

The logo consists of the letters 'HBE' in a large, bold, white sans-serif font, with the word 'Forum' in a smaller, white sans-serif font directly below it. The entire logo is contained within a solid black circle.

HBE
Forum

The background of the slide features a detailed architectural line drawing of a city skyline with various buildings and structures. The drawing is rendered in black lines on a white background, with some green elements representing trees and parks. The drawing is partially obscured by a dark grey rectangular area that contains the main text.

Practices and inspiration for sustainable transportation equity: Case studies from Canadian cities

February 15, 2024 | 12 - 1pm Pacific Time (PT)

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National Collaborating Centre
for Environmental Health

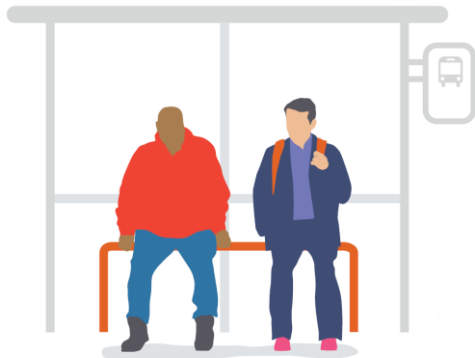
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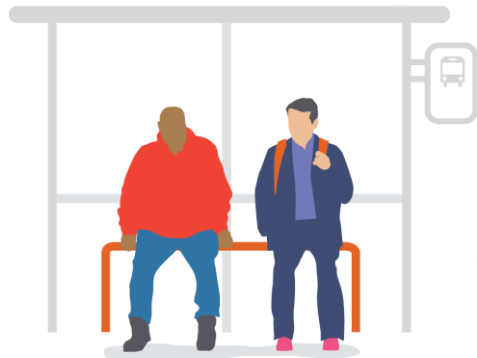
Over 1 million Canadians live in transportation poverty.



Governments are making major investments in active transportation and transit.



**Cities are putting equity
on their policy agendas.**



Cities have the opportunity to build transportation systems that work for everyone.



**How can we move
transportation equity from
rhetoric to reality?**

NEW REPORT



PRACTICES AND INSPIRATION FOR SUSTAINABLE TRANSPORTATION EQUITY

Case studies from Canadian cities



1 ELEMENTS OF TRANSPORTATION EQUITY

2 POLICY CONSIDERATIONS

3 CASE STUDIES

4 PROMISING PRACTICES

5 REMAINING CHALLENGES

**What does transportation
equity *really* mean?**

TRANSPORTATION EQUITY

Equity is...

- 1 | not the same as equality.
- 2 | about people.
- 3 | intersectional.
- 4 | about process and outcomes.
- 5 | linked to systems of power.



**How are cities formalizing
equity commitments into
policy?**

EQUITY POLICY SCAN

SHORTLIST

	City	Province	Equity Policy Document Name & Link	Year	2021 CSD Pop
1	Vancouver	BC	Equity Framework	2021	662,248
2	Ottawa	ON	Equity & Inclusion Lens	2018	1,017,449
3	Halifax	NS	Diversity & Inclusion Framework	2018	439,819
4	Edmonton	AB	Art of Inclusion + Equity Toolkit	2019	1,010,899
5	New Westminster	BC	Diversity, Equity, Inclusion and Anti-racism framework	2022	78,916
6	Victoria	BC	Equity Framework	2022	91,867
7	Saskatoon	SK	Triple Bottom Line Framework + Equity Toolkit	20/21	266,141
8	Montreal	QC	Solidarity, Equity and Inclusion Plan: So No One Is Left Behind	2021	1,762,949
9	Burnaby	BC	Social Sustainability Strategy	2011	249,125
10	Oshawa	ON	Equity & Inclusion Lens	2021	175,383
11	Stratford	PEI	Diversity & Inclusion Plan	2018	10,927
12	Moncton	NB	Social Inclusion Plan	2016	79,470
13	London	ON	Community Diversity & Inclusion Strategy	2017	422,324
14	Newmarket	ON	DEI Plan + Lens	2021	87,942
15	Hamilton	ON	EDI Handbook	2019	569,353
16	County of Kings	NS	Toward Equity and Diversity: A Strategy for Belonging	2021	62,914
17	Calgary	AB	Gender Equity, Diversity and Inclusion Strategy	2019	1,306,784
18	Windsor	ON	Diversity & Inclusion Initiative	2018	229,660
19	Vaughan	ON	DEI Plan	2021	323,103
20	Markham	ON	Diversity Action Plan + Anti-Black Racism Plan	2022	338,503
21	Toronto	ON	Youth Equity Lens	2014	2,794,356
22	Mississauga	ON	Workplace Diversity & Inclusion Strategy	2017	717,961

EQUITY POLICY SCAN

Ten considerations for the development of municipal equity policies in Canada

1. Start with a clear vision for systemic change
2. Ground the approach in local context
3. Centre diverse voices
4. Think critically about language
5. Apply an intersectional approach
6. Audit status quo for opportunities to improve
7. Adopt tools to evaluate equity impacts
8. Create structures for accountability
9. Establish baseline and monitor impacts
10. Embrace a learning mindset

EQUITY POLICY SCAN

1

**Start with a clear
vision for
systemic change**

“**The Equity Framework is not an action plan.** It is a conceptual, grounding, foundational document, out of which a number of toolkits and action plans flow (...) The Equity Framework lays the foundation for **culture change** within the City of Vancouver as an organization.”

