



Welcome to the Town of Newmarket Official Plan Review Discussion Guide!

We are excited to invite you to participate in Newmarket’s Official Plan Review. This important process is all about shaping the future of the Town of Newmarket, and ensuring that it remains a vibrant, inclusive, and sustainable community for all residents. The Official Plan serves as a blueprint for a future Newmarket that is *well* beyond the ordinary. More specifically, the Official Plan guides Newmarket's growth and development, land use, transportation, employment, parks, and public spaces, among other matters.

As Newmarket continues to grow and evolve, it's important that our Official Plan reflects the needs and aspirations of our community, where we live, work, learn, and play. Through this review, we will aim to update our policies and strategies to better address current and future challenges in the Town.

We are currently in **Phase 3 – Policy Directions** and we want to hear your thoughts, ideas, and concerns about various thematic areas and policy directions for the updated Official Plan. This **discussion guide is part of a series of thematic guides** designed to help you understand key topics and provide feedback so we can create a more connected, resilient, and thriving Newmarket. Thank you for being a part of this important conversation!





Being Your Authentic Self Makes Newmarket *Even Better*

The Town of Newmarket is a community rich in diversity, characterized by a mosaic of cultures, perspectives, and experiences. As our community grows and evolves, so too should our commitment to creating an environment where every individual feels valued, respected, and empowered to contribute to our collective well-being.

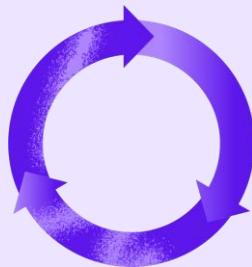
Our dedication to equity, diversity, and inclusion (EDI) is about recognizing and celebrating the unique contributions of each community member. By embracing diversity, promoting equity, and ensuring inclusion, we create a dynamic and resilient community that is *well* beyond the ordinary. The Town thrives on the strengths of our shared differences, varied voices, and individual talents.

Through inclusive planning practices, we will aim to create a built environment that reflects and supports the diverse needs and aspirations of all residents. The Town of Newmarket promotes equity, accessibility, and inclusion through our thoughts and actions in support of our growing community. By working together, we can ensure that every individual has the opportunity to develop their full potential, participate freely in society, and live with **respect, dignity, and freedom from discrimination.**

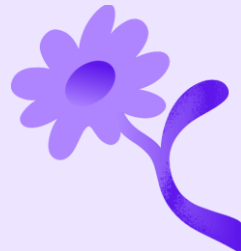
**Understanding Equity,
Diversity & Inclusion**



**Town of Newmarket's
Commitment**



**Inclusive Land Use
Planning**



Discussion





Understanding Equity, Diversity & Inclusion

What is Equity?

Equity involves ensuring that everyone has access to the same opportunities and is given fair treatment. This may require different levels of support to achieve fairness and justice. Equity is distinct from equality; while equality means treating everyone the same, equity involves **recognizing and addressing the unique needs and circumstances** of individuals.



What is Diversity?

Diversity encompasses the **range of human differences**, including but not limited to race, ethnicity, gender identity, age, social class, physical abilities, sexual orientation, religious or ethical values system, national origin, and political beliefs. It is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values, and beliefs as assets to the groups and organizations they belong to.

What is Inclusion?

Inclusion is the practice of creating environments in which any individual or group can feel **welcomed, respected, supported, and valued**. It is about fostering a sense of belonging and ensuring that all voices are heard and considered in decision-making processes.



Town of Newmarket's Commitment

Vision Statement

The Town of Newmarket commits to nurturing and embracing diversity in creating an environment for extraordinary public service. The Town promotes **equity, accessibility, and inclusion** through our thoughts and actions in support of our growing community.

