



Minutes of the Equity, Diversity and Inclusion Committee

September 19, 2024, 5:30 p.m.

Electronic and In-Person Participation - Equity, Diversity and Inclusion
Committee

The Corporation of the Town of Orangeville
(Chair and Secretary at Town Hall - 87 Broadway)
Orangeville, Ontario

Members Present: Councillor J. Andrews, Chair
C. Aristizabal
M. Gotuzzo
H. Mason
D. Maxey
D. Nairn
V. Petho
P. Thomas

Members Absent: G. Spence

Staff Present: G. Brennan, Legislative Assistant, Corporate Services
J. Lavecchia-Smith, Deputy Clerk, Corporate Services
N. Leece, Project Co-ordinator, Corporate Services

1. Call to Order

The meeting was called to order at 5:32 p.m.

2. Disclosures of (Direct or Indirect) Pecuniary Interest

None.

3. Land Acknowledgement

Councillor J. Andrews, Chair, acknowledged the treaty lands and territory of the Williams Treaty Nations and the Mississaugas of the Credit First Nation. He also recognized that Dufferin County is the traditional territory of the Wendat and the Haudenosaunee and is home to many Indigenous people today.

4. Adoption of Minutes of Previous Meeting

Recommendation: 2024-009

Moved by D. Nairn

That the minutes of the following meeting are approved:

4.1 2024-05-16 - Equity, Diversity and Inclusion Committee - Minutes

Carried

5. Presentations

With the Consensus of Committee, the matters on the agenda were reordered to hear a delegation from Don Stewart and John Dickason first.

5.1 Delegate - Don Stewart and John Dickason - Dufferin Hi-Land Bruce Trail Club

Don Stewart and John Dickason, Dufferin Hi-Land Bruce Trial Club, provided an overview of the Bruce Trial and shared how the Trial Club and the EDI Committee can collaborate to improve community engagement by:

- Cultivating an inclusive culture and environment at the Bruce Trial Conservancy where staff, volunteers and program participants of all identities are encouraged and feel valued.
- Identifying and working to remove barriers to accessibility and inclusion.
- Include a variety of perspectives, stories, and imagery in their communication plans that actively reflect local communities.

The Committee discussed the social inequities and the systemic barriers that can prevent individuals from exploring nature, or engaging with conservation organizations. The Committee also discussed the various cultural communities and local organizations that could be interested in the programs offered by the Dufferin Hi-Land Bruce Trial Club.

Mr. Stewart and Mr. Dickason shared details of the Bruce Trial Day event occurring on Sunday, October 6, from 10 a.m. to 2 p.m. The event will take place at the Split Rock Narrows Reserve, 7554372 2nd Line EHS, Mono, ON.

5.2 Jordyn Lavecchia-Smith, Deputy Clerk, Corporate Services, Town of Orangeville - Committee Governance

Jordyn Lavecchia-Smith, Deputy Clerk, Corporate Services, provided the Committee with a Committee Governance Refresher presentation. Mrs. Lavecchia-Smith discussed the various Boards, Committees, and Task Forces that advise Council on important matters. She shared details on the roles and responsibilities for Committee Members, the Chair, the Staff Liaison, and the Committee Secretary. She advised the Committee on the effectiveness of having an agenda, and how that contributes to the efficiency of a meeting. Mrs. Lavecchia-Smith clarified the decision-making process for when a motion is up for consideration, and the various outcomes when a motion is being voted on. Mrs. Lavecchia-Smith advised the Committee on next steps and plans for 2025.

6. Items for Discussion and Reports

6.1 Cultural Event - Sub-Committee Formation

Councillor J. Andrews, Chair, highlighted that Dufferin County hosts an annual Multicultural event. He outlined that the 2024 event was held on June 8 and outlined the opportunity for the Committee to collaborate with the County for the 2025 event. The Committee discussed the possibility of forming a sub-committee to liaise with the County on planning the 2025 event. The Committee will revisit this topic during a future meeting.

6.2 EDI Initiatives and Potential Landscape Investment Updates - Natalie Leece, Project Co-ordinator, Corporate Services, Town of Orangeville

Natalie Leece, Project Co-ordinator, Corporate Services, provided the Committee with an overview of the Town's 2024-2026 EDI Strategy. Ms. Leece shared details surrounding the strategies guiding principles, including maintaining a continuous learning mindset, and providing an EDI lens to everything the Town sets out to accomplish.

Ms. Leece discussed the following EDI Initiatives in relation to the multi-year EDI Strategy:

- Partnering with agencies and relevant stakeholders to implement best practices
- Creating collateral communication materials and/or sending Town staff to EDI training sessions
- Documenting and organizing community workshops and or a speaker series focused on EDI topics
- Potential investments to landscape to honour community groups, and
- Notable historical or cultural events that hold substantial importance.

Ms. Leece shared details of two (2) potential landscape investments; an Indigenous Plaque and a Community Recognition Bench as a symbol of recognition and support. The Committee asked questions and provided comment on locations within the Town to erect the Community Recognition Bench. The Committee highlighted the importance of community consultation for all EDI initiatives. Ms. Leece clarified to the Committee that decisions regarding desired design for the plaque and bench are being led by the community to ensure active representation of the respective community groups.

Recommendation: 2024-010

Moved by D. Maxey

That staff be directed to provide ongoing updates on the potential two landscape investments; and

That staff ensure that community consultation be continued throughout the duration of the implementation of the Town's 2024 - 2026 EDI Strategy.

Carried

6.3 The Rethinking of Corporate EDI Commitments

Councillor J. Andrews, Chair, provided an update on the comparison of the Town of Orangeville's EDI initiatives in relation to other municipalities. He highlighted the importance of collaboratively working towards building a more inclusive community and highlighted the work the Committee and Town have accomplished to date.

7. Correspondence

None.

8. **Announcements**

Details to the following events were shared:

- The Brave Canoe - National Day of Truth and Reconciliation - Orange Shirt Day (Every Feather Counts) - Saturday, September 28, 2024.
- Autism Speaks Walk - Sunday, September 29, 2024. Location - Fendley Park, 11 Fendley Road from 10 a.m. to 12:30 p.m.
- Rooted in Community Food Drive - Saturday October 5, 2024.
- Hispanic Latin American Heritage Month Proclamation - Friday, October 11, 2024. Location - Town Hall, 87 Broadway starting at 12:30 p.m.
- Solomon's Howl-O-Ween Dog Parade - Fundraiser for Autism Dog Services (ADS) - Sunday, October 20, 2024. Location - 120 Diane Drive from 1 p.m. to 4 p.m.
- Authors on Stage - Tanya Talaga - Wednesday, November 6, 2024. Location - Opera House, 87 Broadway from 7 p.m.- 9 p.m.

9. **Date of Next Meeting**

The next meeting is scheduled for November 21, 2024, at 5:30 p.m.

10. **Adjournment**

Recommendation: 2024-011

Moved by P. Thomas

That the meeting be adjourned at 7:23 p.m.

Carried