

Scan of Similar Council Advisory Committees in Other Municipalities Advancing Equity, Inclusion or Diversity

The purpose of the scan was to gather information to inform the development of the Social Wellbeing Advisory Committee Terms of Reference. The scan included document reviews and/or interviews with staff from Winnipeg, Mississauga, London, and Brampton. Although other municipalities were reviewed, this scan focused on those advisory committees that advance the concepts similar to the Social Wellbeing Principles (i.e.: equity, Inclusion or diversity) broadly across populations.

City Committee Name	Winnipeg Citizen Equity Committee	Mississauga Diversity and Inclusion Advisory Committee	London Diversity, Inclusion, and Anti- Oppression Advisory Committee	Brampton Inclusion and Equity Committee
Mandate/ Responsibility (summarized)	To act as an advisory agent to City Council on equity and diversity issues and emerging trends; <ul style="list-style-type: none"> Identify equity and diversity policy concerns Support community events Community outreach Collaborate with other City committees Monitor the implementation of existing and new diversity and inclusion policies or services Review/recommend changes to by-laws, policies and budgets that relate to issues of equity and diversity Receive referrals from Council and its committees for review and recommendations 	Provides input to the mayor, senior staff, and Council on how to remove barriers to City services <ul style="list-style-type: none"> Achieve greater understanding of the community needs (focus on ethno-cultural communities) Provide input to staff on the development of policy to promote awareness of diversity matters; Research the opinions of residents Facilitate discussion with community groups Review City policies through a diversity lens to ensure they are meeting the needs of all residents in the community. (Focus on master plans for the city) 	Provides leadership on matters of diversity, inclusion, equity and eliminating discrimination <ul style="list-style-type: none"> Advise, report findings, make recommendations to Council Work with community groups, municipal and other government organizations to facilitate a strong understanding of diverse populations Advise on policies and practices that facilitate an inclusive workplace Initiate and participate in the development of new policies and programs related to diversity, inclusion or equity Be a source for information on community resources available regarding discrimination 	Provides advice to Council to promote equity and inclusion in the ways the city delivers programs and services <ul style="list-style-type: none"> Works to ensure its services align with the needs of diverse communities Builds greater understanding of city services in communities Develops and monitors the city's equity and inclusion plan
Number of Members/ Composition	<ul style="list-style-type: none"> 15 members Includes: mayor, 2 councillors, the Chief Administrative Officer, 7-9 individuals from target group communities, with broadest representation, one rep from the provincial and federal government	<ul style="list-style-type: none"> 24 members Includes: 2 councillors, 20 citizens, 4 stakeholders with city -wide representation and ethno-cultural diversity	<ul style="list-style-type: none"> 10 voting members at large 1 French-speaking individual Broad representation of non-voting members from community groups 	<ul style="list-style-type: none"> 5-15 members 3 community association members 3 councillors
Reports to	<ul style="list-style-type: none"> A Council Committee (the Executive Policy Committee) 	<ul style="list-style-type: none"> Council 	<ul style="list-style-type: none"> Council 	<ul style="list-style-type: none"> Council
Additional Council Advisory Committees from other municipalities were reviewed but were not detailed above as they focused on equity for specific populations. These include: Saskatoon's Diversity and Race Relations Committee, Vancouver's Cultural Communities Advisory Committee and Edmonton's Women's Advocacy Voice Edmonton.				

Scan of Similar Council Advisory Committees in Other Municipalities Advancing Equity, Inclusion or Diversity