

Town of East Gwillimbury

2024-2027

**Indigeneity, Inclusion, Diversity, Equity,
and Accessibility (IIDEA)**

Action Plan

October 2025 Semi-Annual Progress Report

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LAND ACKNOWLEDGEMENT AND REFLECTION



Land Acknowledgement

The Town of East Gwillimbury recognises and acknowledges the lands originally used and occupied by the First Peoples of the Williams Treaties First Nations and other Indigenous Peoples, and on behalf of the Mayor and Council, we would like to thank them for sharing this land.

We would also like to acknowledge the Chippewas of Georgina Island First Nation as EG's closest First Nation community and recognize the unique relationship the Chippewas have with the lands and waters of this territory. They are the water protectors and environmental stewards of these lands, and we join them in these responsibilities.

Artwork by GIFN member Lauri Hoeg.

Reflection on Land Acknowledgement and IIDEA Action Planning

It is important to go beyond the practice of repeating the land acknowledgement, by taking time to reflect on the meaning of the statement and how it will influence our analysis and drive transformative change.

To effectively engage in a multi-year Action Plan related to equity work, it is essential to emphasize an anti-colonial lens in which the structures and ideologies of settler colonialism are identified and resisted. This work requires the Town to humbly learn from and form reciprocal relationships with Indigenous communities, who are the First Peoples of this land. We strive to be accountable to Indigenous communities, including the seven Williams Treaties First Nations, beyond mere compliance with related legislation, and will work to implement this approach into all relevant Town initiatives.

ACKNOWLEDGEMENTS

EG expresses sincere gratitude to all Town staff, Council members, external partners, community leaders, and working groups who contributed to the progress made thus far on the IIDEA Action Plan.

BACKGROUND

In April 2024, the Town of East Gwillimbury (EG) hired an Equity, Diversity, and Inclusion (EDI) Coordinator to continue the Town's EDI work. The EDI Coordinator led the creation of the 2024-2027 Indigeneity, Inclusion, Diversity, Equity, and Accessibility (IIDEA) Action Plan, including gathering feedback and input from staff, community partners, and committees of Council. On October 22, 2024, Council approved the draft IIDEA Action Plan. Since its approval, the EDI Coordinator (now holding the position of the People and Belonging Accessibility, Indigeneity, and Equity Coordinator) served as the 'IIDEA Lead', working with department leads, working groups, and community organizations to ensure that the implementation and evaluation of the Action Plan's initiatives are accountable and responsive to the groups that are most impacted by this work. The Action Plan specified that, to ensure transparency and accountability, a minimum, semi-annual progress updates will be posted publicly on the Town's website. This semi-annual report is the first progress update being provided.

IMPACT HIGHLIGHTS

The following provides a snapshot of some of the most notable examples of progress on deliverables within each of the six categories of IIDEA initiatives.

1.0 Overarching IIDEA Work

Initiative #1.07: Adequately Resource this IIDEA Action Plan and Engage in Effective Change Management

In 2025, the People and Belonging Accessibility, Indigeneity, and Equity Coordinator wrote or contributed to a total of \$950,200 successful or pending grants.

The People and Belonging Accessibility, Indigeneity, and Equity Coordinator was the primary grant writer for three grants that were successfully received, equaling a total of \$630,200 in funds to support IIDEA-related projects:

- Community Sport and Recreation Infrastructure Fund (CSRIF) grant (\$611,500)
- York Region Community Investment Fund (CIF) (\$10,000)
- Youth Employment and Skills Program (YESP) (\$8,700)

The People and Belonging Accessibility, Indigeneity, and Equity Coordinator also contributed to successful grants totalling \$145,000 in funding:

- Mental Health Supports for Public Safety Personnel (MHS4PSP) program (\$25,000)
- Local Leadership for Climate Adaptation Climate-Ready Plans and Processes (\$70,000)
- Thinking Green Development Standards (\$50,000)

The People and Belonging Accessibility, Indigeneity, and Equity Coordinator wrote and submitted an additional \$175,000 in grant funding proposals, for which the Town is waiting to receive results from funders:

- Enhancing Access to Spaces for Everyone (EASE) Grant (\$50,000)
- National Anti-Racism Fund (NARF) (\$125,000)

Initiative #1.04: Equitable Celebration and Recognition of IIDEA Dates of Significance through Communications and Events

Although they had been observed in past years, in 2025, the Town expanded on the ways that it recognizes the National Day of Truth and Reconciliation (NDTR) and Black History Month (BHM). Also, in 2025, EG began engaging staff and residents for the first time on Emancipation Day and Newcomer Welcoming Week.

Black History Month 2025

The Government of Canada’s 2025 Black History Month theme was “Black Legacy and Leadership: Celebrating Canadian History and Uplifting Future Generations.” Inspired by this theme, the Town highlighted current and former Black residents of York Region who have made important achievements and meaningfully contributed to the community, and whose amazing work also stands as remarkable examples of resistance to exclusion and forms of anti-Black racism. One leader highlighted was Cameron Davis (pictured right), a student and activist from Ontario. In 2020, he spoke at a Black Lives Matter protest, addressing the stresses he faces just trying to be a kid. The speech went viral. Shortly after, he co-founded BYR Youth, an organization that advocates for Black youth in the region of York, Canada, and also promotes allyship and community leadership.



National Day for Truth and Reconciliation (NDTR) and Orange Shirt Day 2025



On September 30, 2025, following a well-attended and moving NDTR and Orange Shirt Day flag ceremony, the Town held a NDTR and Orange Shirt Day Community Event in partnership with the East Gwillimbury Public Library and the Sharon Museum and Gardens. From 11 a.m. to 7 p.m., a Reconciliation Trail located throughout the beautiful and serene greenery behind the Sharon Museum and Gardens guided attendees through a journey of learning and quiet reflection. The self-directed Reconciliation Trail included seven stations providing information displayed on orange shirts, symbolic examples of children’s belongings, and guiding reflection questions. Angela Cimino, a local Indigenous community member and Anishinaabe kwe (Ojibwe woman) provided the elements on exhibit throughout the trail. Prior to being brought to the Trail, the elements on exhibit were displayed for a week at the East Gwillimbury Public Library. At the same location, a NDTR and Orange Shirt Day gathering took place from 4 to 5 p.m., including remarks, a traditional ceremony by the York Region Indigenous Action Committee (IAC), a story reading by the East Gwillimbury Public Library, and an opportunity to craft a heart for placement in the Hope and Truth Reflection Garden.

Emancipation Day 2025

The Town held its first-ever Emancipation Day flag raising on August 1, 2025, to commemorate the end of slavery in Canada, while acknowledging Canada's history of slavery and its terrible impact on Black and Indigenous communities. Lee Miller, founding member and former chair of the York Region Alliance of African Canadian Communities (YRAACC), and the honourable Dr. Alvin Curling, the first Black Speaker of the Ontario Legislative Assembly, delivered remarks. An African drumming performance and a meal of Caribbean cuisine was included in the event. At the event, the People and Belonging Accessibility, Indigeneity, and Equity Coordinator announced the members of the Town's first Dismantling Anti-Black Racism Working Group. The event was a deeply meaningful step for the Town in greater acknowledgement and awareness of the terrible impact of the Transatlantic Slave Trade and the brilliant resistance of the Black community.



Employee Plus Events

The Town of East Gwillimbury has a working group of employees called Employee Plus that helps to organize employee appreciation events. To increase workplace inclusion, events were diversified to include Lunar New Year, Eid, and Diwali. Also, the annual holiday event had components added that relate to Chanukah and Kwanzaa. Existing events were also made more inclusive, by providing vegan and gluten-free options, and reviewing event promotions to ensure inclusive language and imagery.