- City of Vancouver Equity Framework, 2021

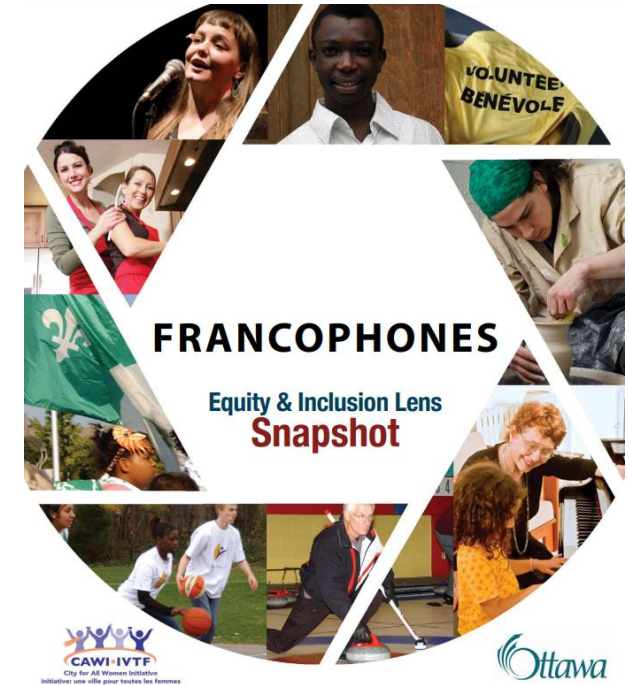
EQUITY POLICY SCAN

2

Ground the approach in local context

“The Snapshots are short booklets developed by community leaders to help you learn more about the people in our workforce and in the community who risk exclusion.”

- City of Ottawa Equity & Inclusion Lens, 2018



EQUITY POLICY SCAN

4

**Think critically
about language**

“ Both diversity and inclusion are also important when embedding equity. **However, they are not able to tackle the dismantling of systems of oppression that equity gets us to.** Equity is the foundation of the Equity Framework; diversity and inclusion support equitable outcomes.”

- City of Victoria Equity Framework, 2022

EQUITY POLICY SCAN

5

Apply an
intersectional
approach

“We all have multiple identity factors that overlap and contribute to the ways in which we experience our workplace and city. Depending on how our identity factors overlap, **some of us experience multiple and compounding barriers to inclusion which can limit our options, opportunities and participation.** This is intersectionality.”

- City of Edmonton’s the Art of Inclusion, 2019

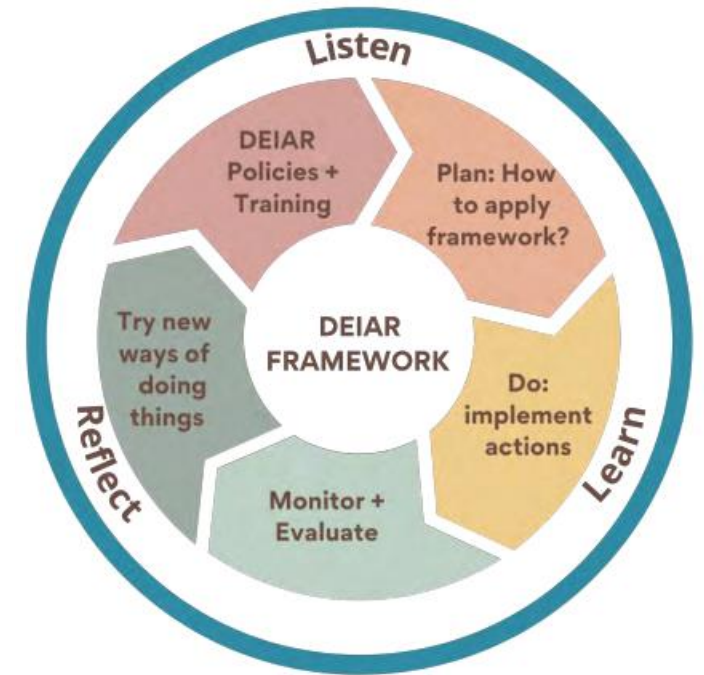
EQUITY POLICY SCAN

8

Create structures for accountability

“Establish an Equity Office with permanent funding. ... Having dedicated staff and resources to advance DEIAR related work internally will **be essential in building capacity within the City** to move the work forward.”

- New Westminster’s Diversity, Equity, Inclusion and Anti-Racism Framework, 2022



EQUITY POLICY SCAN

Ten considerations for the development of municipal equity policies in Canada

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**How can cities
apply transportation equity on
the ground?**

Promising practices for embedding equity in sustainable transportation interventions

1 

Formalize a city-wide commitment to equity in municipal policies, plans, and strategies.

