PLANNING FOR **EQUITABLE** AND **INCLUSIVE** CITIES

COMPANION **TRAINING** **MODULE** FOR THE EQUITY AND INCLUSION LENS

CAWI·IVTF

EQUITY AND INCLUSION AT THE CITY OF OTTAWA

CAWI has trained over 2000 staff, management, and elected members of Council at the City of Ottawa for over a decade, guided by the *Equity and Inclusion Lens Handbook* (2015). Along with accompanying workshops, the lens is to be used by the City of Ottawa to develop a more systematic approach to equity and inclusion in all aspects of its operations. This work remains ongoing and is now strengthened by more recent initiatives such as the City of Ottawa's response to the Truth and Reconciliation Commission as well as the City's Women and Gender Equity Strategy and the Anti-Racism Secretariat. It is also strengthened by the contributions of Black Lives Matter, Idle No More and other social justice movements in highlighting the need for systemic change in municipal governance, institutions and policy priorities. The existing inequities exacerbated by the COVID-19 pandemic make all of this work even more pressing.

The Equity and Inclusion Lens has focused on strategies for improving the inclusion of equity-seeking groups in city decision-making processes. As CAWI's *Advancing Equity and Inclusion: A Guide for Municipalities* states "enhancing equity and inclusion requires knowledge of *how* people from diverse backgrounds experience the city" (2015b, p. 12). As a follow up, CAWI was engaged by the City of Ottawa to develop this companion document focused on equity and inclusion issues for planners – looking specifically at "what does equity and inclusion have to do with planning?" While *social* and *spatial* planning are often treated as distinct spheres in the structure and operation of municipal governments, this separation makes little sense to residents negotiating their everyday lives in city parks, transit systems or neighbourhoods. For those seeking affordable housing or daycare close to work or near public transit, or for the diversity of residents seeking safe access to public space, the social and spatial dimensions of municipal policies are inseparable. In her analysis of intersectionality and placemaking, Jay Pitter (2020) highlights a number of "intersecting socio-spatial factors, both visible and invisible, shaping people's experiences of public space" including: race and class discrimination, ableism, citizenship and immigration status, gender and sexual identity, and the ongoing dispossession and displacement of Indigenous Peoples.

PRACTICES FOR MAKING CITIES MORE EQUITABLE AND INCLUSIVE

This document is written as a companion guide to the EI Lens training for city planners. It is meant to stimulate creative and transformational thinking around planning decisions, processes, and policies. It is not meant as a check-box exercise, rather it should be seen as a "living" document and ongoing process that needs to be constantly updated and engaged with to ensure city planning addresses the priorities of equity-seeking groups. Through a question and answer format, we highlight several *practices* and *policies* for planning for a more equitable and inclusive city. This is not an exhaustive or comprehensive list, nor does it cover the diverse lived experiences or issues of all equity-seeking groups in the city. Rather, it is meant to stimulate planners' thinking about how to better integrate an intersectional and decolonial gender lens into planning for a more equitable and inclusive city.

This document also highlights some of the ways in which social exclusion intersects with spatial or physical planning, as well as examples of enhancing equity and inclusion. Planning can reinforce existing social and spatial inequities, or it can work to counter them as part of working towards a more just city. These are political choices influenced by municipal plans, the content of policies, the allocation of resources, power dynamics and the nature of decision-making processes. Planning for a more equitable and inclusive city necessarily involves integrating the lived experiences of equity-seeking groups into actual planning policies and practices, backed by resources and other forms of support from the city. It also involves constantly asking: what needs to be changed, reworked or reimagined to create a more just city?