2.0 Anti-Racism, Resisting Xenophobia, and Inclusion of Minoritized Faiths

Initiative #2.04: Participate in Annual Celebration of Newcomers in Collaboration with York Region

Newcomer Welcoming Week 2025



In partnership with the East Gwillimbury Public Library (EGPL), EG also held its inaugural Newcomer Welcoming Week Celebration in 2025. To fund the event, the EGPL and the Town applied for and received a \$10,000 grant from the York Region Community Investment Fund. The EG Diversity and Inclusion Advisory Committee of Council (DIAC) also provided some funding from its budget. On September 18, a free family fun and information event was held at EG's Sports Complex, garnering 220 attendees. The event drew an intergenerational crowd, with a mix of ages and many children in attendance. The respectful and inclusive event was highly successful and well-received, with participants, staff, and volunteers sharing positive feedback throughout the evening. The event included a wide variety of family-friendly activities, including a balloon twist artist, facepainting, inflatable basketball, various arts activities, calligraphy workshops, a touch-a-truck activity with municipal and regional vehicles, and an interactive African drumming circle. The EG Public Library arranged to have a storybook reading with S. K. Ali, a the New York Times bestselling and award-winning author, and a storytelling workshop with Sarah Abusarar, an international storytelling artist. Several booths provided vital information regarding library, municipal, and regional services. A live outdoor band and an indoor DJ played international sounds throughout the event. A food truck by a local vendor served tacos and bao. To make the event more accessible, a multi-purpose sensory tent was set up for attendees who may have wanted to step away for a moment.

The following successes resulted from the event:

- The Town of EG's boosted Facebook promotional post garnered 41 likes and 6 shares.
- Through a mix of food, art, and music, attendees were exposed to a variety of cultures, including Chinese, Thai, Latinx, Caribbean, and African cultures.
- The Chinese calligraphy workshops, face painting, and balloon twist artist were busy with attendees throughout the entire event.
- Attendees were able to touch and sit in various Town and regional vehicles, including a fire truck, which delighted the children.
- Children and youth played inflatable basketball throughout the event, ensuring that physical movement and sports were included in the event.
- About 20 participants joined the African drumming workshop, providing very positive verbal feedback.
- East Gwillimbury's Arts and Culture Advisory Committee of Council had a booth at the event and engaged participants with art activities such as using Lego to construct structures. The East Gwillimbury's Arts and Culture Advisory Committee of Council was impressed by the African drumming workshop, and will now be

reaching out to the workshop facilitator, Babarinde Williams, to invite him to perform at their upcoming Culture Crawl event.

- The food truck was very popular, with the vendor selling out of food by the end of the event.
- The band, DJ, and African drumming circle were entertaining and engaging.
- Attendees received vital information about regional, municipal, and library services as a result of the information booths
- Attendees learned about ways that newcomers can get involved in truth and reconciliation efforts, as a result of information packets set up at the Town's IIDEA (Indigeneity, Inclusion, Equity, and Accessibility) booth.
- The Mayor's remarks included information about the meaning of Newcomer Welcoming Week, stressing the importance of East Gwillimbury being an inclusive and welcoming Town where everyone feels a sense of belonging.
- The EGPL CEO, welcomed participants to the event and invited them to visit their local library to access English language learning resources and join an English Language Conversation Circle. It was noted that Library Cards are free to all residents and provide access to a diverse collection that reflects the community we serve.
- Some participants signed up for library cards with the East Gwillimbury Public Library (EGPL). Attendees also received important information about the new Queensville EGPL branch.

To evaluate the event, a survey was emailed to all registrants. Also, signage with a QR code and link to the survey was provided at the event.

Survey respondents were from Sharon, Mount Albert, Holland Landing and Queensville, and provided an average event score of 4.1 out of 5. Respondents reported that they heard about the event from Facebook (3), Online (1), and EG emails (4).

Qualitative survey results were also very positive, with respondents stating what they liked about the event:

- "Very informative and fun for families"
- "It was very fun especially the drumming"
- "Staffs are friendly."
- "The kindness of the booth people, the food was great and the giveaways"
- "The variety of tables"
- "Variety of activities for kids"
- "Drumming and fire trucks experience for the kids"
- "We enjoyed the African music"

Respondents reported that they learned the following at the event:

- "All that the town has to offer"

- “A yard waste sticker on a bin replaces yard bags”
- “Events offered in my community that I was not previously aware of”

As a result of the event success, the Town plans to make Newcomer Welcoming an annual event.

3.0 Dismantling Anti-Black Racism

Initiative #3.06: Convene a Dismantling Anti-Black Racism Working Group

In August 2025, three staff members and seven community members were recruited to join the East Gwillimbury Dismantling Anti-Black Racism (DABR) Working Group. The DABR Working Group had its first meeting on September 17, 2025. Membership of the DABR Working Group has a duration of two years. The DABR Working Group will advise the Town on issues related to anti-Black racism as it manifests across East Gwillimbury and provide oversight and consultation on the implementation of the 2024-2027 IIDEA Action Plan. The Working Group will help to identify anti-Black racism, guide the work of addressing and dismantling anti-Black Racism, and provide oversight to the evaluation of related initiatives. This proactive approach ensures that the IIDEA Action Plan is informed by and responsive to community needs and aspirations, while also strengthening public trust and accountability.

4.0 Anti-Colonialism, Truth and Reconciliation, and Resisting Anti-Indigenous Racism

Initiative #4.08: Install Flag(s)/Banner(s) in EG Council Chambers to Reflect Commitment to Reconciliation and Strengthening Relationships with Indigenous Communities



On July 10, 2025, East Gwillimbury (EG) was honoured to permanently install the Chippewas of Georgina Island First Nation (GIFN) flag in Council Chambers at the Civic Centre. The flag installation reflects the Town’s commitment to truth, reconciliation and strengthening relationships with the GIFN. GIFN Chief Donna Big Canoe and GIFN Cultural Coordinator Vicky Wolske joined the event to commemorate the occasion. Vicky led a traditional prayer and ceremony. The Town of East Gwillimbury is located upon land that is covered by the 1923 Williams Treaties. The Georgina Island First Nation is one of the seven Williams Treaties First Nations and is the closest First Nation community to EG.

“We are grateful for the opportunity to install the flag of the Chippewas of Georgina Island First Nation in our Council chambers,” said Mayor Virginia Hackson. “Raising the GIFN flag is a reflection of our commitment to support, education and growth as we continue along this path together.”

“It is my hope and honour to be able to be part of creating joint efforts to enhance the relationships and opportunities for the Indigenous Peoples and all peoples, where our communities connect,” said Vicky Wolske, Culture Coordinator of the Chippewas of Georgina Island First Nation.

The flag was installed to the right of the Canadian flag, signifying the Town’s recognition of the sovereignty of the Georgina Island First Nation. The flag is a powerful reminder that the Town is committed to upholding its treaty responsibilities and making meaningful progress on responding to Truth and Reconciliation Commission of Canada’s Calls to Action that are specific to municipalities.

5.0 2SLGBTQIA+ Inclusion and Gender Justice

5.02 *Raise the Inclusive Pride Flag*



On June 12, 2025, the Town held a Pride flag ceremony in partnership with p flag York Region and York Pride. At this ceremony, the Inclusive Pride Flag, which includes the intersex and Two-Spirit symbols, was raised for the first time. At the event, information on the meaning of the flag was shared. The purple circle represents intersex people. “Intersex” describes individuals born with sex characteristics (anatomical, hormonal, or chromosomal) that do not fit typical binary definitions of male or female. The two feathers represent people who are Two-Spirit. "Two-Spirit" describes individuals who are Indigenous and who embody with a minoritized gender identity and/or sexual orientation. This flag also includes Black and brown stripes, which symbolize the experiences and contributions of people of colour within the LGBTQ+ community. The black stripe also acknowledges the impact of HIV/AIDS on the LGBTQ+ community. The flag also includes the colours light blue, pink, and white to represent the transgender community.” The Town will continue to raise and share information about the Inclusive Pride Flag during future Pride months.

5.07 Participate in the York Pride Trans Pride March and Pride Parade

As it had in past years, the Town participated in the York Pride Parade. In June 2025, Town staff and Council marched in the Parade with a large Pride banner and decorated truck to show support for and celebration of the 2SLGBTQIA+ community. In addition, the Town planned to march in the York Pride Trans Pride March for the first time, but unfortunately it was cancelled due to poor weather. The Town plans to march in future York Pride Trans Pride Marches.

5.09 Reduce Barriers to Women Participating in Sports and Physical Activity

With the launch of the Health and Active Living Plaza (HALP), the Town will provide aquatic programming at its first public swimming pool. Starting on November 3, 2025, the fall HALP programming will include a drop-in Women’s Only Swim once a week on Friday evenings. Blinds will be drawn down for increased privacy and only women lifeguards will be present on deck. Women only swims reduce barriers to women participating in sports and physical activity by creating safer, more comfortable, and more private environments.



