

**MAYOR'S TASK FORCE ON
INCLUSIVENESS, DIVERSITY AND ACCESSIBILITY**

ACTION PLAN

OUR VISION IS TO SUPPORT AN INCLUSIVE, DIVERSE, AND ACCESSIBLE COMMUNITY WHERE ALL RESIDENTS HAVE THE OPPORTUNITY TO THRIVE.

THE MAYOR'S TASK FORCE ON INCLUSIVENESS, DIVERSITY & ACCESSIBILITY (MTFIDA)

ACTION PLAN

The City of Chilliwack acknowledges that we have the privilege of facilitating our work on the unceded traditional territories of the Stó:lō peoples. This acknowledgment is a reminder that since colonization, our Indigenous peoples have faced discrimination in many colonial practices that have had historical and intergenerational impacts on their families, Nations, and communities.

PURPOSE

The purpose of MTFIDA is to focus on the enhancement of accessibility, inclusivity and diversity for Chilliwack residents. The task force will provide an Action Plan to Council with strategies to reduce social, physical and psychological barriers that prevent people from fully participating in all aspects of community life. MTFIDA will strive to make recommendations that nurture inclusivity and not divisiveness. Continued commitment to this Action Plan will exist long after the task force concludes their committee meetings.

GOALS

IMPROVE THE CITY'S FACILITIES, SERVICES, PARKS, AND PUBLIC SPACES FOR PERSONS WITH DISABILITIES.	ACCESSIBILITY
PRIORITIZE THE WELL-BEING OF MARGINALIZED COMMUNITY MEMBERS.	INCLUSIVENESS DIVERSITY
PRIORITIZE RELATIONSHIP BUILDING WITH OUR INDIGENOUS NEIGHBOURS.	INCLUSIVENESS DIVERSITY
PRIORITIZE OPPORTUNITIES FOR EQUITABLE AND INCLUSIVE EDUCATION FOR CITY STAFF.	INCLUSIVENESS DIVERSITY ACCESSIBILITY
CREATE OPPORTUNITIES FOR MARGINALIZED VOICES AND IDENTITIES TO HAVE ACCESS TO CITY OF CHILLIWACK DECISION-MAKERS.	INCLUSIVENESS DIVERSITY ACCESSIBILITY
EXPLORE AND IDENTIFY FUNDING OPPORTUNITIES TO SUPPORT INCLUSION, DIVERSITY, AND ACCESSIBILITY.	INCLUSIVENESS DIVERSITY ACCESSIBILITY

GOALS PRIORITIZED BY THE NUMBERS

The goals and action items within this document have been created based on the feedback of committees, community services providers and those with lived experience in Chilliwack. While local feedback is critical, it is also important to recognize both provincial and federal statistics that reinforce local calls to action towards increased inclusion, diversity and accessibility.

HERE ARE THE FAST FACTS YOU SHOULD KNOW.¹

- 6.2 million adult Canadians have a disability that limits their daily activity (22%)
- 1 in 5 Canadians will experience a mental illness or problem this year (20%)
- 60% of all discrimination complaints received by the Canadian Human Rights Commission are related to disability
- 49% of discrimination complaints received by human rights commissions across Canada are related to disability
- 70% of trans youth in Canada have experienced discrimination because of gender identity and 69% have seriously considered suicide at some point in their lives
- More than one in four bisexual women and at least one in five bisexual men say they experience food insecurity
- Witnesses estimated that, of the 40,000 homeless youth in Canada, between 25% and 40% identify as LGBTQ2SIA+. Family conflict relating to sexual orientation or gender identity is the main reason LGBTQ2SIA+ youth become homeless.
- 6% of non-Indigenous Canadians know about residential schools
- 1 in 3 of Canada's missing and murdered Indigenous women and girls are from British Columbia
- 63% of all children placed in the care of child protection services are Indigenous
- 48% of Indigenous peoples in BC did not report experiences with discrimination
- 83% of Indigenous women have difficulty accessing health care in B.C.
- Employers are 40% more likely to interview a job applicant with an English-sounding name despite identical education, skills and experience
- Overall, 43% of hate crimes in 2017 were motivated by hatred of a race or ethnicity
- Nearly a third of Canadians (28%) say they have personally experienced racism in the past year (+5%)
- In the November 2020 report, "In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in BC Health Care"², by the Honourable Dr. M.E. Turpel-Lanfond (Aki-Kwe), it states that 59% of Indigenous respondents witnessed interpersonal racism or discrimination directed to Indigenous patients
- 95% of Indigenous respondents in the "In Plain Sight" report indicated that they were moderately or significantly impacted by racial prejudice
- Over one-third of all non-Indigenous respondents to the Health Care Services Survey reported that they had personally witnessed interpersonal racism or discrimination directed to Indigenous patients
- On average, the rates for persons who had experienced racism were about 20-40% higher than those without these experiences to have allergies, high blood pressure, asthma, dermatitis, and injury

