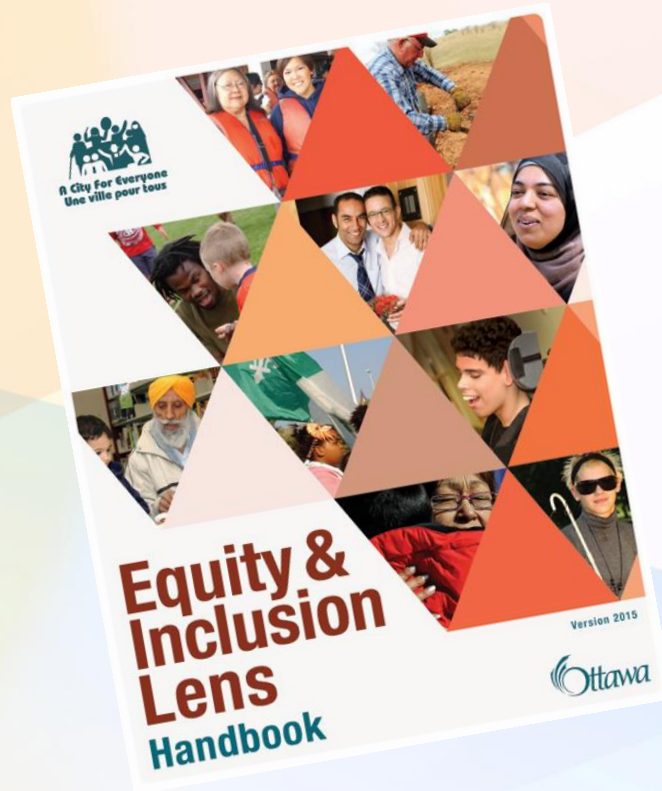




City for All Women Initiative
Initiative: une ville pour toutes les femmes

Equity and Inclusion Lens Optique d'équité et d'inclusion



Why Equity and Inclusion Matters to Cities?



Which is equity?



E I Lens Snapshots

- Aboriginal people
- Francophones
- LGBTQ
- Immigrants
- Older Adults
- Persons with Disabilities
- Racialized People
- Rural residents
- Women
- Youth
- Who else?



Approach of the EI Lens

Equity & Inclusion Lens Handbook



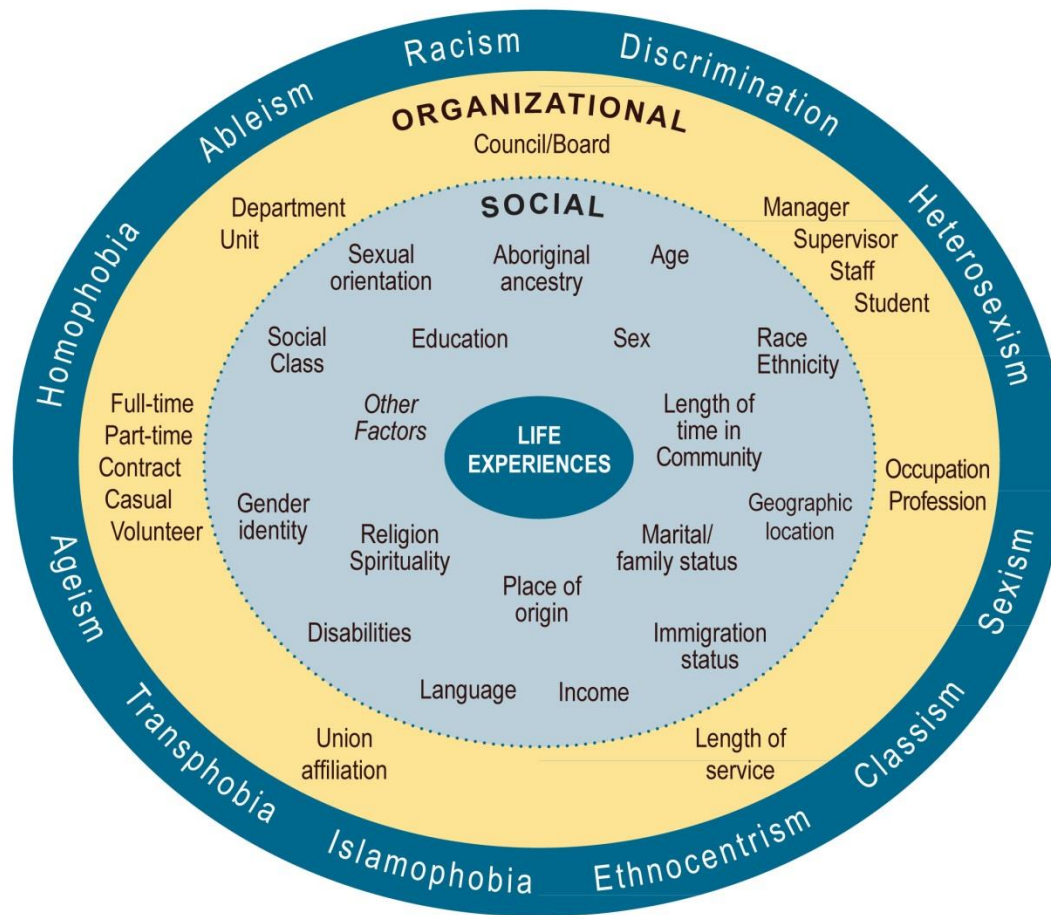
**Who is not included
in the work you do?**