6.0 Accessibility and Disability Justice

Initiative #6.03: Apply for Grants that Can Improve Accessibility of EG Spaces



On June 24, 2025, the Honourable Caroline Mulroney, MPP for York-Simcoe, spoke at a press conference alongside EG Mayor Virginia Hackson to announce \$611,500 in funding from the Community Sport and Recreation Infrastructure Fund, which will be used to complete accessibility-related reports within the East Gwillimbury Sports Complex. “This funding reflects more than just an investment in bricks and mortar—it’s an investment in the health, well-being, and quality of life of our East Gwillimbury residents,” said Town of East Gwillimbury Mayor Virginia Hackson. “It shows the province’s commitment to strengthening local infrastructure and enhancing the recreational and community spaces that bring people together. It demonstrates a shared commitment to building safe, inclusive, and vibrant communities, and to ensuring residents have access to the services, spaces, and infrastructure they need and deserve.” (Image Source: [Ontario Investing \\$611,500.00 to Upgrade Recreation Infrastructure at the East Gwillimbury Sports Complex - Caroline Mulroney, MPP](#))

PROGRESS SUMMARY

The following chart provides a summary of IIDEA Action Plan progress, including the total number of initiatives and deliverables within each of the six initiative categories (1.0 Overarching IIDEA Work, 2.0 Anti-Racism, Resisting Xenophobia, and Inclusion of Minoritized Faiths, 3.0 Dismantling Anti-Black Racism, Resisting Anti-Indigenous Racism, 5.0 2SLGBTQIA+ Inclusion and Gender Justice, and 6.0 Accessibility and Disability Justice). The chart indicates the number of initiatives and deliverables that had a deadline for completion by October to December (Q4) in 2025, and the number of initiatives and deliverables that have been completed at the time of the completion of this semi-annual report (Q3 of 2025). The Town is making strong progress on the Action Plan. The Town has met and, in some cases, exceeded expectations for completion of deliverables within the deadlines stated in the Action Plan. Please see Appendix A for charts that indicate whether each IIDEA initiative is completed, in progress, or upcoming.

Initiative Category and Total Number of Initiatives and Corresponding Deliverables (2024 to 2027)	Number of Initiatives and Deliverables with a Deadline for Completion by 2025 Q4	Number of Initiatives and Deliverables Completed by 2025 Q3
1.0 Overarching IIDEA Work (31 Initiatives, 68 Deliverables)	9 Initiatives	6/9 Initiatives
	17 Deliverables	21/17 Deliverables (Some Completed Early)
2.0 Anti-Racism, Resisting Xenophobia, and Inclusion of Minoritized Faiths (4 Initiatives, 12 Deliverables)	0 Initiatives	1/0 Initiatives (1 Completed Early)
	0 Deliverables	2/0 Deliverables (Some Completed Early)
3.0 Dismantling Anti-Black Racism (6 Initiatives, 7 Deliverables)	3 Initiatives	2/3 Initiatives
	3 Deliverables	2/3 Deliverables
4.0 Anti-Colonialism, Truth and Reconciliation, and Resisting Anti-Indigenous Racism (12 Initiatives, 32 Deliverables)	0 Initiatives	4/0 Initiatives (Some Completed Early)
	0 Deliverables	16/0 Deliverables (Some Completed Early)
5.0 2SLGBTQIA+ Inclusion and Gender Justice (9 Initiatives, 13 Deliverables)	1 Initiative	0/1 Initiatives
	2 Deliverables	1/2 Deliverables
6.0 Accessibility and Disability Justice (11 Initiatives, 14 Deliverables)	0 Initiatives	3/0 Initiatives (Some Completed Early)
	0 Deliverables	3/0 Deliverables (Some Completed Early)
Total (73 Initiatives, 146 Deliverables)	13 Initiatives	16/13 Initiatives
	22 Deliverables	45/22 Deliverables

TRUTH AND RECONCILIATION PROGRESS UPDATE

In 2015, the TRC released a six-volume report that documented the experiences of the survivors and the harmful legacy left by residential schools. One of the reports outlines 94 Calls to Action (CTA) on how governments of all levels, institutions, and residents of Canada can support the process of reconciliation. Some of the CTA are particularly relevant for municipalities. 2025 marks the 10th anniversary of the release of the 94 CTA and it marks the beginning of EG’s commitment to share an update on progress made on the CTAs relevant to the municipality. The following is a summary of this progress and the journey that lies ahead to make continued progress on truth and reconciliation. Because EG is not located near a formal residential school site, the CTAs related to that topic have been omitted.

CTA	Progress/Updates
<p>#3: Fully implement Jordan’s Principle to ensure First Nations children are not denied or delayed in accessing essential public services.</p>	<p>Actions Completed and Continued Progress to be Made</p> <p>Through EG’s 2022-2026 Strategic Plan and 2024-2027 IIDEA Action Plan, initiatives are underway to ensure an equitable lens is applied to the Town’s public services and programs. The 2024-2027 IIDEA Action Plan’s initiative #4.02 Indigenous-Centric Recreation and Culture Programming includes:</p> <ul style="list-style-type: none"> • Develop Indigenous dance classes and/or other physical activities and to ensure they are led by Indigenous knowledge holders and that they are compensated for this work. • Explore possibility of discounting cost of recreational programming for Williams Treaties First Nations as a part of reconciliation journey. • Launch Health and Active Living Plaza with Pow Wow, in consultation with Indigenous communities. <p>Two related staff positions have been created and recruitment is underway, seeking staff for the part-time roles of Cultural Arts Instructor and Cultural Dance Instructor. The job descriptions for these roles include Indigenous art and dance modalities.</p> <p>In addition, EG’s Facility Permitting Policy was reviewed and amended with an equity-based lens. As a part of reconciliation, and recognizing systemic barriers that lead to health inequities for Indigenous communities, the most recent January 1, 2025 version of the Facility Permitting Policy includes a fee exemption for meetings and events related to project management, education, business affairs, consultations, and/or community engagement for Williams Treaties First Nations. The Health and Active Living Plaza Launch Event included a drum social with Jared Big Canoe, Georgina Island First Nation member and musician, as the lead drum, and traditional dancers attending in regalia. All seven Williams Treaties First Nations were invited to the event, with targeted promotions being shared across the GIFN community through a newsletter, flyers, and posters.</p>