2 

Integrate equity in transportation-specific policies and plans.

3 

Establish a clear vision for what equity means for transportation.

4 

Mandate systematic equity analysis as part of any municipal decision.

5 

Tap into varied data to identify equity needs.

6 

Apply an intersectional approach.

7 

Support equity analyses with staff resources and data.

8 

Embed equity specialists within work teams.

9 

Convene advisory committees that include representation from structurally marginalized communities.

10 

Rethink public engagement to reach under-engaged groups.

11 

Remove barriers to community engagement.

12 

Prioritize resource allocation in neighbourhoods that need them most.

13 

Support continuous learning across the organization.

14 

Learn from experimentation.

15 

Audit status quo for opportunities to improve.



POLICY AND STRATEGY



ANALYSIS AND REPORTING



ENGAGEMENT AND REPRESENTATION



PRIORITIZATION AND IMPLEMENTATION



LEARNING AND EVALUATION

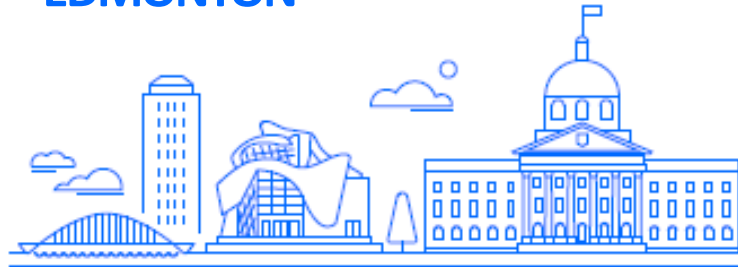
CASE STUDIES

NEW WESTMINSTER



“I think we’re getting much better at...identifying communities that don’t normally come out, that don’t normally talk to us, don’t have the privilege of knowledge, time, childcare, to go to an event. We need to go to them.”

EDMONTON



“There’s a lot of frustrations of trying to fill in the GBA+ section or understand how it does and doesn’t apply to projects. But again, even though it has been challenging, I think we’re still in a lot better place.”

OTTAWA



“The map of Equity Priority neighbourhood is something that people can really grab on to. Otherwise, it’s a lot harder.”

CITY SPOTLIGHTS



Leading with local:
County of Kings, Nova Scotia



Harnessing data to drive change:
Oakland, California



Exploring equity across scales:
Toronto, Ontario



Centring community:
Seattle, Washington



Legislating equity into decision-making:
Washington, DC

OTTAWA

2018

Equity and Inclusion Handbook

- Based on Ottawa's original Equity and Inclusion Lens Guide (2010, updated 2015).
- Guided staff to question their assumptions and identify their position with power structures.
- Provided checklists that ask questions designed to help staff identify and mitigate inequities in their work.
- Developed data-driven profiles of structurally marginalized communities in Ottawa, identified key issues they face, and relevant City initiatives.

2021

Women and Gender Equity Strategy

- Recommended the creation of a new section for equity implications in corporate reports, with a focus on issues related to gender, race, and Indigenous peoples.
- Called for the application of an intersectional equity lens to City work, using the new Official Plan (OP) as an example where women's transportation and housing needs could be explicitly addressed.

2022

New Official Plan

- Identified gender and racial equity as a cross-cutting policy issue and integrated those dimensions in implementation policies throughout the OP.
- Directed the Transportation Master Plan update to consider equity, particularly in transit planning for different groups of women.
- Adopted the concept of 15-minute neighbourhoods as a core policy framework that could improve access to opportunities for structurally marginalized communities.
- Set a target for majority sustainable mode share.
- Established a growth strategy that prioritized infill density over new greenfield development.