**What could contribute
to this exclusion?**

**What can you do differently
to ensure inclusion?**

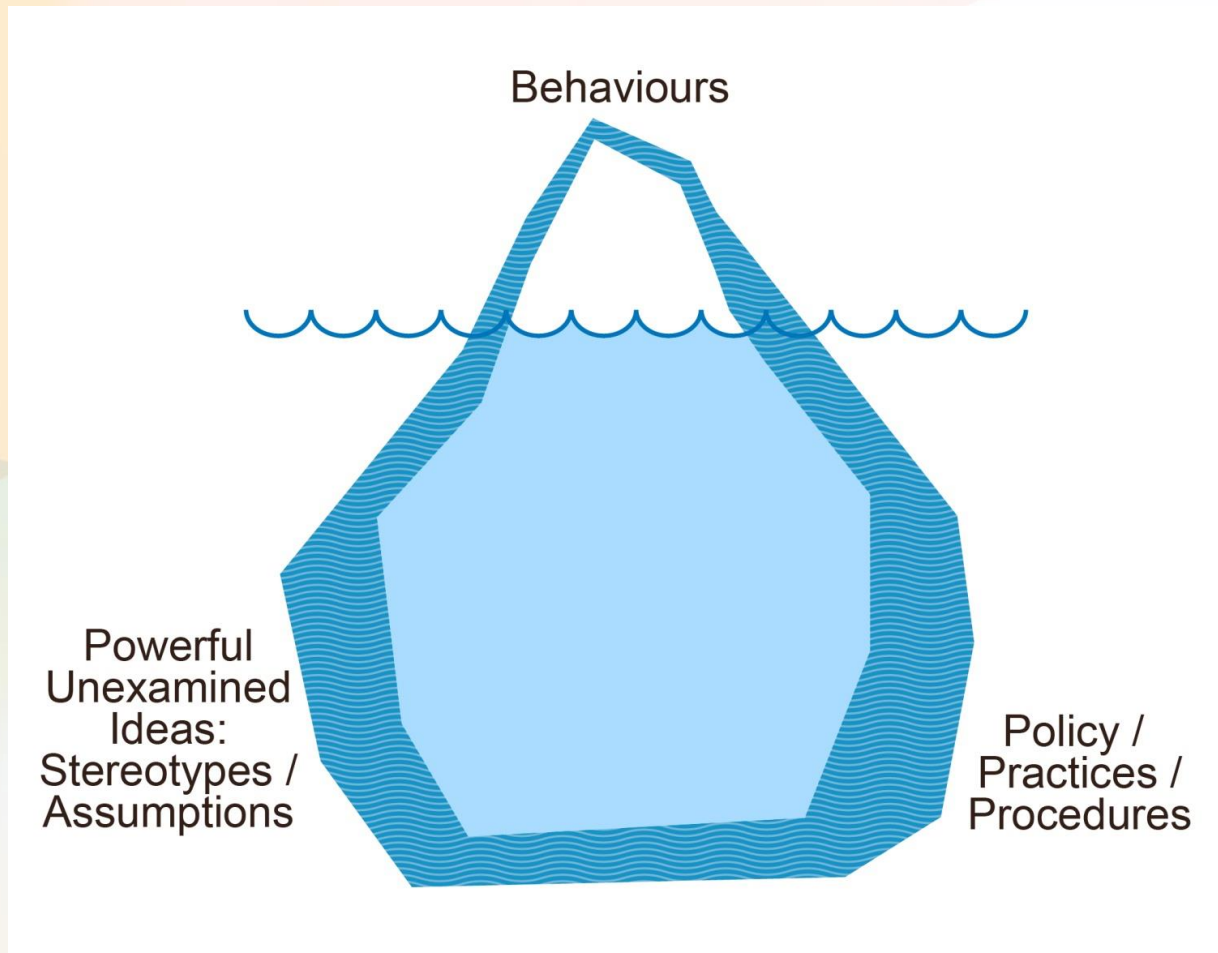
Approach of the EI Lens

Consider Your Diversity



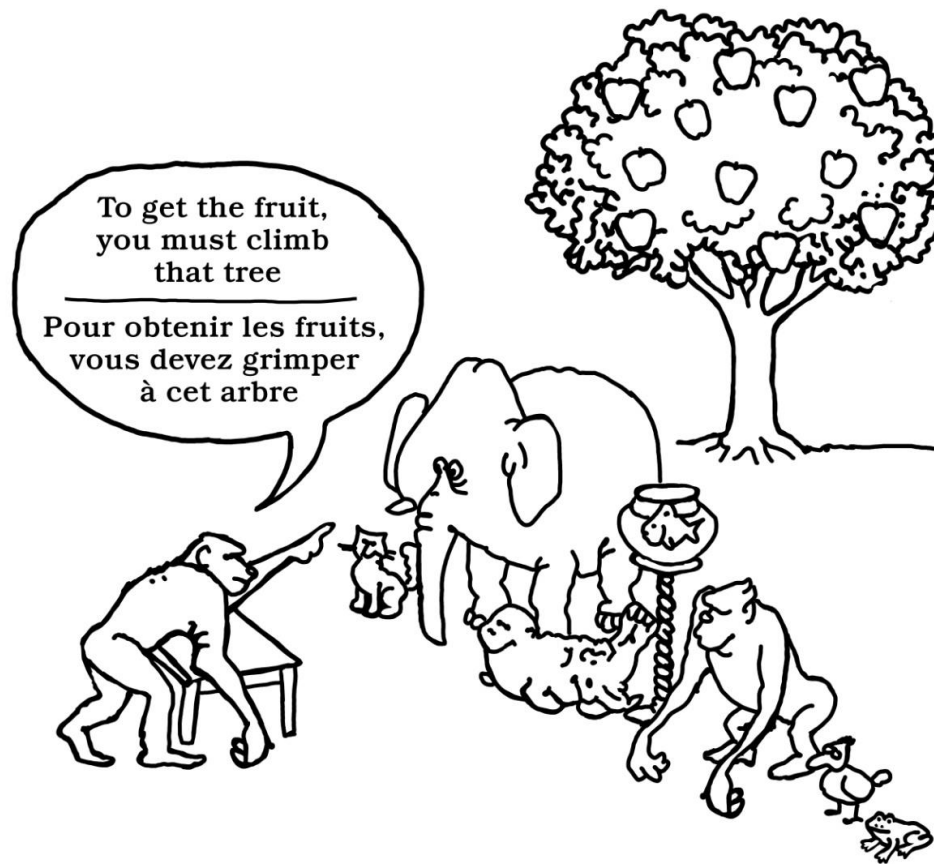
Approach of the EI Lens

Check Assumptions



Approach of the El Lens

Ask About Inclusion



Approach of the EI Lens

Be An Ally



Approach of the EI Lens

Apply To Your Work

Areas of work:

1. Communications
2. Engaging Community and Staff
3. Gathering Information / Research
4. Leading and Supervising
5. Monitoring and Evaluation
6. Planning: Services, Projects, Events
7. Policy Development
8. Recruiting and Hiring
9. Strategic Planning
10. Training
11. Working with People (Clients, staff, volunteers, community)

Optimization of Bus Routes 2011



Community raised concerns



Motion passed at Council

- a. That OC Transpo conduct an **impact study** within 6 months **of the bus route changes** in order to measure the impact on ridership, in term of the number of riders, safety and accessibility taking into account the potential barriers faced by specific populations.*
- b. That OC Transpo **utilize the City of Ottawa Equity and Inclusion Lens to assist in assessing the impact** on specific populations who may **face barriers**, for example: **immigrants, low-income residents, youth, seniors, women, Aboriginal, people living with disabilities and rural residents.***

Study found equity groups most affected by route changes

- **Seniors** – increases in walking and travel distances, and an increased sense of isolation
- **Persons with disabilities** –increased walking and travel distances, and reduced access.
- **People living in poverty** –reduced choice and reduced access for those with limited or no other transportation options.