QUESTIONING PLANNING

How can the city support the decolonization of planning? [Land Acknowledgement and Decolonizing Planning]

Do city decision-makers reflect the city or community they're making decisions for? Do city plans and policies prioritize equity issues and equity-seeking groups? [Towards a More Equitable and Inclusive City]

Are inequities being measured and considered in planning decisions and policies? How? What are social movements, neighbourhoods, and advocacy groups telling us about our city? How can we use this information to re-imagine a more just city? [Data Collection, Research and Lived Experiences]

How does the planning system need to change to make the city more equitable and inclusive? How do power and white privilege operate in and through planning? [Assess for Equity Early and Make it a Priority]

Whose perspectives count in decision-making? Who is present? Who is absent? [Community Engagement]

What are the priority areas and how can we plan for equity? Who or what is included or excluded? [An Equity Focus in Plans]

Where are the resources going? What are the outcomes? Who benefits? Who doesn't? [Embedding equity with growth]

Do plans support care work? Do they consider the variable nature of mobilities? Who and what are cities designed for? [Mobility, everyday life and the caring city]

How can urban design support equity and inclusion? How can it include the multiple social functions of public space? How can we do more? [Urban design, green deficits and climate resilience]

Who works where? Does city planning facilitate access to jobs? What about community-led initiatives? [Economy and access to employment opportunities]

PLANNING FOR EQUITY AND INCLUSION

How can the city support the decolonization of planning?

Land Acknowledgement and Decolonizing Planning

Like other cities in Canada, Ottawa is located on Indigenous territory, and more specifically, on the unsurrendered and unceded territory of the Algonquin Nation. Discussing equity and inclusion issues in the context of a settler colonial city such as Ottawa is clearly fraught with contradictions. To avoid aligning with what Tomiak (2019) calls the "the fantasy of the settler city" (p. 98) and "settler common sense" (p. 96), it is important to begin by recognizing Indigenous calls to unsettle Ottawa and decolonize the city and planning (Tomiak, 2016) by supporting Indigenous urbanism (Nejam et al, 2019) and the right to Indigenous city-building and place-making (Tomiak, 2019). This is a multi-faceted and multi-scalar process that involves transformational changes to governance structures and relations, legal orders, institutions, and jurisdiction and control of territory and land (Yellowhead Institute, 2019). While many of these changes involve the federal level of government in Canada, this process can begin at the municipal level with the recognition of Ottawa's

> ...deeply contested status and the ongoing relationships and responsibilities that the Anishinaabek have to the land and waters that constitute the city-region that has come to be known as Ottawa. Normalized notions of what and where the city of Ottawa is rely on a common sense that asserts space from a white settler point of view...The city is not only on deeply contested ground, but also the terrain of persistent anti-colonial Indigenous struggles for life, land, and self-determination, which include struggles over the meanings and definitions of territory, place, scale, identities, and modes of governance (Tomiak, 2016, p. 9).

Addressing inequities and exclusions in this context requires different frameworks and approaches. And while this document focuses on equity and inclusion in Canadian governance and policy frameworks at the municipal level, planning should also look to Indigenous planning approaches to enhance community life for both Indigenous and non-Indigenous city residents. As stated by the Canadian Institute of Planners (2019), "Indigenous planning systems and practices have not historically been understood, honoured, or upheld by Canadian society. By respecting these practices, planners can show support for the rights of Indigenous peoples and greatly enhance their own profession, as they come to understand and value the depth of knowledge embodied in Indigenous stewardship and community planning traditions (p. 2)." Cities can also support reconciliation by supporting approaches, partnerships and efforts to decolonize planning that go beyond symbolic recognition or the limitations of reformist measures. This includes support for the restitution of Indigenous jurisdiction and territory, thereby allying with Indigenous efforts to establish cities as sites of

resurgence (Tomiak, 2016, 2019). In all of these changes, the City of Ottawa should be guided by Indigenous leadership and organizations, such as the Algonquin Nation and the Ottawa Aboriginal Coalition (https://www.ottawaaboriginalcoalition.ca).

