



# City of Toronto Data for Equity Strategy

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For Calgary City Council  
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# CITY OF TORONTO DATA FOR EQUITY STRATEGY



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# Why is a Data for Equity Strategy Needed?

01

To advance the City's equity priorities by measuring and being accountable to Indigenous, Black and equity-deserving groups

02

To provide a framework for the consistent collection and use of reliable, comparable and actionable data for monitoring and addressing inequities

03

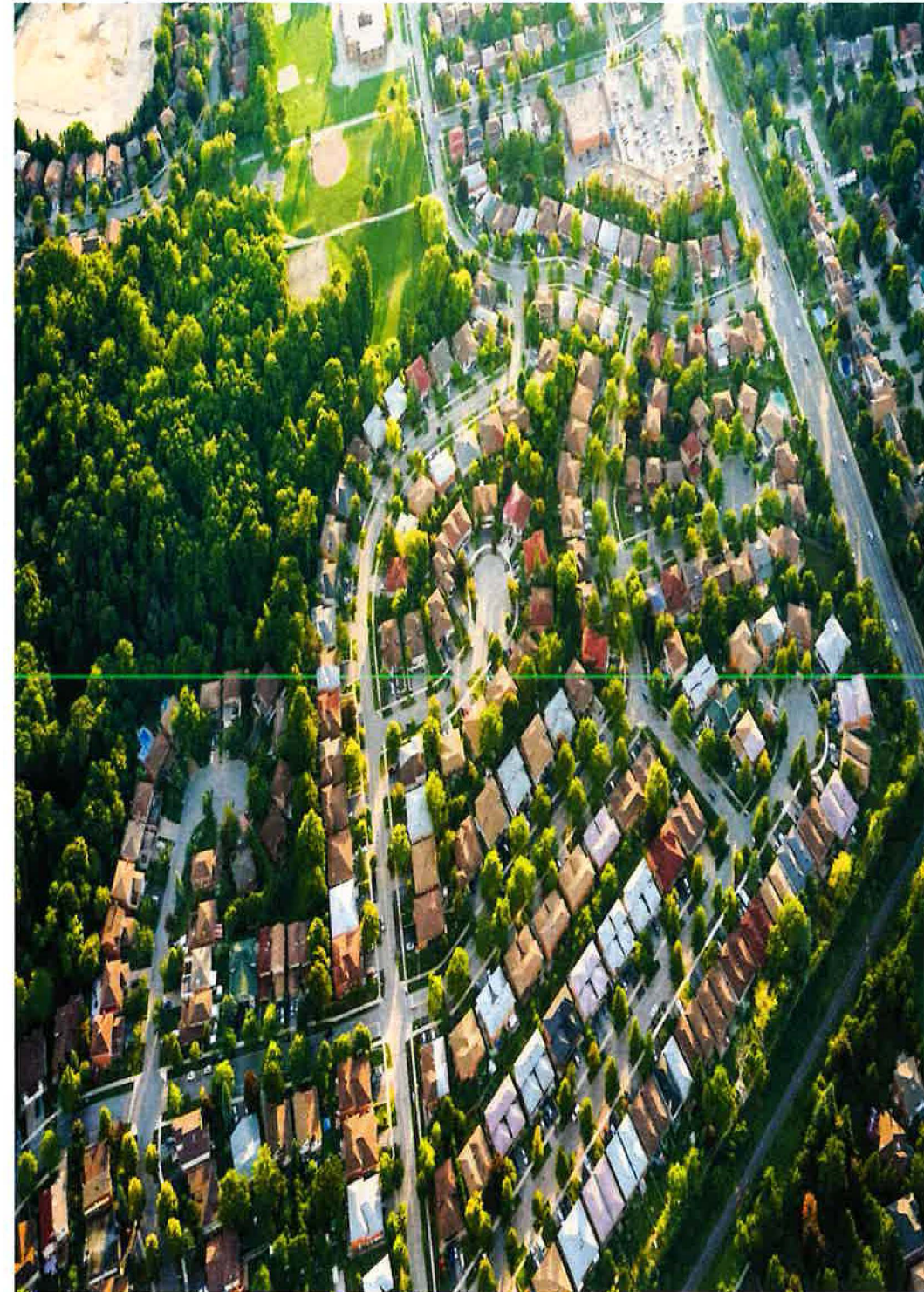
To make evidence-informed decisions informed by equity considerations and affected communities



# Objective of the Data for Equity strategy

Provide guidance to City of Toronto Divisions on using data that can be broken down by socio-demographic characteristics:

- **Who people are:** such as Indigenous communities, racialized groups, gender identities, sexual orientation identities, people with disabilities
- **Where people live:** geographical neighbourhoods and communities, housing status and type



# Socio-Demographic Data Elements

## Core:

1. Age
2. Neighbourhood or postal code
3. Language preference
4. Canadian-born or immigrant: Time of immigration
5. Indigenous identity: Two-Spirit identity
6. Race
7. Disability
8. Gender
9. Sexual orientation
10. Household Income: Number of people in household

## Optional:

1. Ethnicity
2. Religion or spiritual affiliation
3. Immigration status and citizenship (when appropriate and advised by Access TO)
4. Housing situation
5. Household composition
6. Employment status
7. Education level

# Impact of Data collection

- **Program and service data:** The data can be used to:
  - Identify who is accessing a service and who benefits from it
  - Evaluate the impact of programs and interventions
  - Inform current and future service planning and delivery practices
  - Conduct other analysis that can improve program management or inform evidence-based policymaking
- **Needs assessment and program evaluation data:**

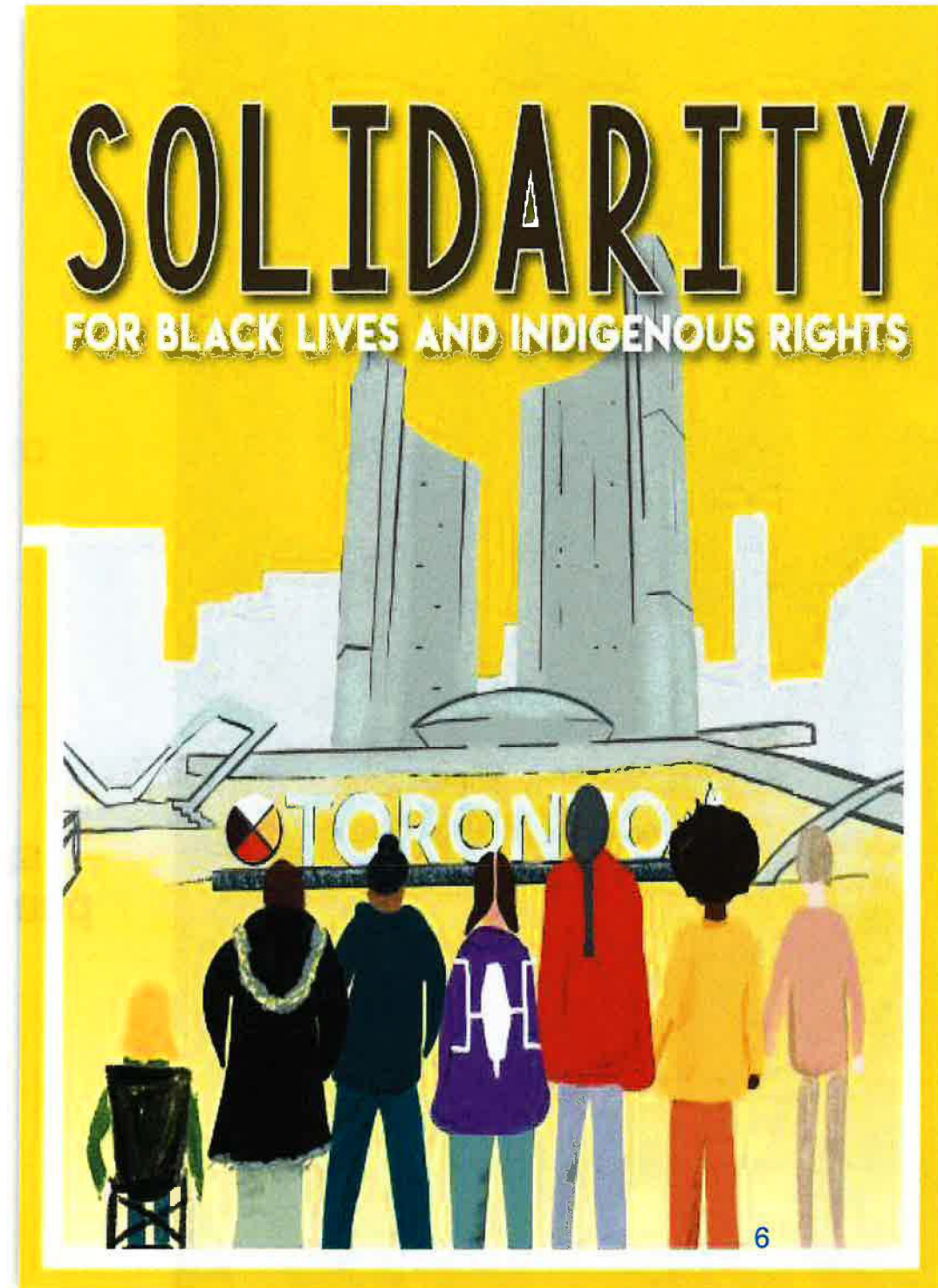
Provides an understanding of service needs, barriers, experiences and impacts to help inform service planning
- **Public consultation data:**

Provides insights into the needs, barriers, preferences and values of Toronto residents to help inform policies, projects and services.