¹ <https://bchumanrights.ca/key-issues/discrimination/>

² https://engage.gov.bc.ca/app/uploads/sites/613/2020/11/In-Plain-Sight-Full-Report.pdf?fbclid=IwAR2fzNILLaXeQhacsMm54foMLDog2qQibleeJ_k86kZl9F2LN7z_ggo_05Y

ACCESSIBILITY

GOAL: IMPROVE THE CITY'S FACILITIES, SERVICES, PARKS, AND PUBLIC SPACES FOR PERSONS WITH DISABILITIES

Improve the City's facilities, services, parks, and public spaces for persons with disabilities

TIMELINE	OBJECTIVES	ACTION ITEMS	PARTNERS/ STAKEHOLDERS
Spring 2021	Review the City's draft Pedestrian Plan and make recommendations to improve accessibility.	AAP will be engaged by Engineering as subject matter experts during the community consultation period in Spring 2021.	Accessibility Advisory Panel / Safer City / Transportation Advisory Committee
Spring 2021	Review the City's website in order to make it more available and accessible.	Work with Communications to identify opportunities in written language, content delivery, and UX/UI for improvement. ³	Accessibility Advisory Panel
Spring 2021	Review the City's Neighbourhood Grant Program and online application form in order to make it more available and accessible.	Create accessibility checklist for both grant applicants and event planning. Address accessibility needs in application process, marketing and communications.	Accessibility Advisory Panel
Ongoing	Work to help establish accessible playgrounds.	Identify criteria for accessibility and submit to the Parks and Trails Advisory Committee for consideration. Work with the Parks and Trails Advisory Committee to create a policy for the accessibility requirements of new parks and playgrounds.	Accessibility Advisory Panel / Parks and Trails Advisory Committee

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ACCESSIBILITY

GOAL: IMPROVE THE CITY'S FACILITIES, SERVICES, PARKS, AND PUBLIC SPACES FOR PERSONS WITH DISABILITIES

Improve the City's facilities, services, parks, and public spaces for persons with disabilities

TIMELINE	OBJECTIVES	ACTION ITEMS	PARTNERS/ STAKEHOLDERS
Spring 2021	Review opportunities to increase accessibility across all City departments, including Planning, Engineering, Operations, Recreation and Culture, and Communications.	The Accessibility Advisory Panel (AAP) will submit a list of opportunities to increase accessibility. Departments will review actionable opportunities for prioritizing accessibility. Create a timeline to implement actionable opportunities.	Accessibility Advisory Panel
Ongoing	Create new guidelines for disability parking signage.	Engineering, Operations, Communications and Recreation Departments will work with the AAP to create new guidelines for disability parking signage for municipal parking areas.	Accessibility Advisory Panel

³ <https://www.equalweb.com/> or other opportunities for experience and interface

INCLUSIVENESS AND DIVERSITY

GOAL: PRIORITIZE THE WELL-BEING OF MARGINALIZED COMMUNITY MEMBERS

Prioritize the well-being of marginalized community members

TIMELINE	OBJECTIVES	ACTION ITEMS	PARTNERS/ STAKEHOLDERS
Summer 2021	Cultivate opportunities for affirming the identities of Chilliwack community members.	<p>Draft Equitable Practices Guidelines for City staff for Council's consideration. This will provide higher quality customer and community services through departments.</p> <p>The MTFIDA will liaise with the Public Art Advisory Committee to explore opportunities that align municipally, for inclusive and diverse public art, similar to the Vedder Bridge roundabout artwork and highway entry signage.</p>	The City of Chilliwack and MTFIDA