<p>#43: Fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as the framework for reconciliation.</p>	<p>On December 5, 2025, 30 Town employees and leaders will participate in a course titled “Indigenous Consultation and Engagement”, provided by a facilitator from Indigenous Corporate Training. This course will include foundational information about the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and its relation to municipal services and processes.</p> <p>Five Town staff also attended sessions on the topic of Indigenous consultation through York Region in 2025. Also, as a part of the creation of the IIDEA Action Plan, the EDI Engagement Coordinator led workshops with each department that included content on UNDRIP.</p> <p>Upon hire, all Town staff are required to complete an asynchronous online Four Seasons training, which includes some content on UNDRIP.</p> <p>The Accessibility, Indigeneity, and Equity Coordinator is engaged when formal consultation takes place in relation to the Town’s Development Services processes. Currently, the Coordinator is supporting official Indigenous consultations with the Willams Treaty First Nations for three projects:</p> <ul style="list-style-type: none"> • EG Official Plan • EG Complete Communities Secondary Plan • EG Zoning By-Law Conformity Update <p>The Coordinator endeavours to ensure the UNDRIP principle of Free and Informed Prior Consent (FPIC) is employed in all Indigenous consultation processes.</p> <p>The IIDEA Action Plan initiative #4.07 Convene Truth and Reconciliation Working Group includes:</p> <ul style="list-style-type: none"> • Convene Truth and Reconciliation Working Group and develop Terms of Refence. • Review and address Truth and Reconciliation Commission's Calls to Action (TRC CTA), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Missing and Murdered Indigenous Women, Girls, and Two-Spirit (MMIWG2S) Peoples Calls to Justice (CTJ), and to inform other Truth and Reconciliation initiatives. • Invite Williams Treaties First Nations and Urban Indigenous population within EG to join a working group for those who have interest/capacity, and compensate them for meetings attended. <p>Recruitment for the Working Group has begun, with three Town staff and two Indigenous community members having agreed to join. The Town hopes to hold the first meeting for the Working Group by the end of the 2025. Addressing UNDRIP will be one of the Working Group’s core priorities.</p>
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CTA	Progress/Updates
<p>#45.iii: Renew or establish Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future.</p>	<p>Land Acknowledgement In 2021, EG’s Council received staff report CS2021-04 entitled “Land Acknowledgement Statement.” Council voted to have the land acknowledgement statement recited at the beginning of all Council meetings, at the beginning of all formal Town organized events as identified by the Mayor, and at the beginning of other Town events/meetings as approved by the Mayor. The land acknowledgement was fully endorsed and approved by the Chippewas of Georgina Island First Nation. Council also requested that EG staff investigate and report back to Council on the concept of having the approved Land Acknowledgement inscribed onto a bronze plaque and erected in the community garden at the Civic Centre, as well as an update on the Signature Planter Canoe and Public Art at the Nokiidaa Trailhead. A land acknowledgement plaque was subsequently installed outside of the EG Civic Centre, featuring artwork by GIFN member Lauri Hoeg.</p> <p>GIFN Flag Installation On July 10, 2025, East Gwillimbury (EG) was honoured to permanently install the Chippewas of Georgina Island First Nation (GIFN) flag in its Council Chambers at the Civic Centre. The flag installation reflects the Town’s commitment to truth, reconciliation and strengthening relationships with the GIFN.</p> <p>Environmental Initiatives Indigenous Collaboration and Consultation EG’s Environmental Initiatives continues to demonstrate leadership in incorporating Truth and Reconciliation within Environmental Initiatives projects. The EG Manager of Environmental Initiatives, Criss Ross, is employing an approach to climate adaptation that includes advancing relation building in respect and reciprocity with the GIFN to work on both of our plans together. In September 2025, a sharing circle on climate adaptation in partnership with the GIFN on Georgina Island was held to listen to and include First Nations perspectives on climate adaptation planning. In addition, the Environmental Initiatives Manager hired a GIFN member through their band office, Hannah Big Canoe, to act as a part-time environmental liaison between the Town and the GIFN.</p> <p>Placemaking The naming of city locations reflects the values, history, and culture of its communities. To move towards more inclusive street naming practices, a former member of the EG Diversity and Inclusion Advisory Committee of Council (Tiiu Strutt) worked with the GIFN to develop a list of potential street names that include Indigenous community members. As a result of this work, developers selected a street name that is relevant to the Indigenous community. A street located at 2nd Concession Road and Mount Albert Road was named after Indigenous War Veteran, “Kenneth Blackbird Way.”</p>

CTA	Progress/Updates
<p>#47: Repudiate concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts</p>	<p>Upon hire, all Town staff are required to complete an asynchronous online Four Seasons training, which includes some content on the repudiation of the Doctrine of Discovery and terra nullius.</p>
<p>#57: Educate public servants on the history of Indigenous peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous rights, Indigenous law, and Indigenous–Crown relations.</p>	<p>As noted above, upon hire, all Town staff are required to complete an asynchronous online Four Seasons training, which includes detailed information about the past harms and legacy of residential schools.</p> <p>The Town also provides staff and Council with annual learning opportunities on the topic. In 2025, all Town staff and Council were invited to attend a 3-part learning series by the National Centre for Truth and Reconciliation, titled “Understanding the Residential School System.” Each session was one hour long. In 2024, all Town staff and Council were invited to attend a virtual tour of the Former Mohawk Institute Residential School, provided by the Woodland Culture Centre.</p> <p>Please see CTA #43 for a further information on staff training related to UNDRIP, treaties and Indigenous rights, Indigenous law, and Indigenous-Crown relations.</p>

CTA	Progress/Updates
#69.iii: Encourage libraries to commit more resources to public education on residential schools.	The Town has partnered with the East Gwillimbury Public Library (EGPL) on several events to share resources to public education on residential schools. For example, in 2025, EGPL staff provided a story reading of a book about residential schools at the NDTR and Orange Shirt Day Community Event, held in collaboration with the Town, the EGPL, and the Sharon Museum and Gardens. The EGPL also provides an NDTR and Orange Shirt Day recommended reading list each year, which the Town helps to promote.
# 79 iii: Develop and implement plans and strategies to commemorate residential school sites, the history of residential schools and contributions of Indigenous peoples to Canada's history.	Although former residential school sites are not located in East Gwillimbury, the Town is working to commemorate, remember, and mourn the harmful history of residential schools. For example, the Holland Landing Downtown Revitalization Project includes the process of "placemaking". (In anthropology, as well as in geography and other disciplines, there is a concept of "Space" vs. "Place." Space is location, physical space and physical geography. Place is what gives a space meaning, "personality" and a connection to a cultural or personal identity.) The Downtown Revitalization will engage in placemaking that aims to honour and strengthen our relationship with Indigenous communities. It will include the creation of an Orange Shirt Day Crosswalk, that brings awareness to the Town's commitment to respond to the Truth and Reconciliation Commission's 94 Calls to Action and express our grief and mourning over the thousands of Indigenous children who never returned home from residential school. The GIFN approved a design of the crosswalk.

CTA	Progress/Updates
<p>#80: Establish, as a statutory holiday, a National Day for Truth and Reconciliation to honour Survivors, their families, and communities, and ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.</p>	<p>Community Events On September 30, 2025, following a well-attended and moving NDTR and Orange Shirt Day flag ceremony, the Town held a NDTR and Orange Shirt Day Community Event in partnership with the East Gwillimbury Public Library and the Sharon Museum and Gardens. From 11 a.m. to 7 p.m., a Reconciliation Trail guided attendees through a journey of learning and quiet reflection. Prior to being brought to the Trail, the elements on exhibit were displayed for a week at the East Gwillimbury Public Library. At the same location, a NDTR and Orange Shirt Day gathering took place from 4 to 5 p.m. In prior years, the Town has commemorated NDTR and Orange Shirt Day at the EG Farmer’s Market with various interactive learning events.</p> <p>Flag Ceremony Each year, the Town holds a NDTR and Orange Shirt Day Flag Ceremony that is open to all staff and members of the public.</p>
<p>#93: Create/revise information kits for newcomers to reflect the history of Indigenous peoples, including information about the Treaties and the history of residential schools.</p>	<p>At the 2025 Welcoming Week Event held in East Gwillimbury, an IIDEA information table included information from various sources on how newcomers can participate in and contribute to truth and reconciliation processes.</p> <p>In addition, there is currently a discussion within the York Region Local Immigration Partnership and Newcomer Inclusion Table of York Region to develop a resource that is specific to York Region.</p> <p>Further, in 2025, to build skills and knowledge in this area, several Town staff attended Ridge Road Consulting and York Region’s Local Immigration Partnership’s capacity-building workshop, Reconciliation Matters for Newcomer-Serving Agencies.</p>

The Town has not yet started to work on the following TRC CTAs, but will consult with the Town’s Truth and Reconciliation Working Group on next steps, once it has been convened:

- #17: Enable residential school survivors and their families to reclaim names changed by the residential school system by waiving any administrative costs.
- #40: In collaboration with Indigenous people, create Indigenous-specific victim programs and services with appropriate evaluation mechanisms.

- #64: (For all levels of government that provide public funds to denominational schools) Require denominational schools to provide an education on comparative religious studies, which must include a segment on Truth and Reconciliation Commission of Canada Aboriginal spiritual beliefs and practices developed in collaboration with Aboriginal [Elders](#).
- #66: Establish funding for community-based youth organizations to deliver programs on reconciliation.
- #77: Work with the National Centre for Truth and Reconciliation to identify and collect copies of all records relevant to the history and legacy of the residential school system.
- #87: Provide public education that tells the national story of Aboriginal athletes in history.
- #88: Take action to ensure long-term Aboriginal athlete development and growth, and continued support for the North American Indigenous Games, including funding to host the games and for provincial and territorial team preparation and travel.