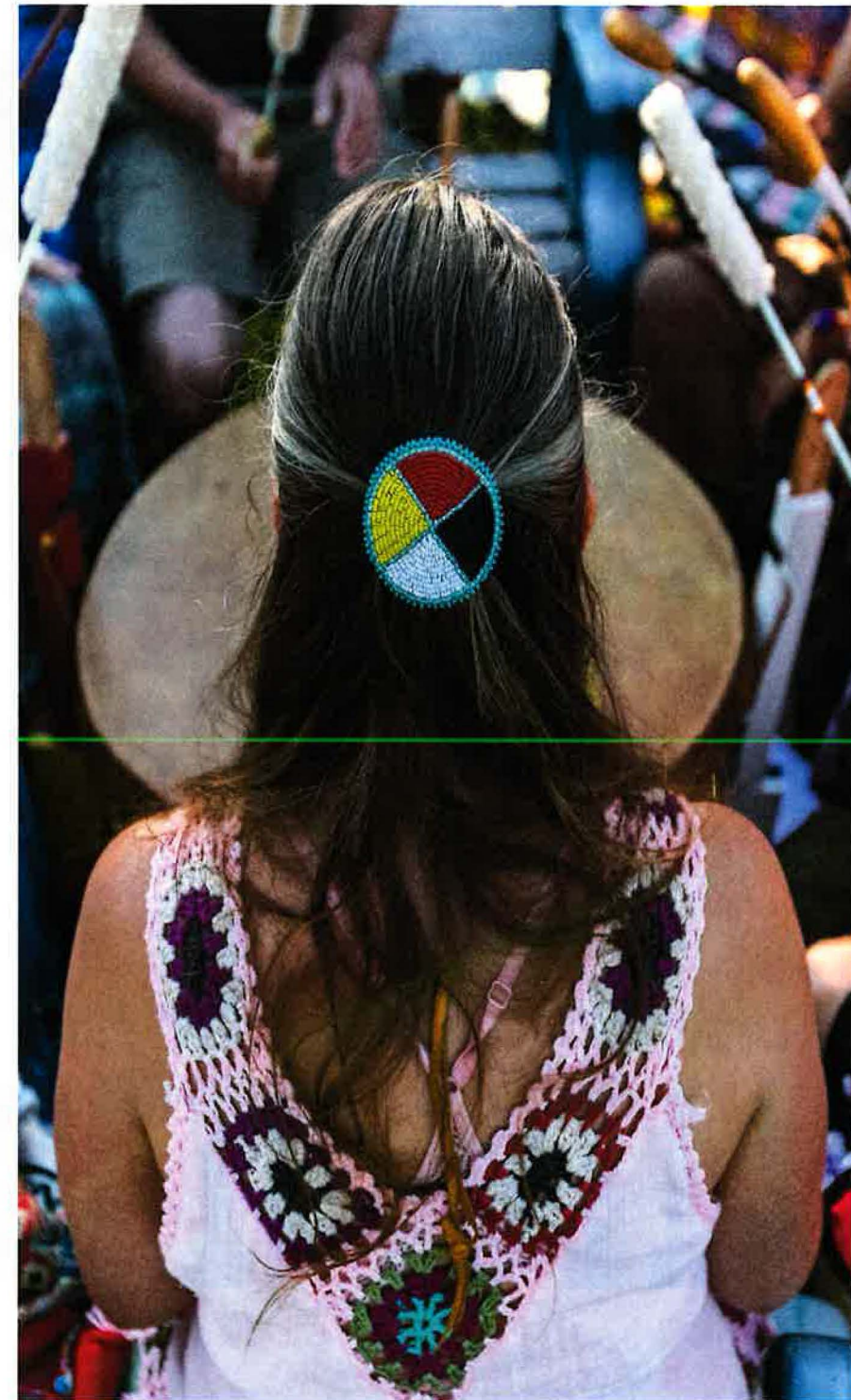
# Black and Indigenous Data Governance

- Socio-demographic data has been used to harm Indigenous and Black communities in the past
- Community governance models need to be in place to ensure that data is shared and used to benefit these communities
- Indigenous Affairs Office and Confronting Anti-Black Racism Unit are key partners in Data for Equity Strategy
- Phase One includes developing data governance structures for both Indigenous and Black communities



