

The following recommendations are being submitted on behalf of the Equity, Diversity and Inclusion Committee for consideration and approval by Riverview Town Council.

### 1. Equity, Diversity, & Inclusion Impact Awards

As part of the annual Town of Riverview Volunteer Recognition & Business Awards, “Equity, Diversity, & Inclusion Impact Awards” should be given annually to an individual, business, or student to recognize specific actions and community leaders that demonstrate a commitment to being inclusive, embracing diversity, improving accessibility, and raising awareness in areas such as: policy, programs, advocacy, social justice, community education and/or other activities, or a project or accomplishment. The Equity, Diversity, & Inclusion Committee would act as the evaluation board, establishing criteria and reviewing applications.

### 2. Land Acknowledgement

A policy be established requiring an Indigenous Land Acknowledgement be displayed on the Town of Riverview Website and at all town events.

### 3. Equity, Diversity, & Inclusion Survey

Request that the Town of Riverview hire a consultant to conduct a professional survey to gain insight into matters of equity, diversity, & inclusion. Their expertise would have a further reach to bring high value feedback, as they would have the tools and expertise to analyze the results. The information and feedback learned from the survey results would include next steps to serve as an action strategy. This would guide the EDI committee in their work as they oversee the implementation of the strategies, while keeping in mind the feasibility of what a town of our size has the capacity to undertake and implement.