

**Attachment A: Summary of Council Feedback (October 17, 2019)**

| <b>Subject</b>                                      | <b>Council Feedback</b>   |
|---|---|
| <b>Values</b>                                       | <ul style="list-style-type: none"> <li>• Social Justice - remove systemic barriers</li> <li>• Intersectionality - reflect multiple lived experiences</li> <li>• Quality of Life - health, happiness and satisfaction</li> <li>• Resilience and Prosperous Community - inclusion and access</li> </ul>   |
| <b>Guiding Principles for Framework Development</b> | <ul style="list-style-type: none"> <li>• Practical (scalable to initiative size)</li> <li>• Achievable (pragmatic in terms of implementing in desired time frames)</li> <li>• Transparent (simple and understandable)</li> <li>• Measurable (moving the bar)</li> </ul>   |
| <b>Equity Considerations*</b>                       | <ul style="list-style-type: none"> <li>• Ability - persons with disabilities</li> <li>• Age - children, youth and seniors</li> <li>• Citizenship Status - immigrants and refugees</li> <li>• Education - level achieved</li> <li>• Ethnic Origin and Race - includes Indigenous people and visible minorities</li> <li>• Gender - male, female, transgender, non-binary, or gender-nonconforming</li> <li>• Housing Security - tenure and precarity</li> <li>• Income - absolute and relative level, living wage, wealth</li> <li>• Religion - faith, belief systems, customs</li> <li>• Sexual Orientation - lesbian, gay, bisexual, transgender, queer, intersex, and two-spirit</li> </ul>   |
| <b>Implementation Considerations</b>                | <ul style="list-style-type: none"> <li>• Focus on end goal of removal of barriers so all current and future members of our community can participate in society and prosper</li> <li>• Sensitivity to stigma related to mental health and self-identification as part of a particular populations to be avoided</li> <li>• Target civic engagement to ensure equity seeking groups are part of the process (not just representative individuals), including potential assistance to under-represented groups to participate</li> <li>• Ensure training for a broad scope of staff</li> <li>• Develop an equity tool to assist decision making for Council</li> <li>• Equity lens development not to delay existing work</li> <li>• Initial application to include the 2021 Financial Plan and budget development</li> <li>• Various comments on where to start implementation – infrastructure (limited scope), programs, training, etc.</li> </ul> |

*\* Alphabetical listing and not prioritized*