

Diversity and Inclusion Survey Results and Recommendations

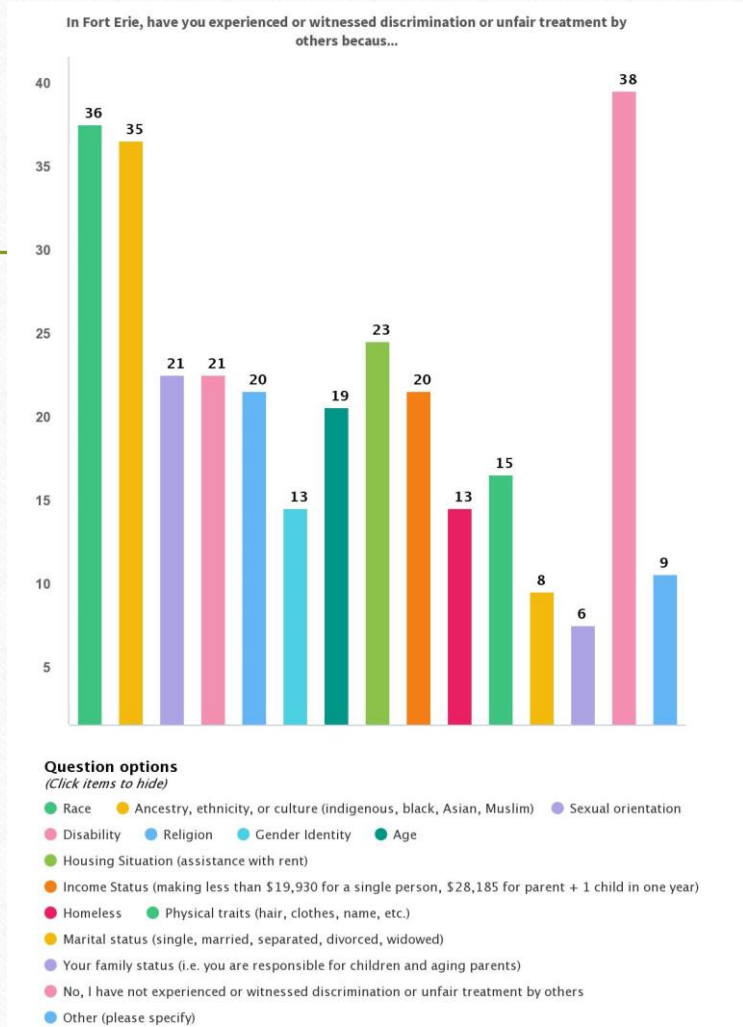
Presented by: Riley Zimak and Kathryn Rogers



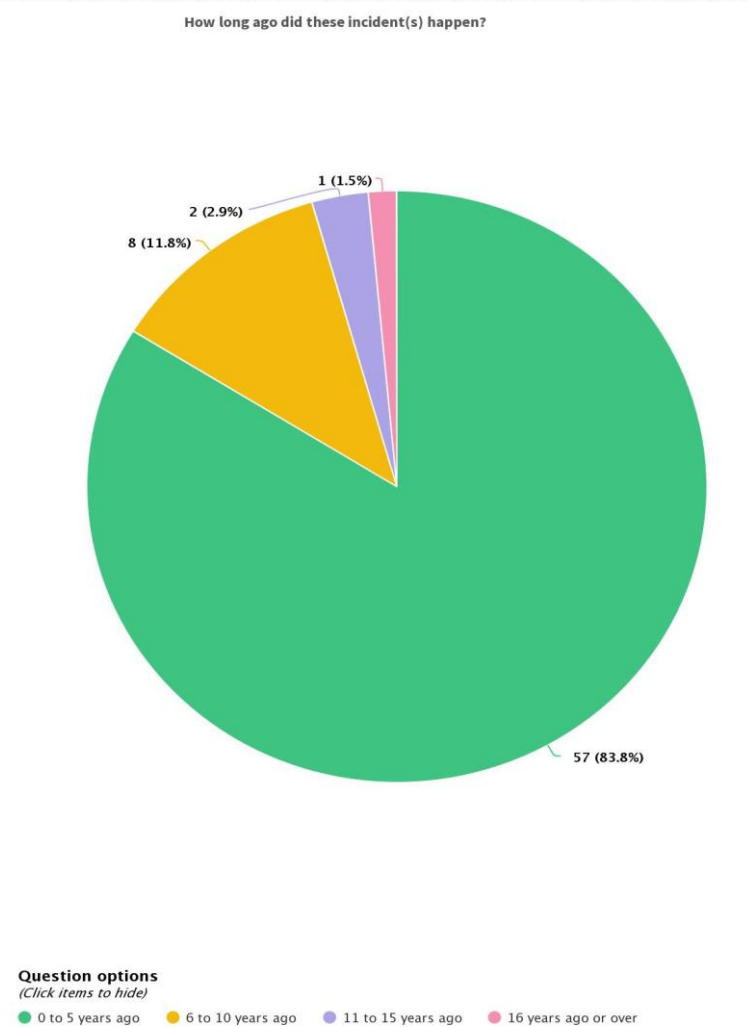
Demographics

- Approximately 50% of the respondents were 50 years+ and 42% between 30-49 years; leaving a noticeable gap with people under 29 years of age.
- 2/3 of individuals that answered were Female
- 55% were employed and 25% Retired with self employed, unemployed and students making up the remaining 20%
- Incomes were almost split evenly between the 7 options, with 40-60k being the highest.
- 106 people in total completed the survey.

