



## The Corporation of the District of Saanich

# Report

**To:** Mayor and Council

**From:** Sheila Allen, Director of Corporate Services

**Date:** January 24, 2025

**Subject:** Report Accessibility Plan and DEI Strategic Report and Action Framework Check-in

**File:**

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### RECOMMENDATIONS

1. That Council receive this report for information.

### PURPOSE

To provide Mayor and Council with an update on the progress of various initiatives within the Accessibility Plan and DEI Strategic Framework and Action Report.

### BACKGROUND

Council adopted the Accessibility Plan in December 2023 and the DEI Strategic Report and Action Framework in March 2023. Council's key priority initiatives are included within these documents which provides clear direction to the organization.

The check-in meeting facilitates public reporting on both the Accessibility Plan and the DEI Strategic Report and Action Framework and provides Council the opportunity to review progress and discuss.

### DISCUSSION

The Accessibility Plan Dashboard (Attachment 1) provides a list of all initiatives in the Accessibility Plan listed by theme and includes funding information, status, and brief comments. Similarly, the DEI Strategic Report and Action Framework Dashboard (Attachment 2) provides a list of all initiatives in the DEI Strategic Report and Action Framework listed by theme and includes funding information, status, and brief comments. The following table provides a high-level summary of actions to date.

Theme	Funding			Status		
	Funded	Partially Funded	Not Funded	Not Started	Under-way	Complete/ Operational
<b>Accessibility Plan</b>						
<b>Awareness and Training</b>	9	1	1	4	2	5
<b>Built Environment Improvements</b>	5	2	1	1	4	3
<b>Increasing Access</b>	14	3	2	8	9	2
<b>DEI Strategic Report and Action Framework</b>						
<b>Community Focused</b>	12	11	2	6	6	13
<b>District Internal Focused</b>	16	1	2	4	7	8
<b>Total</b>	<b>56</b>	<b>18</b>	<b>8</b>	<b>23</b>	<b>28</b>	<b>31</b>

## COUNCIL OPTIONS

1. That Council receive this report for information.
2. That Council provide alternate direction to staff.

## FINANCIAL IMPLICATIONS

Initiatives in the Accessibility Plan as well as the DEI Strategic Report and Action Framework are either funded, partially funded, or have not yet received funding. The funding status of each initiative impacts the progress that can be achieved.

Council makes funding decisions through the budget process. Considerations for unfunded initiatives will be brought forward as part of future budget processes.

## STRATEGIC PLAN IMPLICATIONS

The work presented in this update advances the following objective and initiatives in the Strategic Plan, 2023-2027:

- 2.1 Diversity, equity, inclusion and respect will guide our decisions.
- 2.1.1 Launch and implement DEI Strategic Report and Action Framework
- 2.1.2 Create and implement an Accessibility Action Plan and Policy

## CONCLUSION

Saanich continues to make significant progress towards becoming an inclusive and welcoming culture, where people of all ages and abilities feel included and have equitable access to facilities, services, and programs.

Of the 82 initiatives listed in the Accessibility Plan and DEI Strategic Report and Action Framework, 59 are either complete (31) or underway (28).

Saanich is committed to identifying and removing barriers to participation and building a community where individuals and families continue to grow and thrive.

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Reviewed by: Dale Samsonoff, Manager, Planning and Programs, Human Resources  
Carroll Porter, Senior Manager, Human Resources  
Sheila Allen, Director, Corporate Services

Approved by: Brent Reems, Chief Administrative Officer

Attachments: Attachment 1 Accessibility Plan Dashboard  
Attachment 2 DEI Strategic Report and Action Framework Dashboard

## ADMINISTRATOR'S COMMENTS:

I endorse the recommendation from the Director of Corporate Services.

Brent Reems, Chief Administrative Officer