- **Women** – safety and experience as it pertained to their family responsibilities.
- **Immigrants and Visible Minorities (racialized communities)**
 - reduced choice for those with limited or no other transportation options,
 - reduced access to the community and its amenities as it pertains to family responsibilities, reduced sense of safety and security.
 - confusion as it related to communicating route changes to customers whose first language was neither English nor French.
- **Youth** – reduced access for those with limited or no other transportation options, and reduced choice since they are more likely to use off-peak service.

Common operation themes for ensuring equity and inclusion

Safety

Access to employment areas

Access to health care services

Access to food



OC Transpo can use the Lens to:

- **Diagnosis** – to analyze the impact of the design and implementation of policies or programs and used to identify appropriate actions to address barriers;
- **Measurement** – to measure whether policies and programs address issues and affect changes;
- **Monitoring and evaluation** – to identify strengths and areas for improvement, help build equitable solutions, and monitor progress; and
- **Identifying and celebrating accomplishments** – to create "best practices" and service innovations and improvements that can be shared and replicated.

Revision to OC Transpo Evaluation Policy

“All new service changes will be examined through the City’s Equity and Inclusion Lens.

Staff will explicitly look at each of the diverse groups identified by the Lens, and confirm that each group has been examined in the final recommendation of the service change.”





THANK YOU!

For more information:
www.equityandinclusion.ca

www.ottawa.ca



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