In Fort Erie, have you experienced or witnessed discrimination or unfair treatment by others because of ... (select all that apply)



How long ago did these incidents happen?

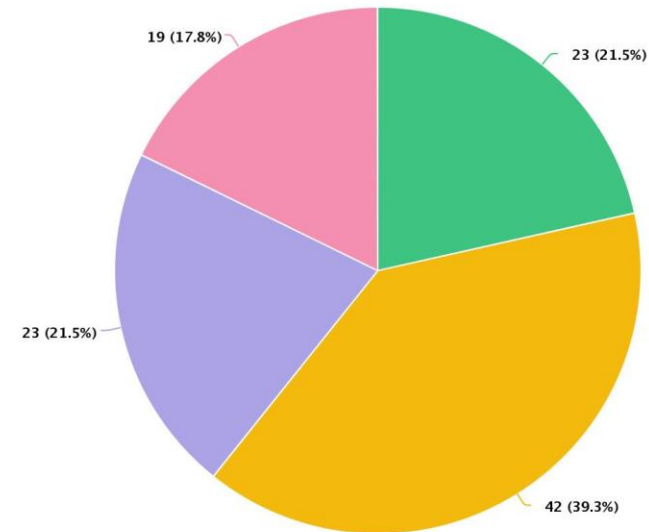


Fort Erie's Services

Does Fort Erie offer enough services that will help racialized communities feel more comfortable and want to stay to work, live and play in the Town?

(i.e. Transit services, mental health/medical services, community centres, group/sport activities)

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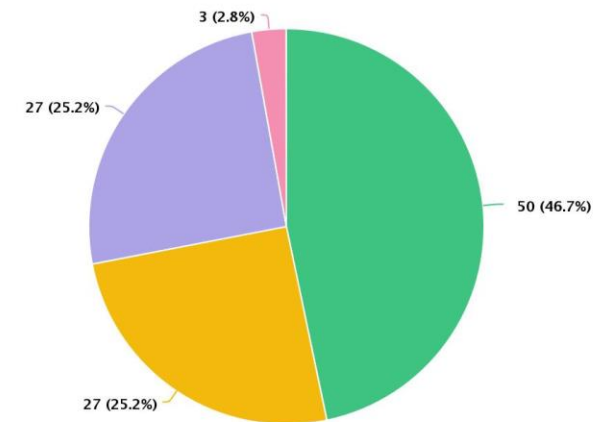
Question options
(Click items to hide)

Yes Some, but needs improvement No I don't know

Do you believe that systemic discrimination exists in Fort Erie?

Definition from the Ontario Human Rights Commission: Systemic discrimination can be described as patterns of behaviour, policies or practices that are part of the structures of an organization, and which create or perpetuate disadvantage for racialized persons.

Do you believe that Systemic Discrimination exists in Fort Erie? (Definition from the Ontario Human...



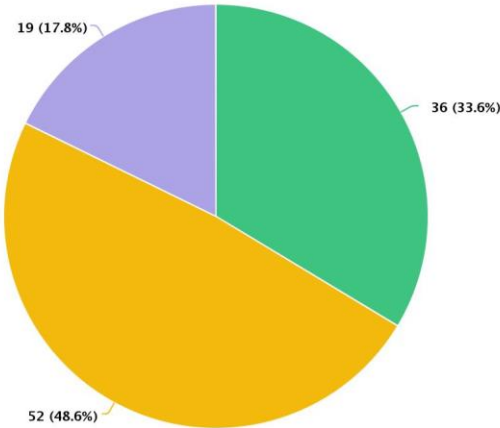
Question options

(Click items to hide)

Yes No I don't know Prefer not to answer

Have you experienced or witnessed Systemic Discrimination in the Town of Fort Erie?