APPENDIX A: ACTION PLAN INITIATIVES PROGRESS TRACKING

1.0 Overarching IIDEA Work

Initiative Number and Project Name	Staff Branches Involved	Deliverables	Status and Progress	Year(s)
1.01 Addition of IIDEA Components to Staff Email Signature	People and Belonging; Communications	Provide staff the option on adding name recording to their emails and train staff on their importance.	Upcoming	2024
		Add shortened land acknowledgement language to employee email template.	Upcoming	
		Add link to pronouns in email signature that lead to an EG webpage on pronouns.	Upcoming	
1.02 Engage in Pay Equity Process in Accordance with the Ontario Pay Equity Act	People and Belonging	Building upon the work of the completed pay equity process for part-time staff in 2024, engage in a pay equity process to ensure ongoing compliance with pay equity amongst full-time staff, with any required adjustments to salaries applied.	Completed	2025
1.03 Employment Equity Policy Creation	People and Belonging	As part of the current policy review process, create a staff policy that includes Employment Equity.	In Progress	2025
		Develop and implement tools to support the employment equity policy and to support the pay equity statement already made in EG job postings.	Upcoming	
1.04 Equitable Celebration and Recognition of IIDEA Dates of Significance through	Communications Parks, Recreation and Culture; Employee Plus	Create and approve a revised comprehensive Communications IIDEA calendar that identifies all IIDEA dates of significance that will be included in social media posts.	Completed	2025-2027

Initiative Number and Project Name	Staff Branches Involved	Deliverables	Status and Progress	Year(s)
Communications and Events		Meet with Employee Plus Team and Events Team to review celebration of and resources allocated to minoritized faith groups' holidays and other IIDEA dates of significance with an equity lens.	Completed	
		Engage staff and residents on IIDEA dates of significance through events: Continue engaging staff and residents on National Indigenous Peoples Day, the National Day of Truth and Reconciliation and Orange Shirt Day, Pride Month, and Black History Month.	Completed	
		Engage staff and residents on IIDEA dates of significance through events: Begin also engaging staff and residents on the International Day of the Elimination of Racial Discrimination, Emancipation Day, AccessAbilities Week, Red Dress Day, Treaty Recognition Week, International Day for the Elimination of Violence against Women, Newcomer Welcoming Week, and Asian History Month.	In Progress	
		Collaborate with East Gwillimbury Public Library (EGPL) on dates regarding reading lists and potential events.	Completed	
		Promote the use of the community flagpole to encourage IIDEA-related flag ceremonies.	In progress	

Initiative Number and Project Name	Staff Branches Involved	Deliverables	Status and Progress	Year(s)
1.05 EG Policy and Procedure Creation Form Reviewed with an IIDEA Lens	Office of the CAO; Policy Review Committee	Policies revised and implemented. Procedure creation form revised and implemented.	In progress	2025
1.06 Promote Respectful Behaviour in EG Buildings	Parks, Recreation and Culture; People and Belonging	Review locations of Ontario Human Rights Code (OHRC) posters in EG buildings and consider where more might be needed.	In Progress	2025
		Train staff on the meaning of OHRC posters and EG Respectful Workplace Policy & Procedure.	Upcoming (Note that the name of the policy was changed to reflect its updated title.)	
1.07 Adequately Resource this IIDEA Action Plan and Engage in Effective Change Management	People and Belonging; All	Provide virtual presentation to onboard all EG staff onto new IIDEA Action Plan.	Completed	2025-2027
		Provide internal and external micro-learning opportunities about key concepts within the IIDEA Action Plan, such as information EG's Community Profile.	Completed	
		Review change management training providers and consider having at least one staff in each relevant department complete the training.	In progress	
		Seek additional grants to support this work.	Completed	
		Include IIDEA initiatives within 2026 and 2027 budget planning and business planning processes.	Completed	

Initiative Number and Project Name	Staff Branches Involved	Deliverables	Status and Progress	Year(s)
1.08 Create Award for Staff and Volunteer Recognition for IIDEA Work	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events); Communications	New awards created and implemented.	Upcoming	2025-2026
1.09 Stylize Internal Emails to All Staff Regarding IIDEA Dates of Significance	Communications; IT	IIDEA-related emails to be designed as a branded newsletter format with images and colour.	Completed	2025-2027
1.10 Increase Engagement on EG Social Media Posts Related to IIDEA	Communications	Utilize unique hashtags, e.g. #EGPride2025.	Completed	2025-2027
		Explore and employ additional social media engagement opportunities on IIDEA dates of significance (e.g. polls, etc.)	Completed	
1.11 Strengthen Community Engagement Approaches	Communications; IT	Community Engagement Framework developed and launched.	Completed	2025
		Improve ability to collect feedback and consultation data. Assess suitability of Qualtrics as a survey tool.	In progress	
1.12 Reduce Barriers to Diverse Community Groups Accessing EG Spaces	Parks, Recreation, and Culture	Review permit policy with an equity-based lens.	Completed	2025
		Use an equity-based lens to review criteria for becoming an affiliated community member.	Completed	

Initiative Number and Project Name	Staff Branches Involved	Deliverables	Status and Progress	Year(s)
		Review strategies for removing barriers to affiliated community members/organizations accessing EG spaces.	In progress	
1.13 Conduct IIDEA Employee Survey	People and Belonging	Conduct a survey to assess level of diversity and experiences related to inclusion, belonging, equity, and human rights/discrimination amongst EG staff.	In progress	2025-2027
		Goals for staff diversity and inclusion set and continuously measured.		
1.14 Increase External Visibility of EG IIDEA Initiatives	Communications	Review and revise website pages related to IIDEA.	Completed	2025-2027
		Develop tactics to increase traffic to IIDEA webpages.	Completed	
		Issue media releases for key IIDEA initiatives.	Completed	
1.15 Support Black, Indigenous 2SLGBTQIA+, and Newcomer Owned Businesses	Development Services	Complete a needs analysis.	Upcoming	2025-2027
		Complete environmental scan of potential tactics.	Upcoming	
		Develop and implement relevant tactics.	Upcoming	
		Continue sharing relevant grants and resources via Bulletin.	Upcoming	
1.16 Apply an IIDEA Lens to Review and Revise EG Recruitment, Interviewing, and Selection Processes	People and Belonging	Revised recruitment and selection practices.	Upcoming	2025-2026
		Revised external comms assets for recruitment (website, flyers, etc.)	Upcoming	
		Revised job posting template.	Upcoming	

Initiative Number and Project Name	Staff Branches Involved	Deliverables	Status and Progress	Year(s)
		Develop guide to and training on inclusive interviewing practices.	Upcoming	
		Goals for staff diversity and inclusion set and continuously measured.	Upcoming	
1.17 Apply an IIDEA Lens to Orientation Processes	People and Belonging	Revise orientation content and process. Include introductory content on IIDEA and the Town's related commitments and policies within orientation.	In Progress	2026
1.18 Inclusive Language and Imagery	Communications; All	Communications team and each department website administrator to receive training on inclusive language and imagery.	Upcoming	2025-2027
		In collaboration with IIDEA Lead, ensure an IIDEA lens is applied to language and imagery used in websites, forms, and other documents.	Upcoming	
		Language and imagery revised with an IIDEA lens.	Upcoming	
1.19 Diverse Representation in Stock Photos	Communications	Consult with other municipalities to learn from their process on conducting this initiative.	Upcoming	2025-2026
		Coordinate a photoshoot to increase the number of photos and imagery of underrepresented groups to be used in Town communications and marketing materials.	Upcoming	
1.20 Create and Implement		Conduct educational assessment with staff groups to determine content tailored to portfolios.	In Progress	2025-2027

Initiative Number and Project Name	Staff Branches Involved	Deliverables	Status and Progress	Year(s)
Comprehensive IIDEA Education Pathways (internal and external)	People and Belonging; Communications	Comms to support by designing graphics for workshops as needed.	Upcoming	
1.21 Improve the Town's Capacity to Apply an IIDEA Lens to Projects	CAO Office	Review and revise project management template documents to include an IIDEA lens.	Upcoming	2025
1.22 Include IIDEA Criteria in all Staff Performance Evaluations, Interview Questions, and Job Postings	People and Belonging	Review and revision of performance evaluation criteria, interview questions, and post postings to require IIDEA skills and demonstrated competencies.	Upcoming	2025-2026
		Create a list of IIDEA interview questions that can be pulled from.	In Progress	
1.23 Support the Anti-Hate Education Campaigns led by the Municipal Diversity and Inclusion Group (MDIG)	Communications	Budget for possible campaign ads.	Completed	2025-2027
		Consider workshop development and implementation in collaboration with EG Public Library, or at other venues or platforms.	Completed	
1.24 Review Career Development and Leadership Advancement Opportunities to Identify Wise Equitable Practices	People and Belonging	Assess current processes for career development and leadership advancement opportunities with an IIDEA lens and implement any relevant changes.	Upcoming	2026-2027
1.25 Improve inclusivity of Fire and Emergency Services Facilities, Procurement, and Recruitment Practices	Fire and Emergency Services; People and Belonging;	Ensure availability of Fire and Emergency Services equipment and uniforms that are suitable for diverse body types, including revising associated procurement practices.	Completed	2025-2027