📖 Read
- *Land Back: A Yellowhead Institute Red Paper.* (2019).
- *Plan Canada* Winter 2016 special issue "*Indigenous Planning*".
- *Plan Canada* Summer 2013 Special Indigenous Edition "*Indigenizing Planning / Planning to Indigenize*".
- *Plan Canada* Summer 2008 Special Indigenous Edition "*Celebrating Best Practices of Indigenous Planning*".

👁 Watch
- Hayden King speaking at the 2019 CIP annual congress on Indigenous Land Management Practices and Relations.
- National Indigeous History Month-CIP Webinar Series 2020.

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Do city decision-makers reflect the city or community they're making decisions for? Do city plans and policies prioritize equity issues and equity-seeking groups?

Towards a More Equitable and Inclusive City

The place now known as "Ottawa" is a city of diverse cultures, neighbourhoods and people. The city encompasses approximately 1 million people in an extensive area comprised of rural towns and inner and outer suburbs surrounding a downtown core. It is also a city characterised by varying economic conditions and social and spatial disparities. The intertwined impacts of systemic racism, colonialism and colonial dispossession, social precarity, gender discrimination and many other forms of marginalization affect individual and collective well-being, living conditions, everyday experiences, opportunities and outcomes at city-wide and local levels. Ottawa has a significant number of First Nation, Metis, and Inuit residents in the city, although they are chronically undercounted in official statistics (Tomiak, 2016). According to the Ottawa Community Foundation, 12% of Ottawa's population lives in low-income, with many equity-seeking groups such as racialized and Indigenous communities, seniors, women and those living with disabilities being over-represented in the city's low-income population. Ottawa's inequalities are highlighted by the 12,000 residents on the wait list for social housing or by higher levels of unemployment amongst youth (13.1%) and new immigrants (15.0%) compared to the city average (6.4%). And although Ottawa is known for its high levels of public-sector employment, 19.0% of jobs are part-time and more precarious. The Social Planning Council of Ottawa (2020) has now documented the spatial concentration of different forms of inequity in Ottawa with its newly launched Neighbourhood Equity Index. In the workplace, diverse teams are more creative and innovative. Creativity and innovation in planning would support more equitable outcomes. This is just a snapshot of why representation in planning departments and diversity among decision-makers matters.

Read
- Bring Back Main Street. Reardon, Mitchell, Emma Clayton Jones. Memo #14: Who has the right to reallocated space?

Watch
- Canadian Urban Institute. September 21, 2020 Art of City Building 2020 – Session 4: A conversation with Eric Klinenberg on social infrastructure.

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Are inequities being measured and considered in planning decisions and policies? How? What are social movements, neighbourhoods, and advocacy groups telling us about our city? How can we use this information to re-imagine a more just city?

Data Collection, Research and Lived Experiences

Every municipality undertakes ongoing data collection and research. Data collection and research efforts can be designed to support equity and inclusion objectives by helping to identify: inequities in planning practices and outcomes, groups facing systemic barriers or discrimination, or underserviced areas and communities. Data collection can also be aligned with specific equity and inclusion indicators designed to monitor plans and planning outcomes. In addition, data does not always mean numbers. Quantitative data can be complemented by qualitative data to capture the lived experiences of different communities, enabling planners to learn from equity-seeking groups. For example, while it's common to collect data on *trips taken* through origin-destination surveys, qualitative data (e.g. interviews) can provide information on *trips not taken* (e.g. seniors or other persons with mobility challenges unable to use public transit during the winter). Data collection and research can also focus on the lived experiences of different groups. For example, planners have long focused on the redesign of the physical environment to improve women's perceptions of safety in public spaces. But for Black, Indigenous, other racialized communities and/or the LGTBQ community, the question of "safety" is more complex and related to the policing of public space, a myriad of exclusionary everyday social practices, systemic anti-Black and anti-Indigenous racism and other forms of discrimination. Lived experiences help to reveal that "racism, sexism, classism, able-ism, xenophobia, homophobia and constraints imposed upon gender-non-conforming folks can make public space hostile to many. Bodies encounter different risks and have different needs" (Untokening 1.0, 2017). Not all research has to be produced "in-house" either, planners can also look to the data collection and research efforts of community groups with longstanding engagements with equity-seeking groups. The latter may be especially important for incorporating the lived experiences of diverse groups into planning approaches and policies, or for opening spaces for new approaches that enhance community well-being.

