



DATE: June 26, 2024

TO: Waste Management Authority and Energy Council

FROM: Candis Mary-Dauphin, Program Manager

SUBJECT: Update on StopWaste Equity and Empowerment Initiatives

SUMMARY

In March 2023, staff shared with the Board an overview of the Agency’s Equity & Empowerment Plan. The plan was developed under the leadership of the Agency’s Equity & Empowerment team, with the input and consultation of a broad representation of staff. The purpose of the plan is to support the Agency in making the shifts needed to align Agency culture, structure, and work with the aim of “holding social and racial equity at the center of our work.” The plan is intended to guide the Agency in continuously expanding its current field of vision in a way that authentically values and respects the wholeness of people and communities – both internally and externally, so that we can unlock previously unseen opportunities and increase the impact of our work.

Since the most recent update, staff have been working on implementing the actions in the plan, and continually evaluating our strategy and approach based on new and evolving information.

DISCUSSION

Since equity was adopted as an organizational aim in 2020, staff have been committed to applying an equity lens to the Agency’s work – both through its community-facing programming and internal efforts. Equity-focused improvements have been made in many areas, such as recruiting, grants, and partner training. Part of the purpose of the equity plan is to keep track of such efforts, and support staff in continuing to deepen their understanding of equity issues, and how to address them in our work.

The plan was developed with the intention of being a living document – staff anticipates that the actions within the plan will need to be continuously revisited as the Agency and our external environment change over time. Through initiating implementation and monitoring successes, struggles, and feedback, the Equity & Empowerment team has identified opportunities to make adjustments anticipated to have more meaningful and lasting impact, such as further integrating

equity into the Agency's evaluation process and developing tools and principles to support staff in their program design and continual personal development.

At the June 26 meeting, staff will provide a brief refresher on the plan, discuss some examples of the work that is underway, raise some of the challenges and opportunities observed in implementing the plan, and discuss adjustments being made based on learnings from early phases of implementation.

RECOMMENDATION

This item is for information only.