2023

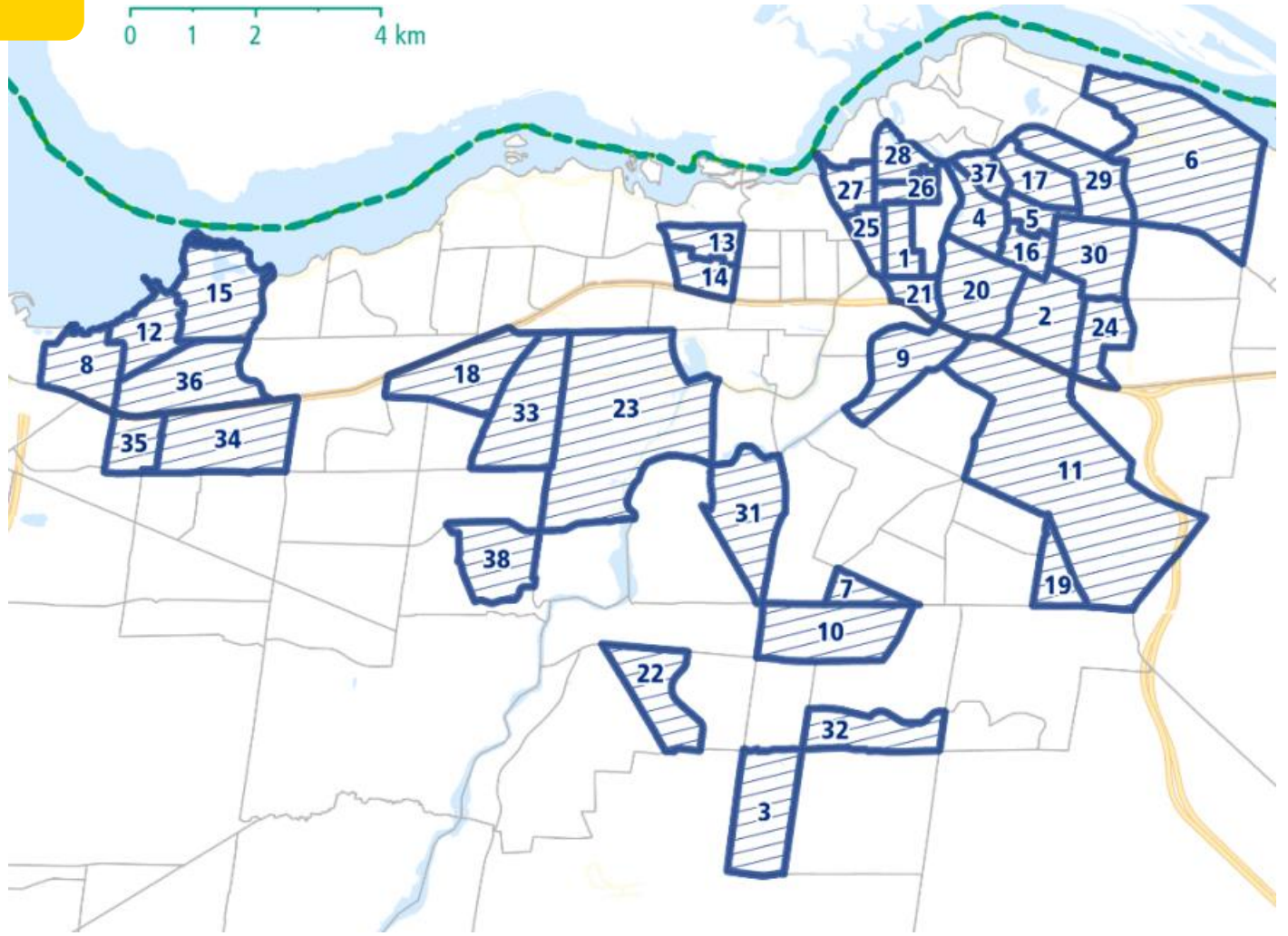
Transportation Master Plan - Part 1

- Anchored in the concept of reducing mobility poverty and transportation barriers for structurally marginalized communities.
- Identified priority neighbourhoods for investments in new and improved transportation infrastructure.

MAINSTREAM EQUITY IN POLICY

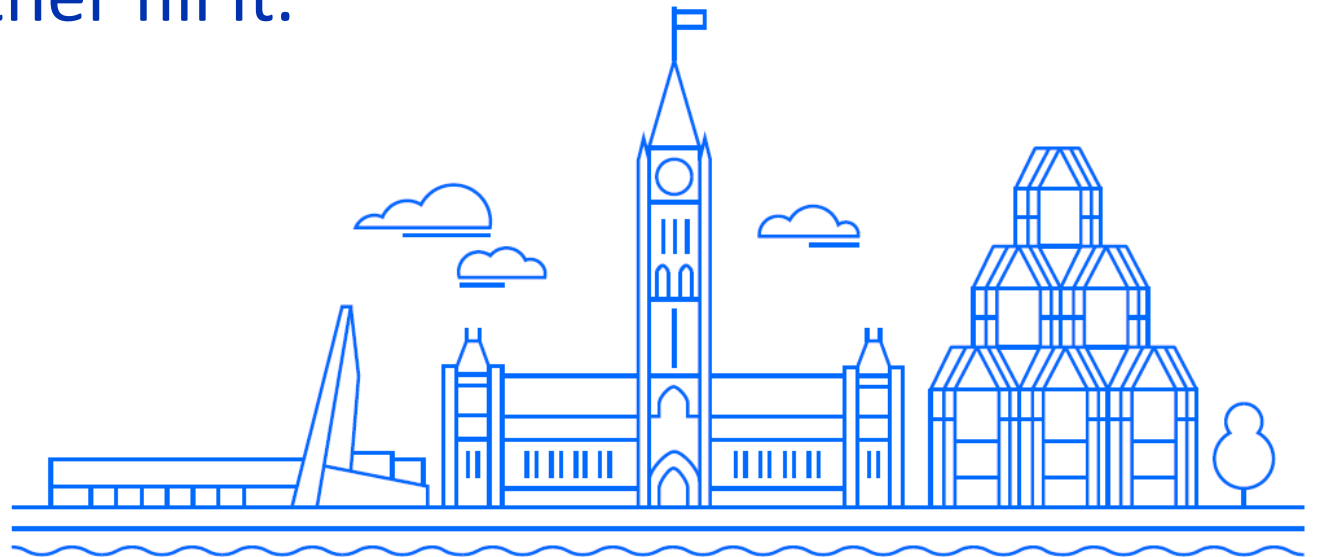
MAP INEQUITIES TO GUIDE INVESTMENT

“The map of Equity Priority neighbourhoods is something that people can really grab on to. Otherwise, it’s a lot harder.”