PRACTICES: The Healthy Transportation Coalition and the Ottawa Neighbourhood Study researched how Ottawa's cycling network connected with lower-income communities, finding that these connections were lacking. This helped to identify a gap for planners to address in the Cycling Master Plan and the Transportation Master Plan. Anti-racist planners and activists have also identified how planning infrastructure and strategies can exacerbate anti-Black racism and influence perceptions of safety related to different modes of transportation, including biking (Butler, 2020; Untokening 1.0, 2017). The Environmental Noxiousness, Racial Inequities and Community Health (ENRICH) project documented and mapped the preponderance of waste disposal sites in Nova Scotia in close proximity to communities with predominantly Black and Indigenous populations. This data is now being used to advocate for environmental rights and legislation to address the environmental racism affecting local communities such as Halifax and Shelburne (Ore, 2018). Cities can also institutionalize "equity checks" through the adoption of equity-oriented indexes and indicators embedded in planning policies and practices and backstopped by the appropriate data collection and research. For example, the City of Winnipeg Pedestrian and Cycling Strategies applies an equity index and indicators (e.g. poverty rate) to bicycle coverage levels to identify gaps in service and investments (Linovski & Galati, 2019).

🎧 Listen

- Ore, Jonathan. 2018. *A community of widows: How African-Nova Scotians are confronting a history of environmental racism*. The Current, CBC Radio, Facing Race Series.

📖 Read

- Butler, Tamika. 2020. *Why We Must Talk About Race When We Talk About Bikes; Systemic Racism can't be Fixed without Tackling it within Cycling*.
- Untokening 1.0: Principles of Mobility Justice. 2017.

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How does the planning system need to change to make the city more equitable and inclusive? How do power and white privilege operate in and through planning?

Assess for Equity Early and Make it a Priority

The benefits and burdens of planning decisions – or indecisions – can vary both socially and spatially. Attention to equity and inclusion issues requires ongoing vigilance and intentional measures to eliminate planning inequities, since conventional "ways of doing things" tend to maintain the status quo and reinforce existing inequities. For example, transportation systems were designed to facilitate the movement of cars in the post-war period. This continues to be reflected in the built environment of many cities in North America, posing a planning challenge for retrofitting urban space for active transportation or for accommodating gendered mobilities. There is a vast literature on measuring and assessing transportation equity, but these are not always included in planning processes or used to guide investment decisions (Linovski & Galati, 2019). The application of early audits with equity goals in mind can help to support equity and inclusion priorities at city-wide and local scales. For example, an early equity assessment of transit-oriented development guidelines could help to identify missing elements, such as the inclusion of affordable housing at transit nodes. Equity checks

are commonly completed at the beginning of a process and never returned to, even if there are major changes. Equity checks should be built in at multiple stages of the planning process, with an associated commitment of time and resources.

> **PRACTICES:** Conventional "ways of doing things" tend to maintain white privilege, intentionally or not. The Social Planning Council of Ottawa (SPCO), in partnership with the United Way of Ottawa and the City of Ottawa, recently developed a Neighbourhood Equity Index (NEI). According to the SPCO (2020), the NEI is a tool to "assess and compare unnecessary and unfair differences at a neighbourhood level on factors impacting wellbeing." This composite index pulls together a profile of each neighbourhood supported by 28 indicators (e.g. walkability, access to green space, transit score) grouped under five major domains (e.g. economic, health, social development, physical environment, community and belonging). Such tools provide valuable information for assessing the impact of planning decisions for equity and inclusion in any city. The City of Toronto uses its own neighbourhood equity index to prioritize planning interventions in disadvantaged neighbourhoods as part of its Toronto Strong Neighbourhoods Strategy (Zhuang, 2018). Or, the Seattle Race and Social Justice Initiative (2012) developed a toolkit to guide the early assessment of policies and budgets for their impacts on racial equity. A specific worksheet was developed to facilitate these assessments by planning and other municipal staff. The City of Portland also developed a Racial Equity Toolkit designed to integrate racial equity in policies, practices, programs and budgets (City of Portland, 2019, 2017).

