



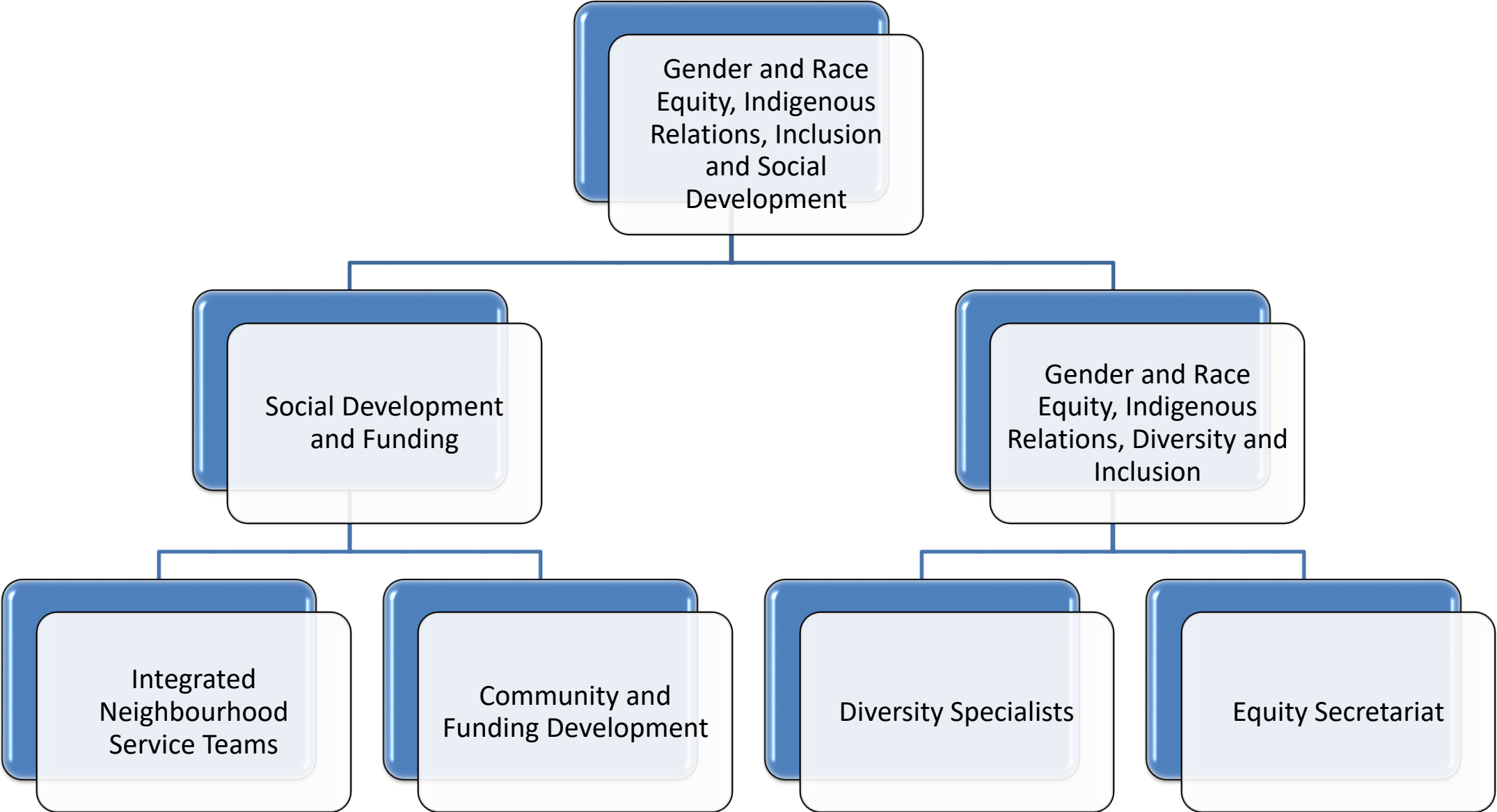
A City for
EVERYONE

Une ville
POUR TOUS

Diversity & Inclusion Corporate Plan **OLIP Equity Ottawa Launch**

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Indigenous Relations, Inclusion and Social Development
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Branch Mandate

01

Develop, plan, implement an integrated corporate-wide equity framework .

02

Inform and monitor service and policy decisions, action plans and other municipal strategies.

03

Advance community strategies that respond to the needs of priority populations .

04

Advance internal strategies that foster an inclusive workplace and a workforce that is representative of the community we serve.

Ongoing Work

Upcoming Deliverables

- **Ongoing Work:**
- Reconciliation Action Plan
- Gender and Equity Baseline Study Launch
- Anti-Racism Secretariat - Action Planning Sessions
- Development and Implementation of D&I Departmental Plans
- Indigenous, Gender and Equity Lens in organization wide reporting templates
- COVID-19 community response

- **2021 Key Deliverables:**
- Women and Gender Equity Strategy
- Count ME In!
- Anti-Racism Strategy
- Community Funding Framework Review
- LEAD IT Implementation
- Building DI competencies
- Integrated Neighborhood Services Team

2019-2024 D&I Plan

Representative Workforce & Inclusive Workplace

Strategic Objectives

Collective Priorities

Best Practices

Recruit & Hire

Eliminate barriers
Enhance knowledge

Retain & Promote

Respectful workplaces
Opportunities for all

Self-ID

Candidates and employees
feel safe to self-identify

Outreach &
Recruitment

Partnerships &
Engagement

Learning &
Awareness

Accountability,
Governance &
Policy Review

Data Management & Workforce Analytics

Meegwetch