CONSIDER EQUITY IMPLICATIONS WHEN PREPARING CORPORATE REPORTS

“If you decide not to fill it... it will generate even more questions about your plan, so you would rather fill it.”
–Staff, Ottawa



EMBED EQUITY SPECIALISTS IN TRANSPORTATION PROJECTS

“There’s a position that’s focused on **gender equity**. I think having somebody whose job it is to...make sure that those considerations are being brought into all aspects of the way that the city does business and does planning, it’s **probably a major reason for why we’re starting to see these things happen.**”

–Consultant, Ottawa



What opportunities can public health practitioners seize to action on equity?

Public Health Opportunities to

RUN GUIDE RIDE ALONG

1  Formalize a city-wide commitment to equity in municipal policies, plans, and strategies.	2  Integrate equity in transportation-specific policies and plans.	3  Establish a clear vision for what equity means for transportation.	4  Mandate systematic equity analysis as part of any municipal decision.	5  Tap into varied data to identify equity needs.
6  Apply an intersectional approach.	7  Support equity analyses with staff resources and data.	8  Embed equity specialists within work teams.	9  Convene advisory committees that include representation from structurally marginalized communities.	10  Rethink public engagement to reach under-engaged groups.
11  Remove barriers to community engagement.	12  Prioritize resource allocation in neighbourhoods that need them most.	13  Support continuous learning across the organization.	14  Learn from experimentation.	15  Audit status quo for opportunities to improve.

 **POLICY AND STRATEGY**

 **ANALYSIS AND REPORTING**

 **ENGAGEMENT AND REPRESENTATION**

 **PRIORITIZATION AND IMPLEMENTATION**

 **LEARNING AND EVALUATION**

RUN

British Columbia

June heat wave was the deadliest weather event in Canadian history, experts say

The largest increases in deaths due to the heat wave were seen in New Westminister, Burnaby and Vancouver



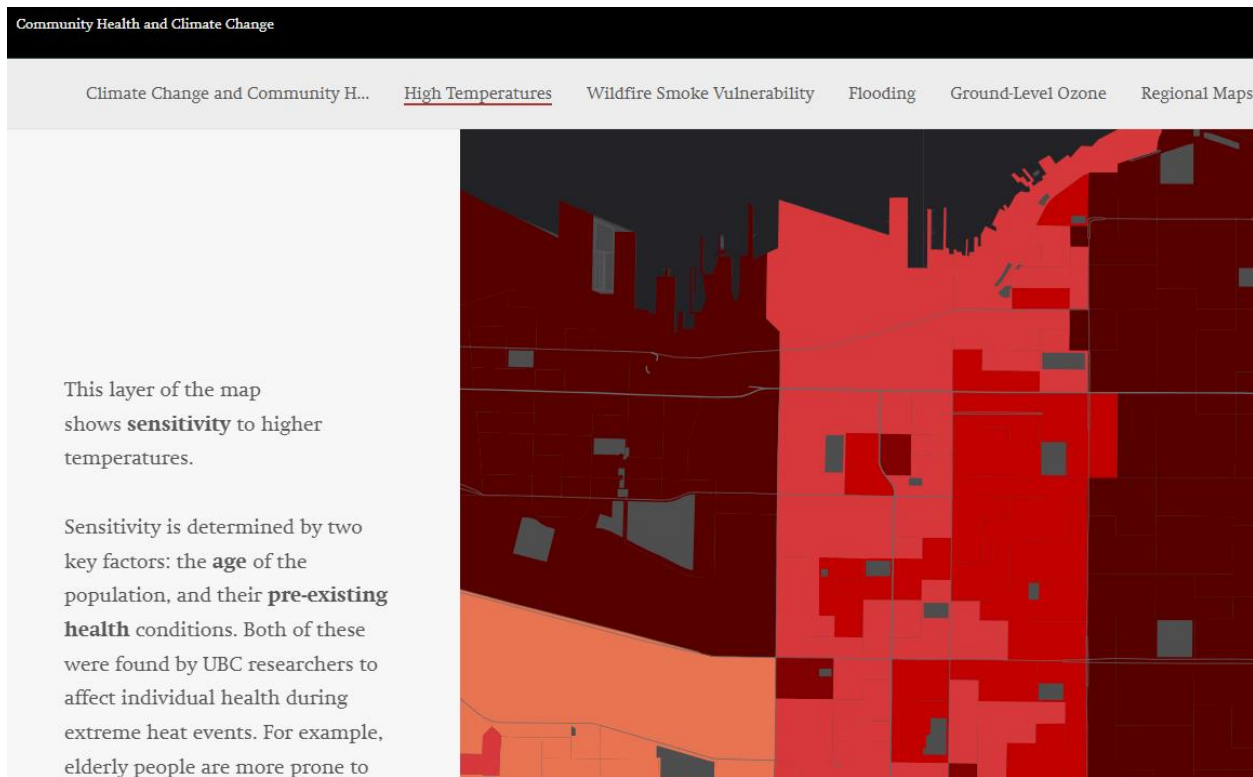
[Michelle Gomez](#) · CBC News · Posted: Oct 02, 2021 4:35 PM EDT | Last Updated: October 2, 2021