👁 Watch

- How do we respond to anti-Black racism in urbanist practices and conversations? A conversation with Jay Pitter, Tamika Butler, Will Prosper, Orlando Bailey, and Anthonia Ogundele June 10, 2020.

- Chakrabarti, Vishaan. July 15, 2020. Ted Talk. 3 ways we can redesign cities for equity and inclusion.

- Planning for Urban Resilience and Inclusive Cities: Lessons from Toronto with Zhixi Zhuang and Stacy Harwood June 12, 2018.

📖 Read

- City of Portland. 2019. *Racial Equity Toolkit*.

- Seattle Race and Social Justice Initiative. Nd. *Racial Equity Toolkit to Assess Policies, Initiatives, Programs, and Budget Issues*.

- Social Planning Council of Ottawa (PSCO). 2020. *Neighbourhood Equity Index*.

- Zhuang, Zhixi. 2018. *Toronto: Planning for Diversity, Inclusion and Urban Resilience*. A report prepared for the Cities of Migration Project. Toronto: Ryerson University.

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Whose perspectives count in decision-making?
Who is present? Who is absent?

Community Engagement

A focus on equity requires inclusive and participatory decision-making processes that are then reflected in policies, resource allocation and outcomes. There are a range of strategies and tools to engage meaningful participation in spatial planning processes (e.g. user perspective journey mapping, design charettes, interactive model-building, data visualization exercises, users' experiences) that go beyond conventional open houses or public meetings. These can prove especially beneficial to communities facing barriers to participation. Shifting the distribution of benefits and burdens of planning decisions towards more equitable outcomes is also supported by commitments and new ways of fostering bottom-up participatory processes that mobilize community voice, capacities and priorities to include communities and equity-seeking groups in city-making and policy-making – on their own terms. This is where the importance of lived experience arises again for the content, nature and direction of planning policies. For example, the concept of "mobility justice" emphasizes the diverse lived experiences of equity-seeking groups in relation to transportation infrastructure and mobility policies (Untokening 1.0, 2017). All planning processes must include meaningful consultation with the Algonquin Nation, as a demonstration of commitment to the Truth and Reconciliation Commission and respect for Indigenous jurisdiction and resurgence.*

> **PRACTICES:** The City of Toronto created the standing Planning Review Panel in 2015. Members work together over the course of two years to provide public input on major planning initiatives. Although based on a civic lottery, the selection process also seeks a wide diversity of residents drawn from different areas of the city. The panel gives feedback to city planners on issues such as transportation plans, the character of neighbourhoods, the importance of historic buildings and public art, and the location of new community amenities like parks, libraries, and community centres. The panel is intended to provide input to help city planners to give effective advice to City Council. The panel's perspectives and priorities are referenced in reports to Council and published on the City of Toronto's website (City of Toronto, 2018; Zhuang, 2018).

👁 Watch

- Canadian Urban Institute. The Art of City Building Session #1: Justice, Sustainability and Climate Resilient Cities.

📖 Read

- City of Toronto. ND. *Toronto Planning Review Panel: About the Panel*.

*For more information on consent and its relationship to rights recognition and reclamation, see Land Back (Yellowhead Institute, 2019). Yellowhead Institute. 2019. *Land Back: A Yellowhead Institute Red Paper*.