Key Areas of Focus

Inclusive Policies & Practices



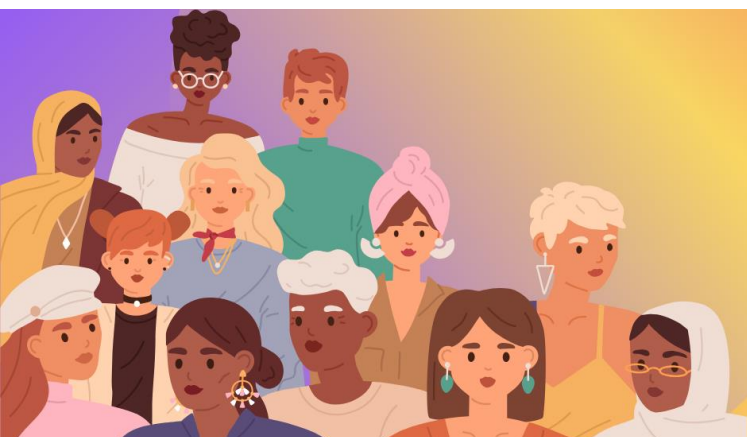
Diverse & Accessible Community Engagement



Inclusive Land Use Planning

Equitable Development

Inclusive land use planning ensures that **all community members**, regardless of their background or socioeconomic status, have access to the **benefits of development**. This involves:





Affordable Housing	Mixed-Use Developments	Community Amenities
<p>Prioritizing affordable housing options to ensure that all residents have access to safe and affordable living conditions</p>	<p>Integrating residential, commercial, and recreational spaces to create complete communities and which can cater to a variety of lifestyles, age groups, and abilities.</p>	<p>Ensuring that parks, libraries, and community centres are equitably distributed and accessible to all residents</p>

Accessible & Inclusive Public Spaces

Creating public spaces that are **welcoming and accessible** to everyone is a cornerstone of inclusive land use planning. Key considerations include:

Universal Design Principles	Public Transportation	Safe & Inclusive Streets
<p>Creating environments that are available and usable by all people, to the greatest extent possible.</p>	<p>Accessible, affordable, and efficient public transportation (See Transportation & Connection Discussion Guide).</p>	<p>Safe and welcoming streets for pedestrians, cyclists, and drivers alike.</p>

Sustainable Growth

Sustainable growth in land use planning ensures that development meets the needs of the present **without compromising the ability of future generations** to meet their own needs. See Climate Change & Natural Heritage Discussion Guide. This includes:

- **Environmental Stewardship:** Integrating green infrastructure and sustainable practices into development projects to protect natural resources and promote environmental health





- **Resilient Infrastructure:** Building infrastructure that can withstand and adapt to changing environmental conditions and stresses, ensuring long-term viability and safety for all community members
- **Community Involvement:** Engaging the community in the planning process to ensure that growth and development reflect the values, needs, and aspirations of residents

The Town of Newmarket's dedication to diversity, equity, and inclusion is essential in creating a welcoming, respectful, and vibrant community *well* beyond the ordinary. By implementing the strategies outlined in this guide, we can ensure that Newmarket remains a **place where everyone can thrive and be their authentic selves**. Together, we can make Newmarket *even* better.

This guide serves as a living document, evolving as we continue to learn and grow in our EDI efforts. We invite all community members to join us in creating an inclusive and equitable Newmarket.

Discussion

We invite you to share your thoughts and feedback on Equity, Diversity, and Inclusion (EDI) in the Town of Newmarket through the Official Plan Review (OPR). Your feedback is important in helping us refine our plans and ensure they meet the needs of the community at the Town of Newmarket. Please consider the following questions by **entering your responses using the QR code on the next page:**

How can the Town of Newmarket better incorporate diverse voices in community decision-making processes?

What should we consider in promoting equity when accessing public services and resources in new neighbourhoods or in existing ones?

Consider specific strategies to ensure all community members feel heard and valued, as well as barriers that prevent marginalized groups from participating and how to address them.

Identify which public services currently face significant accessibility challenges, how we can meet the unique needs of different community groups, and the role of partnerships with local organizations in improving service equity.



In what ways can land use planning be more inclusive and equitable?

Consider how to ensure affordable housing options are available for all income levels. Reflect on design features that can make public spaces more welcoming and accessible.

How can the Town of Newmarket enhance its efforts to celebrate cultural diversity within the community?

Think about the design of public places or buildings, and public art that highlight and celebrate our community's cultural diversity.

What measures should be taken to ensure continuous improvement and accountability in our DEI initiatives?

Share any additional comments, suggestions, or recommendations you have.

Contact

For feedback or further information, please feel free to contact us at newmarketop@newmarket.ca

Visit the Newmarket Official Plan Review webpage to learn how to get involved at HeyNewmarket.ca/NewmarketOP



FUTURE READY:
Planning OUR
#NEWmarket

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