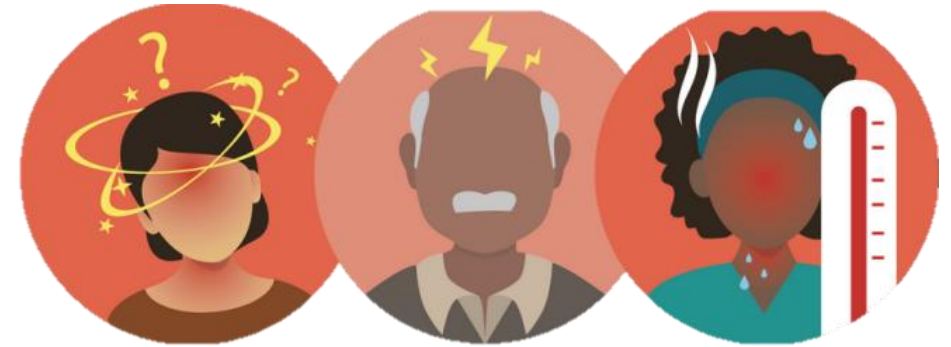
Public Health Opportunities to

RUN

Climate Change & Vulnerability Maps



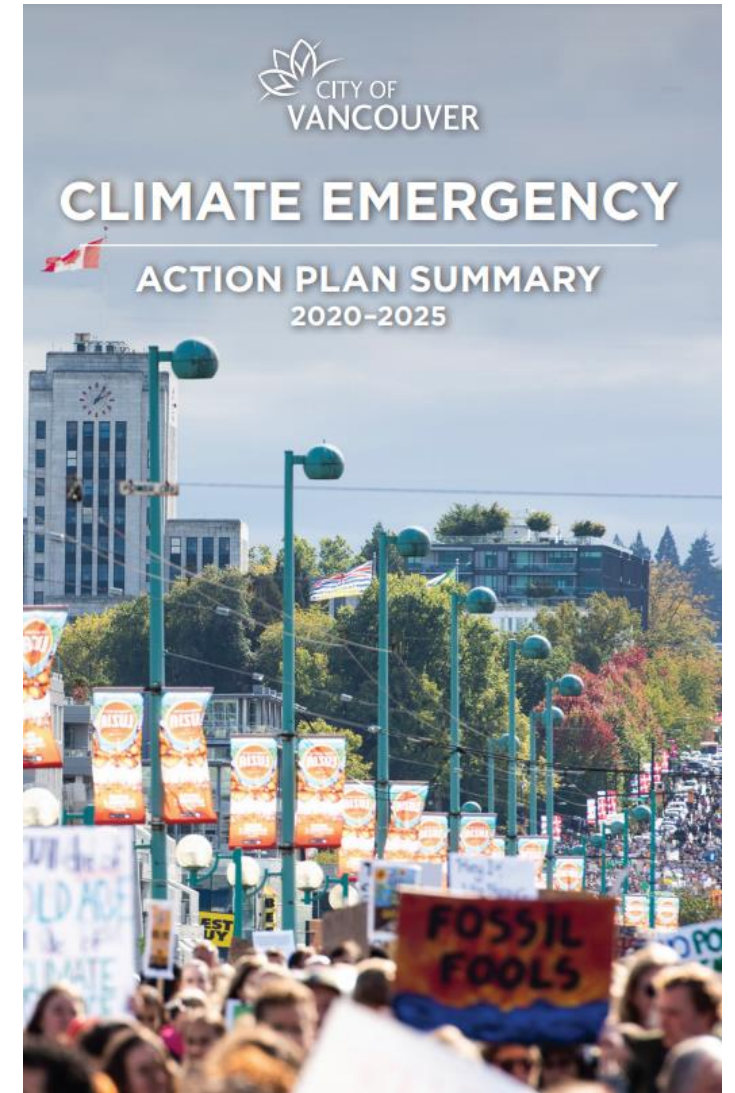
Heat Check-In Framework



Transportation and Heat Options

"Some buses are air conditioned, and some are not—but if you have a bus pass you can use the bus to cool down."