# Equity, Inclusion and Human Rights

- Inform services, operations and outcomes that create and sustain equity, inclusion, accessibility and human rights
- Respond to the needs of Indigenous, Black and equity-deserving groups
- Support the identification of barriers, service needs, differential treatment and systemic inequities in order to improve the lives of people facing inequities
- Align with and support existing City of Toronto equity strategies and initiatives



# Phase One Implementation Plan



1. Data for Equity Unit
2. Use of Data for Equity Guidelines
3. Pilot Projects
4. Community Guidance
5. Corporate Wide Resources
6. Privacy, Information and Technology Activities

Report to council in Q1 of 2023

# Pilots:

- Ontario Works recipients (Toronto Employment and Social Services)
- **People diagnosed with COVID-19 (Toronto Public Health)**
- Program users at 50-70 community organizations funded by the City and the United Way (Social Development, Finance and Administration)
- Clients accessing EarlyON Child and Family Centres (Children's Services)

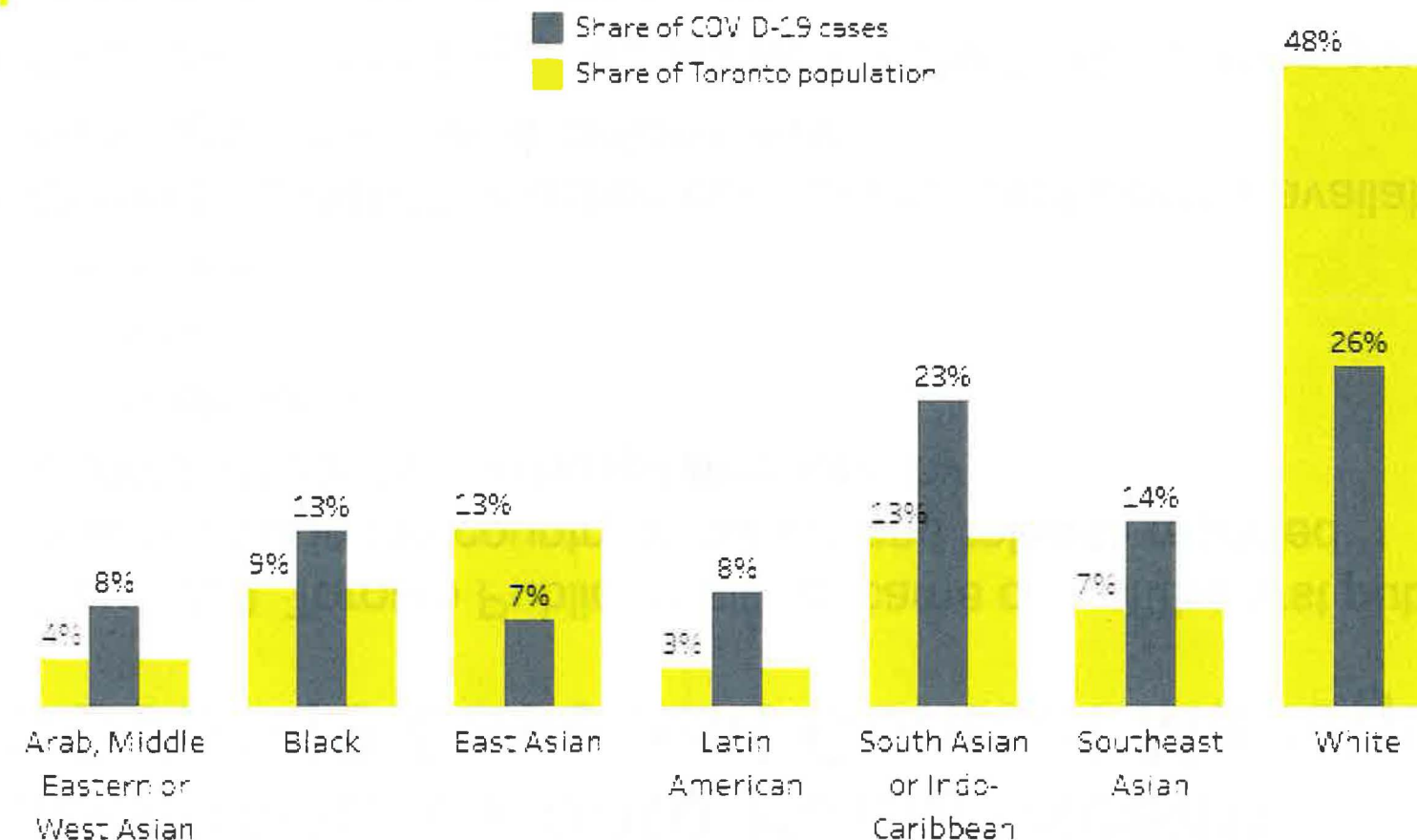


# Spotlight: Toronto Public Health COVID-19 Case and Contact Management

- May 2020, Toronto Public Health became one of the first public health units in the country to collect and release reported COVID-19 cases and hospitalizations by
  - neighbourhood
  - race
  - income
- Current COVID-19 infection data by race and income available on [toronto.ca](https://toronto.ca) – over 4 million views
- Findings suggest large disparities in COVID-19 infection among lower-income and racialized groups

# COVID-19 and Ethno-racial groups

Share of COVID-19 cases among ethno-racial groups compared to the share of people living in Toronto, with valid data up to March 31, 2021 (N=79,867)



Select Graph:

- ☒ Cases
- ☐ Hospitalizations
- ☐ Age-standardized Hospitalizations

Sex

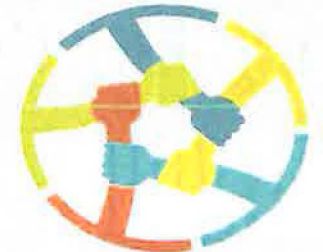
- ☒ All
- ☐ Female
- ☐ Male

# Spotlight: Toronto Public Health COVID-19 Data to Action

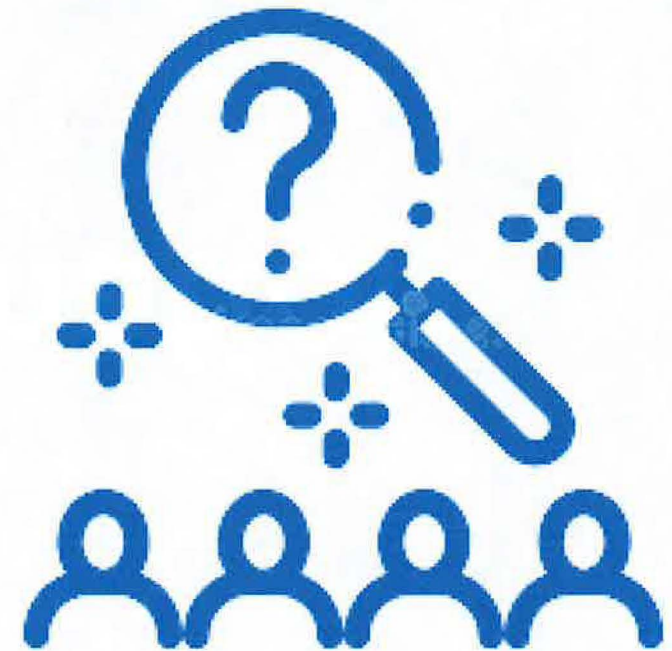