Initiative Number and Project Name	Staff Branches Involved	Deliverables	Status and Progress	Year(s)
	Parks, Recreation, and Culture	Retrofit existing Fire and Emergency Services facilities to ensure inclusive facilities in relation to available washrooms and sleep areas.	Completed	
1.26 Encourage an Interest in Fire and Emergency Services Amongst Youth from Marginalized and Historically Excluded Communities	Fire and Emergency Services; People and Belonging	Explore possibility of holding a fire skills youth camp. Intentionally invite youth from marginalized and historically excluded communities to attend camp.	In progress	2025-2027
1.27 Review the Public Appointment Policies and Procedures for Advisory Committees of Council	Legal and Legislative Services; People and Belonging	Review Committee Public Appointment policy and procedures.	In Progress	2025
		Make recommendations on how to remove barriers to increase representation of Indigenous, Black, and racialized Peoples with appointments.	Upcoming	
1.28 Sign up for 50:30 Challenge and sign the Black North Initiative (BNI) Pledge	People and Belonging	50:30 Challenge signed and incorporated into diversity goals.	No longer possible: Unfortunately, the Federal Government closed the 50/30 Challenge to new signatories as of March 31, 2025, so this deliverable is no longer possible.	2026
		BNI Pledge signed and incorporated into diversity goals.	In Progress	
1.29 Implement the Gender-Based Analysis Plus (GBA+) Analytical Method to Assess Systemic Inequities	All	All Senior Management Team and Emergency Management Team to complete GBA+ virtual training.	Upcoming	2025-2026
1.30 Progress Employee Resource Groups (ERGs) at EG	All; Communications	Meet with the EDI Employee Resource Group that previously operated at EG and gather feedback about their interest in continuing/advice on steps forward.	In Progress	2025-2026

Initiative Number and Project Name	Staff Branches Involved	Deliverables	Status and Progress	Year(s)
		Survey Town staff to assess interest in joining/leading an Employee Resource Group, such as a 2SLGBTQIA+ Employee Resource Group and/or a racialized staff Employee Resource Group .	Upcoming	
		If interest is indicated, develop resources and supports for Town Employee Resource Groups as needed.	Upcoming	
1.31 Support Affordable Housing Initiatives	Development Services	Continue to meet with York Municipal Housing Working Group to support affordable housing initiatives where possible.	In Progress	2024-2027

2.0 Anti-Racism, Resisting Xenophobia, and Inclusion of Minoritized Faiths

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
2.01 Increased access to and use of language interpretation	Communications (Customer Services)	As part of the Service Experience strategy, explore language interpretation options for non-English speakers who enter EG facilities.	Upcoming	2025-2026
		Develop and implement translation policy.	Completed	
		Survey front-line staff on what languages they speak to inform residents of availability of staff who speak languages other than English.	Upcoming	
2.02 Leave Policy Regarding Faith-Based Observances	People and Belonging	Policy created.	In Progress	2025-2026
		Create resources on the definition and observance practices for each faith-based date of significance.	In Progress	
		Training to people managers created and delivered.	Upcoming	
		Staff educated about policy during orientation.	Upcoming	
2.03 Designate a Room as a Prayer/Meditation/Low Sensory Room Within All Staffed EG Buildings	Parks, Recreation, and Culture (Municipal Facilities); People and Belonging	A room designated as a prayer/meditation/low sensory room within each EG building, with appropriate materials (e.g. prayer mats, signage, etc.)	In Progress	2024-2027
		Ensure ablution station provided via washroom/changeroom retrofit or portable unit.	In Progress	
		Communicate about related policies and procedures for room usage.	In Progress	

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
2.04 Participate in Annual Celebration of Newcomers in Collaboration with York Region	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events); Communications	Participate in York Region Newcomer Celebration Event planning meetings.	Completed	2025-2027
		Hold events during York Region celebration of newcomers 2025 and 2026 (These events may be confirmed as “Welcome Week” in September.)	Completed	

3.0 Dismantling Anti-Black Racism

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
3.01 Strengthen relationship with organizations that are working to serving the Black community / People of African Descent and dismantling anti-Black racism	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events); Communications	Meet with NACCA and YRAACC to discuss possible collaborations/amplification of initiatives.	Completed	2025
3.02 Develop Afrocentric Recreation and Culture Activities	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)	Afrocentric recreational activities created and implemented.	In Progress	2025-2027
3.03 Education for All Staff on Anti-Black racism	People and Belonging	Anti-Black racism training to be provided for all staff.	In Progress	2025

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
		Customized trainings created for and delivered to Extended Management Team.		
3.04 Create African Ancestral Acknowledgement	Communications	Consult with relevant community organizations on the creation of an African Ancestral acknowledgement and related resources.	In Progress	2025-2026
3.05 Provide Training for By-Law Staff to Identify and Address Anti-Black Racism	People and Belonging; Development Services	Hire consultant to co-develop and co-facilitate training.	Upcoming	2026
3.06 Convene a Dismantling Anti-Black Racism Working Group	All	Engage staff, residents, and external groups to join working group with a focus of dismantling anti-Black racism.	Completed	2025

4.0 Anti-Colonialism, Truth and Reconciliation, and Resisting Anti-Indigenous Racism

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
4.01 Strengthen Land Acknowledgement Resources and Knowledge	Communications	Develop guide and related resources on delivering land acknowledgement and reflection.	Upcoming	2025-2026
		Consider reviewing land acknowledgement language.	Upcoming	
4.02 Indigenous-Centric Recreation and Culture Programming	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)	Develop Indigenous dance classes and/or other physical activities, ensure they are led by Indigenous knowledge holders and that they are compensated for this work.	In-Progress	2025-2027
		Explore possibility of discounting cost of recreational programming for Williams Treaties First Nations as a part of reconciliation journey.	Upcoming	
		Launch Health and Active Living Plaza with Pow Wow, in consultation with Indigenous communities.	Completed	
		Celebrate National Indigenous History Month at the Farmers Market, with discounted vendor fee for Williams Treaties First Nations.	Completed	
		Review and revise camp practices with Truth and Reconciliation lens.	Upcoming	

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
4.03 Engage in Placemaking Actions to Support Indigenous Language Revitalization and Sharing Indigenous Knowledges	Communications; People and Belonging; Parks, Recreation, and Culture	Add mention of Indigenous teachings/language to key signage (e.g. Town Entry Signage, nature trail signage with multimedia components, etc.)	In Progress	2025-2027
		Invite consultation with the Georgina Island First Nation on naming Health and Active Living Plaza Event Street with an Anishinaabemowin word and hold a naming ceremony.	Completed	
		Install an Orange Shirt Day crosswalk in consultation with the Georgina Island First Nation.	Completed	
4.04 Provide a Platform for Indigenous Communities to Share Traditional Knowledge of Environmental Initiatives	Environmental Initiatives	Organize nature hikes with Indigenous knowledge keeper facilitation.	Upcoming	2025-2027
		Organize and launch York-wide Symposium on Environmental Preservation and Indigenous Knowledges.	Upcoming	
4.05 Create Indigenous Consultation Policies and Procedures	Office of the CAO; Engineering and Public Works; Communications	Draft a procedure on how EG staff will consult and engage with Indigenous communities.	Upcoming	2025-2027
		Engage with consultant and with Williams Treaties First Nations and Urban Indigenous Community in EG to create an Indigenous Consultation Policy and related procedures to provide a standard of practice for when Indigenous communities should be consulted and how.	Upcoming	