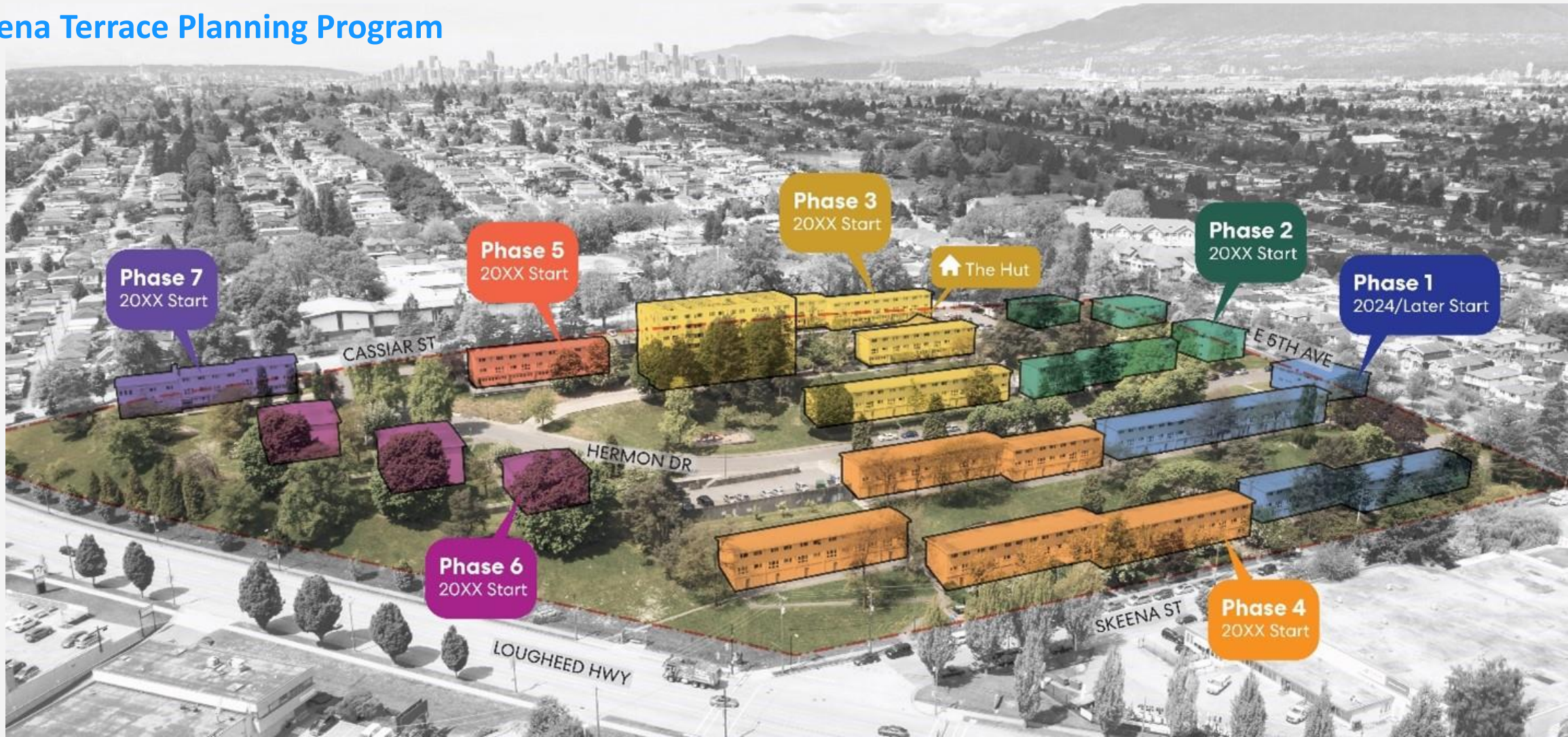
GUIDE



Public Health Opportunities to

RIDE ALONG

Skeena Terrace Planning Program



Public Health Opportunities to

RIDE ALONG

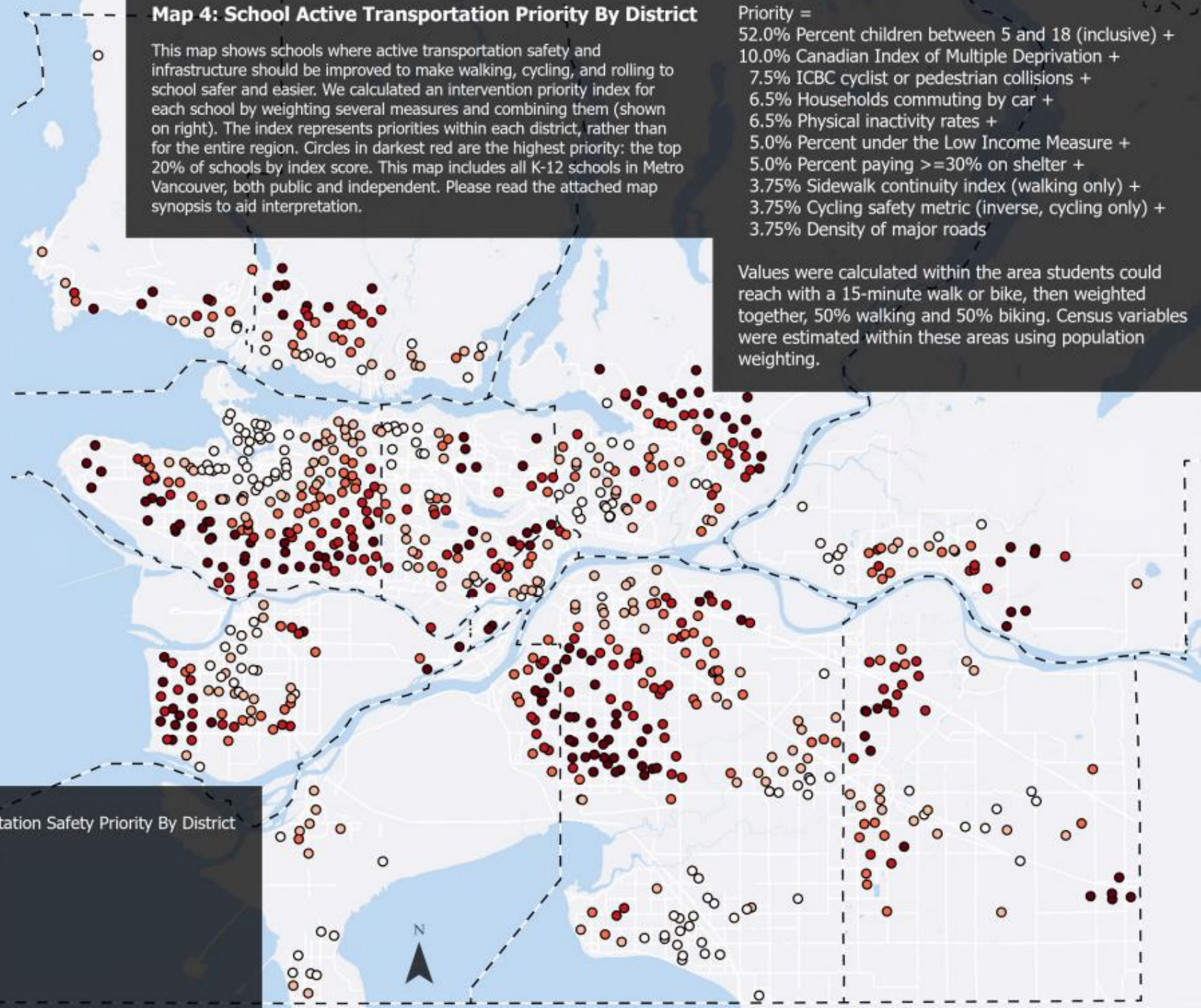
Metro Vancouver Social Equity Mapping Project

Map 4: School Active Transportation Priority By District

This map shows schools where active transportation safety and infrastructure should be improved to make walking, cycling, and rolling to school safer and easier. We calculated an intervention priority index for each school by weighting several measures and combining them (shown on right). The index represents priorities within each district, rather than for the entire region. Circles in darkest red are the highest priority: the top 20% of schools by index score. This map includes all K-12 schools in Metro Vancouver, both public and independent. Please read the attached map synopsis to aid interpretation.

Priority =
52.0% Percent children between 5 and 18 (inclusive) +
10.0% Canadian Index of Multiple Deprivation +
7.5% ICBC cyclist or pedestrian collisions +
6.5% Households commuting by car +