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What are the priority areas and how can we plan for equity? Who or what is included or excluded?

An Equity Focus in Plans

As long-term municipal policy, it is vital that Official Plans feature specific assessments, policies, indicators, resources, and priorities related to equity and inclusion. These must be specific and action-oriented in relation to equity and inclusion goals, rather than vague and passive. OPs can also guide proactive approaches to tackling equity and inclusion at city-wide and local levels by linking equity-specific policy and planning goals to budgetary processes and resources. For example, an OP that seeks to "foster" or "enable" affordable housing in close proximity to rapid transit is less likely to produce concrete results than an OP that designates municipal land parcels with inclusive zoning for affordable housing in close proximity to transit nodes, or new green spaces or transit options (e.g. bike paths) in underserved communities. Ottawa's new Official Plan represents an opportunity to prioritize equity and inclusion objectives in each of its five "big move" areas: growth, mobility, urban design, resiliency and economy. As suggested below, these "moves" can be integrated with each other and with equity and inclusion in multiple ways – bringing the social and spatial aspects of city planning together.

Watch

- Gender equality and snow removal in Karlskoga (Sweden) Sustainable Gender Equality – a film about gender mainstreaming in practice.

Read

- City for All Women Initiative (CAWI). 2018. Equity and Inclusion Lens Handbook. Ottawa: CAWI and the City of Ottawa.
- City for All Women Initiative (CAWI). 2018. Advancing Equity and Inclusion: A Guide for Municipalities. Ottawa: CAWI.

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Where are the resources going? What are the outcomes? Who benefits? Who doesn't?

Embedding equity with growth

The Portland Plan pivots around an equity framework. Equity objectives and actions are integrated into all of aspects of the Portland Plan and integrated across city departments, such as the focus on transportation equity at the Portland Bureau of Transportation. Equity objectives in the plan also include how the city does business, human resources, funding and decision-making. The plan includes specific direction to "reduce disparities across all plan areas, starting with the most severe inequities." This includes tracking disparities in infrastructure expenditures from a social and spatial justice perspective. To ensure implementation and accountability, the Portland Equity Initiative established an ongoing Office of Equity. In addition to evaluation, the Office assists city departments to develop equity goals, design data collection in support of equity goals, and publish progress reports to ensure accountability. An important characteristic of the plan is the measurement of actual outcomes, including racial equity (City of Portland, 2019, 2017).

👁 Watch

- [Transportation as anti-oppression work](#), Tamika Butler.

📖 Read

- City of Portland. 2017. *The Portland Plan, Progress Report*. City of Portland.

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Do plans support care work? Do they consider the variable nature of mobilities? Who and what are cities designed for?

Mobility, everyday life and the caring city

As planners know, land use and transportation planning must go together to be effective. Barcelona's transportation policy prioritizes pedestrians, bicycles and public transit over the use of private automobiles, complemented by a new "superblock" strategy to change the way people move in and through public spaces. The superblocks are constituted by three-block-by-three-block sections of the city where priority is given to sustainable mobility and public space. The superblock strategy facilitates the daily routines of women - and others responsible for care work - by creating safe spaces within walking distance of homes and local shops. It also facilitates care work by reducing the need for trips. Together, these policies recognize the often gendered nature of mobilities. Those engaged in care work, still predominantly women, tend to use public transit more, make more trips by foot at the neighbourhood level, and engage in "trip-chaining" or more complex mobility patterns with more varied movements and multiple destinations (Foran, 2013; Kern 2019). Women's travel patterns have short, interconnected distances and display a fragmented use of time in contrast to men's more linear patterns (Falú, 2013; Kern, 2019). With a focus on complete neighbourhoods (e.g. proximal access to services, social and physical infrastructure, public space) and not only complete streets, the realities and demands of everyday lives and mobilities should be considered as an important part of planning for equity and inclusion in any city. Ottawa's Building Better Revitalized Neighbourhoods (BBRN) can be a key part of applying an equity and inclusion lens to community planning initiatives such as the 15-minute neighbourhood. Care work requires the integration of social and physical or spatial planning.