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
		In policy, include consultation processes that involve the urban Indigenous population within EG and share surveys at the end of events related to Indigenous Peoples to engage and increase community contacts.	Upcoming	
		Consult with Ministry of the Environment, Conservation and Parks and Ministry of Natural Resources.	Upcoming	
4.06 Economic Reconciliation Approaches	Office of the CAO; Parks, Recreation and Culture; Office of the CAO; Finance; Development Services	Continue relationship building with departments within GIFN and other Williams Treaties First Nations to assess whether there are grant partnership opportunities.	Completed	2025-2027
		Increase awareness amongst Indigenous owned businesses about EG procurement processes.	Upcoming	
4.07 Convene Truth and Reconciliation Working Group	People and Belonging; Communications; Parks, Recreation and Culture; Engineering and Public Works	Convene Truth and Reconciliation Working Group and develop Terms of Reference.	Upcoming	2025-2027
		Review and address Truth and Reconciliation Commission's Calls to Action (TRC CTA), United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Missing and Murdered Indigenous Women, Girls, and Two-Spirit (MMIWG2S) Peoples Calls to Justice (CTJ), and to inform other Truth and Reconciliation initiatives.	Upcoming	
		Invite Williams Treaties First Nations and Urban Indigenous population within EG to join working group for those that have interest/capacity, and compensate them for every meeting attended.	In Progress	

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
4.08 Install Flag(s)/Banner(s) in EG Council Chambers to Reflect Commitment to Reconciliation and Strengthening Relationships with Indigenous Communities	Office of the Clerk	Consultation with Williams Treaties First Nations communities.	Completed	2025-2026
		Installation of flag(s)/banner(s).	Completed	
4.09 Smudging Procedures and Education	People and Belonging; Parks, Recreation, and Culture (Municipal Facilities)	Create and implement procedures and education on smudging ceremonies; ensure relevant staff are trained on how to respond when a request is made for smudging.	Upcoming	2025-2026
		Communicate to public about EG's welcoming of smudging ceremony in staff buildings.	Upcoming	
4.10 Seek Out Grant Opportunities Regarding Environmental Initiatives and Indigenous Relations	Environmental Initiatives; Office of the CAO	Identify grants which can provide resources for initiatives related to truth and reconciliation, anti-colonialism, and Indigenous Relations in relation to Environmental Initiatives.	Completed	2025-2027
		If possible, partner with Williams Treaties First Nations on grants	Completed	
		Explore possibility of developing Memorandum of Understanding with Georgina Island First Nations / additional Williams Treaties First Nations on how we can work together on grants in relation to Environmental Initiatives.	Completed	

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
4.11 Indigenous Consultation and Engagement Training	Development Services; Engineering and Public Works; Parks, Recreation, and Culture, People and Belonging; Communications	Select vendor and implement training for relevant departments for staff involved with public consultations.	Completed	2025-2026
4.12 Add Indigenous History to Town Tour for New EG Staff	People and Belonging; Development Services	Partner with the EG Public Library to research and review relevant Indigenous history of the land on which EG is situated.	Completed	2025-2026
		Consult with local Indigenous communities on revised content.	Completed	
		Revised content included in Tour content.	Completed	

5.0 2SLGBTQIA+ Inclusion and Gender Justice

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
5.01 Ensure EG Town Physical Spaces are 2SLGBTQIA+ Friendly	Parks, Recreation and Culture (Municipal Facilities)	Scan all EG owned buildings and centres to ensure they are 2SLGBTQIA+ friendly (e.g. gender-neutral washrooms/change spaces, appropriate signage, positive space signage, websites clearly indicate location of gender-neutral spaces, inclusive bathroom signage that discourages gender-policing and transphobia, etc.)	Upcoming	2025-2026

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
		Ensure all bathrooms have change tables to ensure gender equity.	Upcoming	
5.02 Raise the Inclusive Pride Flag	Communications	Use newest version of Pride Flag with Intersex and Two-Spirit symbols during Pride month.	Completed	2024-2025
		Communicate about meaning of flag at future flag raisings.	Completed	
5.03 Work with Town Businesses to Increase 2SLGBTQIA+ Inclusion	Development Services; Communications	Promote the usage of 2SLGBTQIA+ positive space signage by EG businesses.	Upcoming	2024-2027
		Encourage EG businesses to decorate and celebrate Pride Month and engage in inclusive 2SLGBTQIA+ practices. Provide EG businesses with relevant resources for this work.	Upcoming	
5.04 Create 2SLGBTQIA+ Inclusive Recreation and Culture Activities	Parks, Recreation and Culture; People and Belonging; Communications	Create programming such as vogue dance classes, an annual ballroom event, 2SLGBTQIA+ themed youth march break camp, trans positive swim, 2SLGBTQIA+ dodgeball league, etc. Develop and implement strategies to hire staff with related expertise as needed.	In Progress	2024-2026
		Develop promotions for equity-based PRC programming.	Upcoming	

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
5.05 Encourage Sharing of Pronouns	People and Belonging; IT; Communications	Develop several tools to educate and promote the use of pronouns. This includes the use of MS 365 profile cards with pronoun functionality, pronoun buttons, staff training, public workshops, virtual backgrounds, and business cards.	Completed	2024-2025
5.06 Strengthen Relationships with 2SLGBTQIA+ Community Organizations	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)	Meet with York Pride and Pflag and identity potential to collaborate on/amplify initiatives.	In Progress	2024-2025
5.07 Participate in the York Pride Trans Pride March and Pride Parade	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events); Communications	March in York Pride Trans Pride March, in addition to the York Pride Pride Parade.	Completed	2025-2026
		Consider having Town tent at end of Parade route for York Pride 25 th anniversary celebrations.	Completed	
5.08 Review EG Staff Gender Affirmation Coverage Within Benefits Package	People and Belonging	Review EG staff gender affirmation coverage within benefits package and identify any possible improvements.	Upcoming	2026
5.09 Reduce Barriers to Women Participating in Sports and Physical Activity	Parks, Recreation, and Culture (Recreation, Community Engagement, and Events)	Women's only swim implemented.	Completed	2025
		Women's only weightlifting hours implemented.	Upcoming	

6.0 Accessibility and Disability Justice

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
6.01 Staff Training on Creating Accessible Documents	Communications; People and Belonging (Health, Safety and Wellness Coordinator)	Identified staff to attend training on how to create accessible documents. Participants will become subject matter experts and coach other staff.	Completed	2024-2025
6.02 Guide for Creating Accessible Events	PRC - Recreation, Community Engagement, and Events; Comms and People and Belonging (Coordinator of Health, Safety, and Wellness)	Create a guide, including accessibility of event spaces, communications, registration, flyer design, social media posts, and other relevant components. The guide will be for staff and community members who organize events.	Upcoming	2026-2027
6.03 Apply for Grants that Can Improve Accessibility of EG Spaces	People and Belonging (Coordinator of Health, Safety, and Wellness)	Relevant grants identified and applications submitted.	Completed	2024-2026
6.04 Create Universal Design Guidelines for all New Developments and Renovations	Parks, Recreation and Culture; Development Services; EPW	Ensure newly created or renovated buildings, centres, playgrounds, and trails adopt Universal Design Principles by creating a guideline. Implement guideline.	Upcoming	2025-2026
6.05 Improve Accessibility of Town Communications at	Communications; People and Belonging (Coordinator of Health, Safety, and Wellness)	Determine standard for live captions are provided at streamed events and for when to provide ASL/LSQ Interpretation at internal events, external events, and Council meetings.	Upcoming	2025-2026

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
Events and within Mailings		Collect information from residents on what their preferred method of communication is to receive Town communications (e.g. Braille, sign language, plain language, etc.).	Upcoming	
6.06 Hold Workshops and Speaking Events During AccessAbility Week	Parks, Recreation, and Culture; People and Belonging (Coordinator of Health, Safety, and Wellness)	Apply and receive grant; if successful, plan and provide 2 years of workshops and speaking events. Explore possibility of holding events in the event that the grant is not received.	In Progress	2024-2026
6.07 Seek Rick Hansen Foundation Accessibility Certification™ (RHFAC)	People and Belonging (Coordinator of Health, Safety, and Wellness); Parks, Recreation, and Culture	2-3 Staff to be enrolled in Rick Hansen Foundation Accessibility Certification™ (RHFAC) program.	Completed	2025-2027
6.08 Explore Partnership Opportunities to Provide EG Businesses with Education and Resources on Increasing Accessibility	Development Services	Share education opportunities and resources about accessibility with EG businesses via Bulletin.	Upcoming	2025-2026
6.09 Explore Ways s to Encourage Developers to Implement Wise Accessibility Practices	Development Services	Explore ways to encourage developers to incorporate wise accessibility practices beyond the AODA requirements into new buildings.	Upcoming	2025-2026
		Implement relevant strategies.	Upcoming	