6.5% Physical inactivity rates +
5.0% Percent under the Low Income Measure +
5.0% Percent paying $\geq 30\%$ on shelter +
3.75% Sidewalk continuity index (walking only) +
3.75% Cycling safety metric (inverse, cycling only) +
3.75% Density of major roads

Values were calculated within the area students could reach with a 15-minute walk or bike, then weighted together, 50% walking and 50% biking. Census variables were estimated within these areas using population weighting.



Public Health Opportunities to

RIDE ALONG

TransLink's TravelSmart4Kids:
A Regional Travel Strategy for
Kids 12 & Under



LOOKING FORWARD

Advancing transportation equity is an ongoing journey, and there is still much to learn, change, and do.

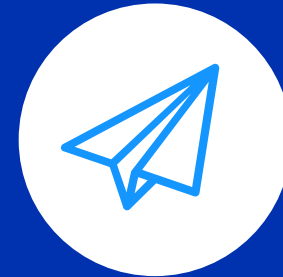


WHAT'S NEXT?



READ

Report and more available at teaminteract.ca/piste



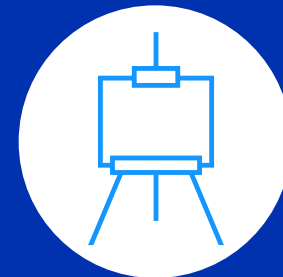
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with colleagues and online



JOIN

the conversation.
Watch for upcoming presentations



HOST

a workshop to apply practices

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