📖 Read

- Burgen, Stephen. 2019. [Barcelona's car-free 'superblocks' could save hundreds of lives](#). *The Guardian* (September 10).
- Bliss, Laura. 2018. [Inside a Pedestrian-First Superblock](#). *Citylab* (August 7).
- Foran, Clare. 2013. *How to design a city for women*. New York: CityLab.

👂 Listen

- [Leslie Kern and Laetitia Vitaud on why we need feminist cities](#) October 22, 2020.

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How can urban design support equity and inclusion? How can it include the multiple social functions of public space? How can we do more?

Urban design, green deficits and climate resilience

Inventive approaches to urban design can also be combined with resilience and greening initiatives. As stated by urbanist Pitter (2020, p. 3), "urban design is not neutral, it either perpetuates or reduces social inequities." Addressing "green deficits" at the neighbourhood level is one way to reduce inequities. Inventive approaches to urban design can incorporate lived experience and both social and environmental objectives. In 2012 the City of Copenhagen revitalized the working-class district of Nørrebroit. At the centre of this revitalization effort was the creation of an award-winning urban park called Superkilen. Superkilen's conceptual design focused on creating an inclusive space where the diversity of the local population would be highlighted in community design choices. Instead of using standard city designs, local residents proposed design elements and objects (e.g. benches, trees, sewer covers) inspired by other cities and countries. In total, there are more than 100 different objects from more than 50 different countries included in the park's design (Archdaily, 2012; Zhuang, 2018). Such participatory and multi-faceted urban design approaches can contribute to community character, the mitigation of urban heat islands and a greater sense of belonging and inclusion. They can also help to inform and support what Pitter (2020) calls "equity-based placemaking" that "deeply considers both the spatial and social aspects of public spaces."

👁 Watch

• Canadian Urban Institute September 21, 2020. Art of City Building 2020 – Session 3: Inclusive Placemaking and Development.

📖 Read

• Archdaily. 2012. Superkilen / Topotek 1 + BIG Architects + Superflex.
• Pitter, Jay. 2020. A Call to Courage. An Open Letter to Canadian Urbanists.

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Who works where? Does city planning facilitate access to jobs? What about community-led initiatives?

Economy and access to employment opportunities

There are many ways to link economic planning to equity and inclusion. As a simple example, mixed-use versus single-use business districts supported by transit accessibility would allow caregivers (who are still predominantly women) to more easily access waged work in conjunction with the multiple daily activities involved in care work. Local businesses and intensification can also work together. In Toronto, the city approved the new Residential Apartment Commercial (RAC) zoning as part of its tower renewal efforts in areas such as Thorncliffe Park, a diverse inner-suburb with an original modernist design that segregated residential uses from commercial activities and community facilities. The new zoning designation allows for more a more vibrant mixed-use community with opportunities for small-scale entrepreneurial activities (Zhuang, 2018). In Montreal, planners integrated

accessibility into land use and transportation planning for economic development by measuring access to jobs by public transit from all census tracts in a city, with a focus on lower-income areas. One study in Montreal found that transit users in wheelchairs had access to only 46% of jobs accessible to those not in wheelchairs using the same transit network. With more information on accessibility measures, the city can now prioritize land use and investment decisions to improve accessibility to employment opportunities for vulnerable communities (Harriman-Fernandes and El-Geneidy, 2019).

📖 Read

Zhuang, Zhisi. 2018. *Toronto: Planning for Diversity, Inclusion and Urban Resilience*. A report prepared for the Cities of Migration Project. Toronto: Ryerson University.

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ACKNOWLEDGEMENTS

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ca/wp-content/uploads/2018/05/Divercities-City-Book-Toronto.pdf

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