- Engagement with community members and organizations to communicate data stories and findings is ongoing, including
  - Vaccine Engagement Teams and COVID-19 Community Organization Cluster Tables
  - Black, South Asian, and Latin American health equity leaders and service providers and the City of Toronto Confronting Anti-Black Racism Unit
  - Newcomer organizations
- Evidence from the data has been used to inform
  - Increased testing and vaccination in harder-hit areas and populations
  - Delivery of culturally-appropriate, multi-lingual outreach for infection prevention and vaccine confidence, as well as wrap-around isolation supports
  - Advocacy to other levels of government for paid sick leave, income supports, and eviction prevention measures

# Early Learning from the pilots

- Building Municipal Capacity
  - Financial resource limitations are real
  - Training and education of staff is critical to success
  - In house expertise required for data analytics and statistical analysis
  - Technology investments required to support analytics
- Collaboration
  - Local partnerships - to access relevant data and connect with equity-deserving groups
  - Partnerships with other governments – deliberate approaches needed to access and share data (to overcome privacy and technology barriers) and share resources for proactive/future planning
- Outcomes
  - Ongoing and sustained analysis of data required to identify barriers to high quality data collection
  - Data informed decision-making based on identified inequities and disparities



# Thank you



# Additional Information



# Resources



Background on the Data for Equity Strategy:

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.EX18.6>



Toronto's Digital Infrastructure Plan: <https://www.toronto.ca/city-government/accountability-operations-customer-service/long-term-vision-plans-and-strategies/smart-cityto/digital-infrastructure-plan/>



Toronto Open Data Policy and Masterplan:

<https://www.toronto.ca/city-government/data-research-maps/open-data/open-data-master-plan/>

