

Diversity and Inclusion: Plan to Action

Presentation to the
**York Region Accessibility Advisory
Committee (YRAAC)**

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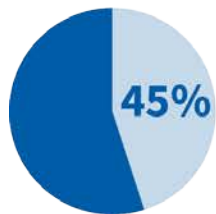
April 27, 2016



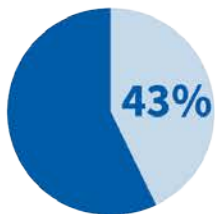
"...I am not different from you, I am different like you..."

~ Nelson Mandela

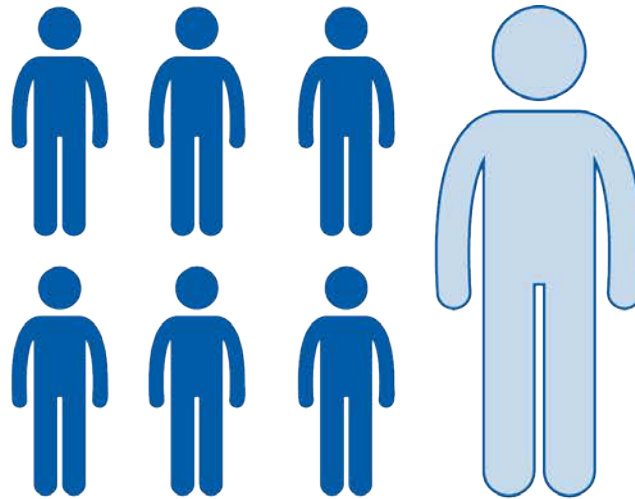
York Region Demographic Context



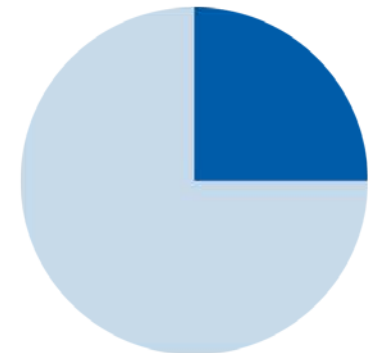
immigrants
(2011)



visible minorities
(2011)



3 quarters
of the population



has a
religious affiliation
(2011)

Background

INTEGRATED APPROACH

Policy

Internal strategic roadmap. Moves from talk to action

Charter

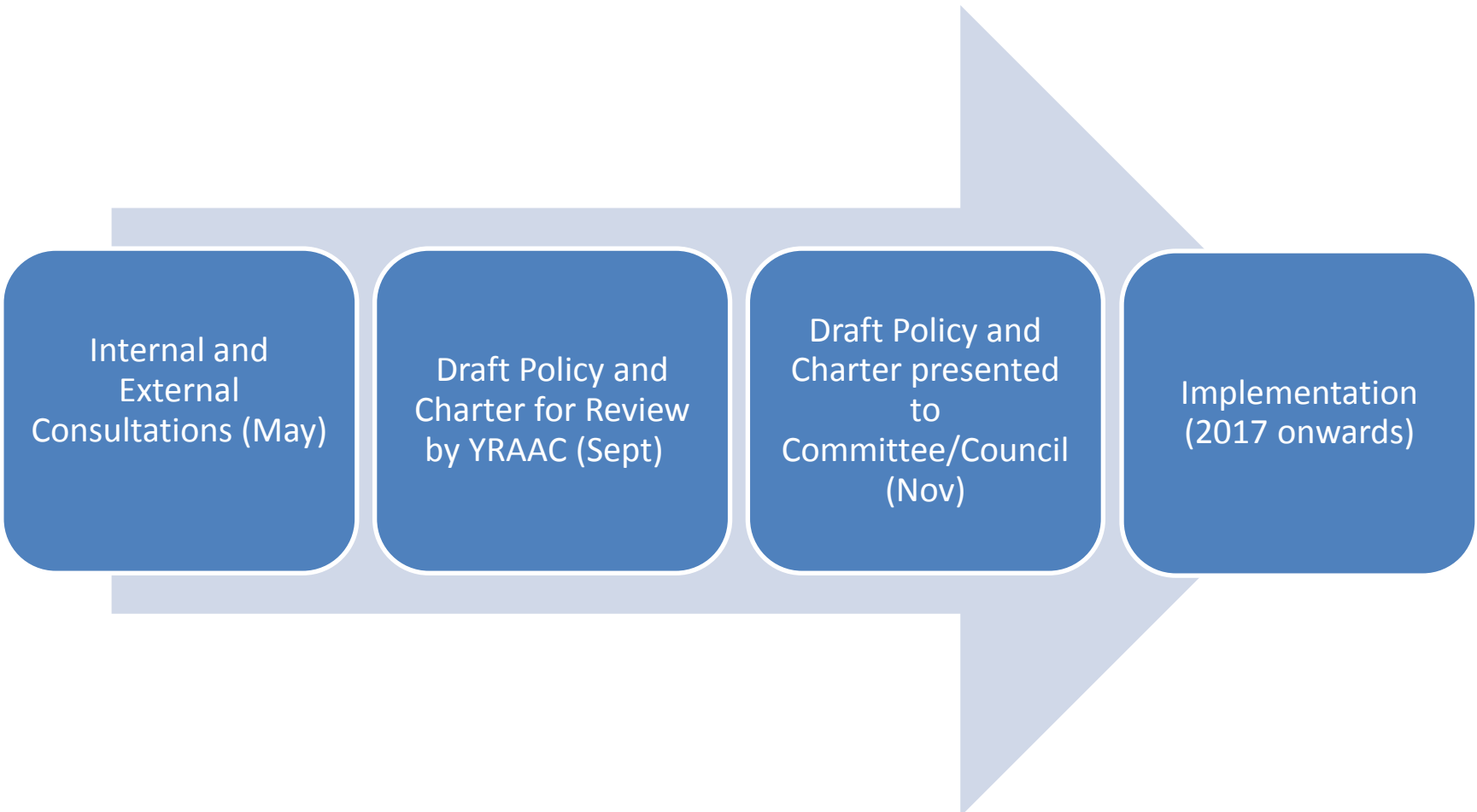
Community endorsed commitment. Mobilizes local organizations.

Lead by example Set the standard **Engage all staff** Ongoing conversation
Active inclusion Walk the talk
Increase awareness **Reflect our community**
Accommodate differences

We Want to Hear from You

1. Understanding that accessibility is a key part of inclusion, what would you like to see reflected in the Policy and Charter?
2. When we talk about being inclusive, what has the Region done (in your opinion) to show their commitment to diversity and inclusion?
3. What are some ways we can be more inclusive of people with disabilities in York Region or in the community?

Next Steps



Internal and
External
Consultations (May)

Draft Policy and
Charter for Review
by YRAAC (Sept)

Draft Policy and
Charter presented
to
Committee/Council
(Nov)

Implementation
(2017 onwards)

BETHE **CHANGE**
YOU WISH TO SEE IN
THE WORLD
-MAHATMA GANDHI