Initiative Number and Project Name	Primary Staff Involved	Deliverables	Status and Progress	Year(s)
6.10 Increase Accessibility of Town Roads and Sidewalks	Engineering and Public Works	Install proactive AODA sidewalk ramp retrofits based on priority locations identified each year.	In Progress	2024-2027
		Research wise practices in policy and practices regarding enclosed mobility devices. Implement any related bylaw changes and communicate changes to staff and community.	Upcoming	
6.11 Continue to implement the EG Multi-Year Accessibility Plan (MYAP) Note: This initiative restates the work already indicated in the 2023-2027 MYAP, without adding any additional work.	People and Belonging (Coordinator of Health, Safety, and Wellness)	Multi-Year Accessibility Plan (MYAP) implementation continued See: https://www.eastgwillimbury.ca/en/About-East-Gwillimbury/Accessibility/EG-MYAP-2023-2027.pdf Note that the initiatives within the Multi-Year Accessibility Plan are now led by People and Belonging (Coordinator Accessibility, Indigeneity, and Equity.)	In Progress	2025-2027

APPENDIX B: EAST GWILLIMBURY DISMANTLING ANTI-BLACK RACISM WORKING GROUP BIOS

Community Members

Adeife Adekusibe [she/her] – DABR Working Group Co-Chair – CPA and Senior Project Manager

Adeife Adekusibe is a CPA and Senior Project Manager who brings both professional expertise and lived experience to the Dismantling Anti-Black Racism Working Group. Growing up in a community where she was often one of the few Black people, and later navigating offices and boardrooms in similar circumstances, Adeife deeply understands the weight of underrepresentation. She is committed to being that voice at the table, advocating for children, youth, young professionals, and families so they feel seen, supported, and empowered. As a mother of two, Adeife is especially passionate about shaping an education system and community where Black youth can thrive. Her goal is to create the opportunities and tools she once wished she had, ensuring a better path for future generations.

Cameron Davis [he/him] – Black York Region Youth Co-Founder

Cameron Davis is a student and activist from Ontario. In 2020, he spoke at a Black Lives Matter protest, addressing the stresses he faces just trying to be a kid, and the speech later went viral. Shortly after, he co-founded BYR Youth, an organization that advocates for Black youth in the region of York, Canada, and also promotes allyship and community leadership. He has shared his message locally and globally through speaking engagements with students, police and governments. He is also a youth leader for the Children's General Assembly, which presents an annual manifesto to the United Nations General Assembly.

Davis is currently studying for a political science degree at the University of Ottawa, while also designing his clothing brand, 721 Merch, which raises money for disenfranchised youth. He is the recipient of several scholarships, including the Iris Malcolm Memorial Award, the JCA Dudley Laws Memorial Scholarship and the Alliance of Educators for Black Students Lesmond Scholarship. Watch Cameron's TED Talk: [Cameron Davis: How Gen Zers can use their voice for change | TED Talk](#)

Jellisa M. Ricketts [she/her] – Ph.D. Student, Social and Political Thought, York University

Jellisa Ricketts is a Ph.D candidate in Social and political Thought through the Black Studies and Theories of Race and Racism stream. Her research focuses on spatial theory, architecture, and Black geographies. As an aspiring spatial theorist and scholar activist, she hopes to work with members of Black communities both within and outside of academia, to create Black affirming spaces that foster inclusivity and opportunity.

Anika Forde [she/her] – Director, York University and Founder, Forde Consult Group

Community builder, strategist, and PhD candidate, Anika explores the intersections of failure, socio-economic well-being, and wealth outcomes. Through her consultancy and academic work, she empowers organizations and individuals to drive change and transformation.

Baron Ntambwe [he/him] – Software Engineer

Baron Ntambwe is an African-Canadian professional Software Engineer. Most of his work focuses on AI, Big Data and Distributed Systems. He holds a Bachelor of Engineering in Computer Systems, a Bachelor of Technology in Software Engineering, and a Master of Science in Artificial Intelligence. With a strong educational foundation, Baron embarked on a successful career in software engineering. He has held various leadership roles, including Engineering Manager III at Amazon AWS and Senior Engineering Manager at Walmart Global Tech based in Silicon Valley, San Francisco. His professional journey is marked by a commitment to excellence and a drive to push the boundaries of technological advancements. Beyond his professional accomplishments, Baron is a member of the Baha'i Faith, whose principles of the Oneness of Mankind has prompted him to be dedicated to giving back to his community. He serves on the Strategic Committee at NACCA and actively participates in community-building activities initiated by NACCA as well as by his local Baha'i Community, spending most of his weekends engaged in service and youth empowerment work. Through his endeavors, Baron strives to make a positive impact in the world around him.

Nadia Hansen [she/her] – Youth Director for the Newmarket African Caribbean Canadian Association (NACCA)

Nadia grew up in Newmarket and has witnessed her community's evolution over the years. A passionate and driven advocate, she is dedicated to uplifting those around her and making a meaningful impact through civic engagement. Nadia currently serves as Constituency Manager/EA for MPP Dawn Gallagher Murphy, where she combines her love for politics and governance to support effective public service. She holds a Bachelor of Arts in Human Rights and a Master of Arts in Political Science. Since late 2023, Nadia has been serving as the Youth Director for the Newmarket African Caribbean Canadian Association (NACCA), where she continues to champion youth empowerment and inclusive community development.

Sophia McKenzie [she/her] – Board Member, York Region Alliance of African Canadian Communities

Sophia McKenzie is an advanced practice Registered Nurse who obtained her undergraduate degree from the University of Toronto and her Master's Degree from D'youville University in Buffalo New York. Sophia's specialties include primary and community nursing, palliative care, dementia and Alzheimer's care as well culturally sensitive and competent care in the health sector. She currently manages a 72 bed unit at a GTA hospital and is also a Nursing professor at Toronto Metropolitan University teaching maternal child nursing, mental health nursing and community nursing with an equity diversity and inclusion lens to eliminate health disparities within communities of colour.

Staff Members

Shannon Giannitsopoulou [she/her; fae/faer; per/pers] – DABR Working Group Co-Chair, People and Belonging Accessibility, Indigeneity, and Equity Coordinator at East Gwillimbury

Shannon holds a master's in social justice education from the University of Toronto and is completing a Doctorate of Education in the same program. She also holds an Ontario College Graduate Certificate in Corporate Communications and Public Relations and a Project Management Professional Certification from the Project

Management Institute. Shannon a social justice practitioner, project manager, educator, and critical researcher. She has 15+ years' experience of managing complex portfolios, building reciprocal relationships, and conducting social justice research with an anti-oppressive framework, including anti-racist, anti-colonial, gender justice (including GBA+), disability justice, and intersectional approaches. She identifies as a queer and genderqueer person with an invisible disability, and a white, first generation settler living within treaty 13 territory in Tsi Tkaronto.

Zefe Osime-Fakolade [she/her] – Manager, IT Business Solutions, Corporate Services at East Gwillimbury

With a foundation in transit community engagement, Zefe continues to advance diversity, equity and inclusion. In her previous role at the Region of Durham, she was the co-chair of the Durham Region Anti-Black Racism Working Group where she led the planning and coordination of events aimed at promoting awareness, education, and community involvement. Specifically, she was instrumental in implementing the Region's first Emancipation Day transit bus wrap and played key roles in contributing towards Emancipation Day and Black History Month celebrations. Zefe is committed to fostering inclusive spaces and uplifting others through intentional, community-driven programming.

Cristina (Criss) Ross [she/her] – Manager, Environmental Initiatives, Corporate Services at East Gwillimbury

Criss is an Ecuadorian-born Canadian that has moved around the world her whole life, so she feels as a universal citizen. With a bachelor's degree in Nature-based tourism, diplomas in higher education and public administration, and masters in sustainable development and environmental management, she has worked for the public and private sector in different countries. Her afro-Ecuadorian background makes her feel the drums and marimba singing a tropical song in her mum's voice wherever she goes.

Mikhaela Timoll [she/her] – Program Assistant, Environmental Initiatives, Corporate Services at East Gwillimbury

Mikhaela is a recent graduate from the University of Waterloo where she completed a Bachelor of Environmental Studies in Geography and Environmental Management. In her role, she is supporting several of the Town's environmental initiatives, such as the creation of the Town's Climate Adaptation Plan. She brings a keen anti-racist and equity lens to her work. Mikhaela is a multiracial woman with a Filipino-Jamaican background, and is passionate about dismantling anti-Black racism.



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This report is available in an
alternative format by request.