INCLUSIVENESS AND DIVERSITY

GOAL: PRIORITIZE RELATIONSHIP BUILDING WITH OUR INDIGENOUS NEIGHBOURS

Prioritize relationship building with our Indigenous neighbours

TIMELINE	OBJECTIVES	ACTION ITEMS	PARTNERS/ STAKEHOLDERS
Summer 2021	Create opportunities for prioritizing collaboration with our Indigenous communities.	Review opportunities for policy adaptations and creations that make room for Indigenized ways forward.	Open Doors Task Team (CHC) & Indigenous Connect meetings
Timeline?	Conduct a thorough review of the Truth and Reconciliation Commission's calls to action that pertain directly to Municipal Governments ⁴ and Bill 41 – 2019: Declaration on the Rights of Indigenous Peoples Act ⁵ . Identify opportunities to incorporate actions within the City of Chilliwack.	First Steps: Start Council meetings with a land acknowledgement. Add a land acknowledgement to the top of the Council agenda. Add a land acknowledgement to City staff signature blocks.	Indigenous Connect Meetings & Open Doors Task Team (CHC)

⁴ http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf

⁵ <https://www.leg.bc.ca/parliamentary-business/legislation-debates-proceedings/41st-parliament/4th-session/bills/first-reading/gov41-1>

INCLUSIVENESS, DIVERSITY AND ACCESSIBILITY

GOAL: PRIORITIZE OPPORTUNITIES FOR EQUITABLE AND INCLUSIVE EDUCATION FOR CITY STAFF

Prioritize opportunities for equitable and inclusive education for City staff

TIMELINE	OBJECTIVES	ACTION ITEMS	PARTNERS/ STAKEHOLDERS
Summer 2021	Develop additional educational opportunities for City of Chilliwack staff to participate in and reference in their work and decision-making.	<p>Inclusion education: Inclusive language, Implicit Bias training</p> <p>Diversity Education: anti-racism, LGBTQ2SIA+, Indigenous Education – Historical Impacts Training, cultural learnings</p> <p>Accessibility Education: Disability Justice, Plain Language Training</p> <p>Expand the staff resource library of Indigenous authors/learning to include resources about accessibility, diversity and inclusion.</p> <p>Explore opportunities to include these learnings in current educational offerings, such as the PIECES program.</p>	The City of Chilliwack, CHC Open Doors Task Team / Indigenous Connect Meetings

INCLUSIVENESS, DIVERSITY AND ACCESSIBILITY

GOAL: CREATE OPPORTUNITIES FOR MARGINALIZED VOICES AND IDENTITIES TO HAVE ACCESS TO CITY OF CHILLIWACK DECISION-MAKERS

Create opportunities for marginalized voices and identities to have access to City of Chilliwack decision-makers

TIMELINE	OBJECTIVES	ACTION ITEMS	PARTNERS/ STAKEHOLDERS
Fall/Winter 2021	Prioritize diverse representation in decision-making, planning, policy and procedure creation.	<p>A process is created for committees to address barriers to participation that includes collecting citizen feedback via engagechilliwack.com, making Zoom a continued access option, and having a strategy to support citizens on opportunities to engage with committees and Council.</p> <p>A clear process will be developed to ensure the Accessibility Advisory Panel (AAP) will support all City departments in disability and accessibility decisions.</p> <p>The needs from diverse and marginalized communities will be brought forward to City Council’s attention through committees and engagechilliwack.com.</p> <p>The City participates in and creates diverse representation of subject matter and participates in committees to further the needs of inclusion, diversity and accessibility.⁶</p>	Accessibility Advisory Panel / CHC Open Doors Task Team / Youth Advisory Committee (YAC) / Indigenous Connect Meetings

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⁶ Accessibility Advisory Panel, Open Doors Task Team, Indigenous Connect Meetings, Youth Advisory Committee, CCS Chilliwack Community for Provincial Anti-Racism Project, Parks and Trails Advisory Committee, and more.

