing and Murdered Indigenous Women and Girls, C247-2019 United Nations Declaration on the Rights of Indigenous People, C208-2020 that the City establish a Unit to combat and address Anti-Black Racism in the city of Brampton.

- **Community input and engagement on the plan is expected to be ongoing to ensure the needs of Equity Deserving groups are reflected.**
- **Staff will develop an implementation plan for the recommendations in the Equity, Diversity and Inclusion (EDI) Strategy with the goal of a net zero impact to the property tax base.**

BACKGROUND:

As one of the most diverse cities in Canada, the City of Brampton has a responsibility to embed equity, diversity and inclusion (EDI) across its operations to ensure the effective and fair delivery of services and programs. Diversity is at the heart of Brampton's identity and our collective vision is to build a city that reflects a rich mosaic of people, places and opportunities coexisting harmoniously.

To achieve this vision and address systemic barriers faced by Brampton's diverse population, the City established the Equity Office in December 2020. The Equity Office is dedicated to embedding EDI principles throughout the Corporation and fostering inclusive engagement with the broader Brampton community.

The Equity Office has been reviewing and examining the needs of the Corporation and the Brampton community with the intent of creating an Equity, Diversity and Inclusion (EDI) Strategy. The tasks of the Equity Office include but are not limited to:

- Identifying and addressing gaps and barriers by carrying out benchmarking research on belonging and inclusivity to pinpoint best practices suitable for Brampton.
- Meeting the needs of the city by evaluating current City policies, practices and inclusion initiatives.
- Creating environments that foster a feeling of inclusion and belonging through cross-functionally liaising with internal divisions like Human Resources and other groups like Employee Resource Groups; and
- Embedding EDI into our planning and delivery of programs and service through community engagement with Equity Deserving groups to capture their voice.

The EDI Strategy is a citywide roadmap for understanding and meeting the diverse needs of our staff and community. The Strategy is forward-thinking and designed to be implemented across the organization and within the community.

The EDI Strategy has four pillars:

- Diverse and Equitable Workforce
- Community Engagement
- Foster and Create a Culture of Belonging
- Identify and Address Systemic Barriers

These pillars uphold the mandate of the City's Corporate Strategic Plan derived from the Brampton 2040 Vision. Each pillar is supported with initiatives, performance indicators and measurable outcomes to gauge progress. The Strategy is an evolving plan that will evolve to meet the needs of the community through community consultation with Equity Deserving groups within Brampton to ensure their voices are reflected in the City's plans and initiatives.

CURRENT SITUATION:

The City serves a diverse population and equity, diversity and inclusion are a core component of the City strategic goals. In 2022, the City conducted an EDI workforce survey, which articulates staff experiences, needs and expectations. A comprehensive assessment of the data, documentation review of various existing reports, environmental scan of municipal comparators and internal consultation with departments were completed as key inputs into developing the draft EDI Strategy.

The Equity Office took into consideration the implications of data from the workforce survey, feedback from the road shows and recommendations from various reports including:

- The Canadian Centre for Diversity and Inclusion (CCDI) Diversity and Inclusion Strategy;
- National Council for Canadian Muslim (NCCM) Municipal Recommendations;
- The Laura Williams Report on the experience of Black Staff; and
- The Truth and Reconciliation Commission of Canada: Calls to Action.

Input from the Equity Office's advisory portfolios Human Rights, Islamophobia, Indigenous Relations and Black Empowerment were instrumental to laying the framework for the EDI Strategy. The design process also engaged with the Corporate Leadership Team (CLT) and various City teams including Human Resources, Organizational Performance, Strategic Communications, Strategic Initiatives and Accessibility. In April 2025, the EDI Strategy was presented to CLT and was endorsed.

Equity, Diversity and Inclusion

The EDI Strategy is a proactive approach to achieving the City's EDI goals. It serves as a guide for implementing and achieving strategic EDI objectives. An equitable and inclusive environment works to reduce systemic barriers while providing tailored solutions to ensure everyone has access to equitable opportunities.

In line with municipal best practice, the EDI Strategy aims to accomplish the following:

- 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 in 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 Equity Deserving communities in City programs and services.

To ensure the effective implementation of the Strategy across the organization, support and commitment from all departments is essential and will be coordinated by an internal Equity, Diversity and Inclusion Advisory that will be established. Operating departments will play a key role in supporting the implementation of the Strategy's initiatives.

As part of this process, the Equity Office will be responsible for measuring the progress of each initiative outlined in the Strategy and will provide an annual update to Council.

Equity Diversity and Inclusion (EDI) Progress Report

The EDI Progress Report summarizes the Equity Office's key accomplishments from its establishment in September 2022 to December 2024. It highlights the progress made towards creating an equitable, inclusive and diverse community and workplace. The Progress Report demonstrates how the Equity Office has engaged and educated staff about the importance of EDI and how it can be applied to their work.

Alignment with Legislation and City of Brampton Policies/Procedures

The EDI Strategy is not a stand-alone document and works in tandem with legislation and other frameworks. These include the Ontario Human Rights Code, the Canadian Charter of Rights and Freedoms, the Universal Declaration of Human Rights and the Occupational Health and Safety Act. Similarly, the Strategy works in conjunction with other existing frameworks within the City of Brampton, including, but not limited to, the City's Respectful Workplace Policy and Employee Code of Conduct.

CORPORATE IMPLICATIONS:

Financial Implications:

There are no immediate financial implications associated with the recommendations of this report.

Staff will develop an implementation plan for the recommendations in the Equity, Diversity and Inclusion (EDI) Strategy with the goal of a net zero impact to the property tax base. Staff will report back to Council and submit requests through annual budget submissions for the Mayor's consideration, as required.

Communications Implications:

Staff are collaborating with Strategic Communications to develop a comprehensive communications plan aimed at raising awareness of the new strategy and supporting its successful implementation and rollout.

STRATEGIC FOCUS AREA:

- **Culture & Diversity:** Focusing on cultural diversity, cross-cultural understanding, and supporting artistic expression and production.
- **Government & Leadership:** Focusing on service excellence with equity, innovation, efficiency, effectiveness, accountability, and transparency.
- **Health & Well-being:** Focusing on citizen's belonging, health, wellness and safety.

CONCLUSION:

With the Corporate Leadership Team's approval of the EDI Strategy, the EDI Strategy and the EDI Progress Report is presented to City Council for Council approval.

Authored by:

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Manager, Equity Office

Approved by:

Jason Tamming,
A/ Commissioner, Corporate Support
Services

Approved by:

Marlon Kallideen,
Chief Administrative Officer

Attachments:

- Attachment 1 – Draft Equity, Diversity and Inclusion (EDI) Strategy 2025-2026
- Attachment 2 – Equity, Diversity and Inclusion (EDI) Progress Report