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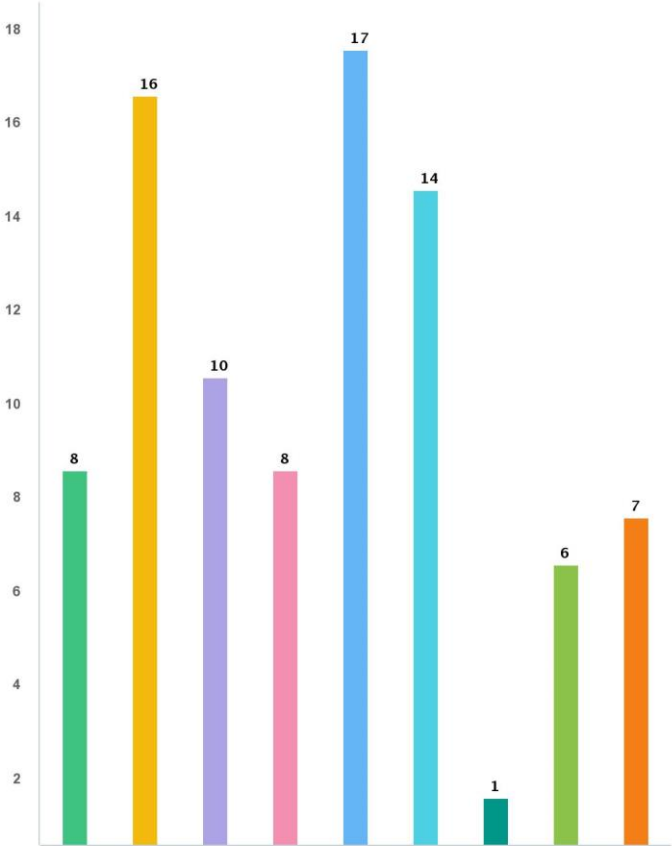


Question options
(Click items to hide)

Yes No Prefer not to answer

Thinking about the last time you experienced or witnessed discrimination, did any of the following occur... (Select All That Apply)

Thinking about the last time you experienced or witnessed discrimination, did any of the following ...



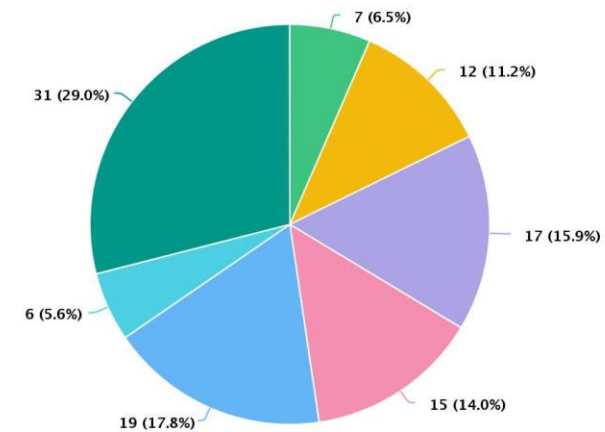
Question options
(Click items to hide)

At school At work When accessing housing At a Service Clubs
In a shop/restaurant When interacting with police or other areas of the criminal justice system
Library Town Hall Festivals/Events in Town

Town Efforts

How would you rate the Town of Fort Erie's efforts in addressing Racism and Discrimination?

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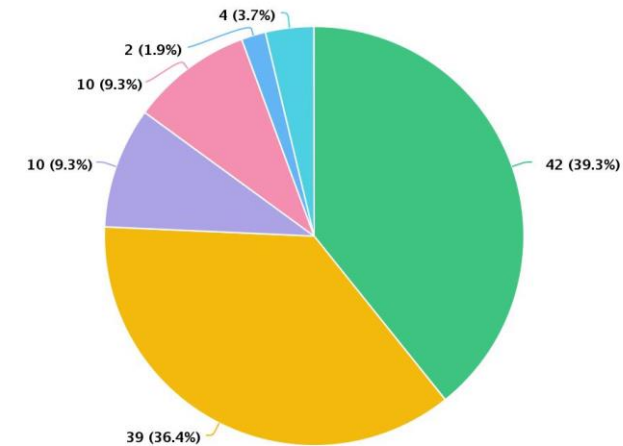
Question options
(Click items to hide)

Excellent Very good Good Fair Poor Very poor I don't know

Comfort

Please indicate your agreement/disagreement with the following statement: I feel comfortable living in Fort Erie as a community.

Please indicate your agreement/disagreement with the following statement: I feel comfortable living...



Question options

(Click items to hide)

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree
- Prefer not to answer

Recommendations

- That Council commits to hiring a new CAO with EDI skills and experience to continue the work started in this area for the benefit of TOFE workplace
- That Council includes equity, diversity and inclusion as a pillar in TOFE's next strategic plan
- That Council directs the new CAO to develop and implement an EDI work plan for the TOFE by the end of 2023
- That TOFE provides professional development training for Town Council and TOFE employees along with the members of the FE Diversity and Inclusion Coalition to further their knowledge of EDI by the end of 2023
- That the TOFE partners with other community groups to sponsor EDI educational workshops to demonstrate leadership in the area of EDI and to increase awareness of the importance of such initiatives for all organizations public and private in Fort Erie



Questions???