INCLUSIVENESS, DIVERSITY AND ACCESSIBILITY

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Create opportunities for marginalized voices and identities to have access to City of Chilliwack decision-makers

TIMELINE	OBJECTIVES	ACTION ITEMS	PARTNERS/ STAKEHOLDERS
Winter 2021	Inclusive Engagement Strategy development.	Look for opportunities to improve engagement opportunities to ensure the City of Chilliwack provides an inclusive and accessible engagement process.	City of Chilliwack
Fall/Winter 2021	Prioritize youth leadership opportunities in the community.	YAC committee will provide City Council a report of their initiatives to be appropriately disseminated through channels of support through City of Chilliwack departments and committees. The City of Chilliwack supports relationship building with the YAC committee to support their initiatives.	Youth Advisory Committee (YAC)
Winter 2021	Create guidelines to help committees prioritize diversity in membership.	The City of Chilliwack drafts guidelines for feedback from prospective committees. Incorporate feedback and bring recommendations to Council.	City of Chilliwack (we can also ask CHC/ODTT/YAC/AAP/MTFIDA)

INCLUSIVENESS, DIVERSITY AND ACCESSIBILITY

GOAL: EXPLORE AND IDENTIFY FUNDING OPPORTUNITIES TO SUPPORT INCLUSION, DIVERSITY, AND ACCESSIBILITY

Explore and identify funding opportunities to support inclusion, diversity, and accessibility

TIMELINE	OBJECTIVES	ACTION ITEMS	PARTNERS/ STAKEHOLDERS
Winter 2021	Continue to support organizations and grassroots initiatives for equity.	Continue to support organizations and grassroots initiatives for equity.	City of Chilliwack - Departments of Recreation and Culture and Finance, MTFIDA
Winter 2021	Update Neighbourhood Grant documents to increase accessibility and inclusiveness.	Provide marketing and application edits for more diverse use of grant program. Create accessibility resources for the grant that will support more diversity and accessibility in events.	Accessibility Advisory Panel
Spring 2021	Promote inclusive and diverse public art.	Collaborate to identify opportunities to make the Public Art Advisory Committee's RFPs more inclusive and diverse. Review opportunities to make the public art application processes more accessible. Collaborate with the Public Art Advisory Committee to help them continue to develop projects that celebrate inclusiveness, diversity and accessibility in Chilliwack (example: Vedder Bridge roundabout art).	Public Art Advisory Committee / Accessibility Advisory Panel

APPENDIX A: GLOSSARY OF TERMS

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

Anti-racism: the act of opposing racism and promoting racial equality.

Barrier: a circumstance or obstacle that keeps people apart. For people with disabilities, barriers can take many forms including attitudinal, communication, physical, policy, programmatic, social, and transportation.

BIPOC: Black, Indigenous, People of Colour

Discrimination: an action or a decision that treats a person or a group badly for reasons such as their race, age, or disability (Canadian Human Rights Commission).

Equity: the quality of being fair and impartial. Sometimes, people may need differing treatment to make their opportunities the same as another's.

Indigenizing: to collaboratively make systems more Indigenous. It requires non-Indigenous people to be aware of Indigenous worldviews and to respect that those worldviews are equal to other views. It is about incorporating Indigenous worldviews, knowledge, and perspectives into our daily lives and the education system (Indigenous Corporate Training Inc.)

Intersectional: the interconnectedness of social categorizations and needs. This includes the complex and cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect, especially in the experiences of marginalized individuals or groups (Merriam-Webster Dictionary)

LGBTQ2SIA+: acronym for Lesbian, Gay, Bisexual, Trans, Queer/Questioning, Two-Spirited, Intersex, Asexual, Plus other sexual orientations and gender identities.

Marginalized: groups and communities that experience discrimination and exclusion (social, political and economic) because of unequal power relationships across economic, political, social and cultural dimensions (The National Collaborating Centre for Determinants of Health).

Physical disability: includes physical conditions that affect or are seen as affecting a person's abilities. Physical disability includes conditions that impair a person's ability to carry out the normal functions of life. It includes addiction, amputation, asthma, acne, diabetes, cancer, epilepsy, high blood pressure, hypertension, obesity and impairments to mobility. It includes people who are Deaf, hard of hearing, or blind (BC Human Rights Tribunal).

Systemically marginalized communities: communities of people and identities that are seen as lesser than by how systems are set up to support or not support their identity.

Systemic oppression: when laws, policies, procedures, and infrastructure of a system creates unequal [inequitable] treatment of a population.

