



**Subject:** Equity, Diversity and Inclusion Committee Annual Report

**Department:** Corporate Services

**Division:** Clerk's

**Report #:** EDI-2021-001

**Meeting Date:** 2021-12-06

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### **Recommendations**

That the Equity, Diversity and Inclusion Committee Annual Report be received.

### **Background and Analysis**

The Equity, Diversity and Inclusion Committee ("Committee") consists of two members of Council, twelve public appointments and three representatives of the Town of Orangeville.

The newly formed Committee shall advise Council on issues related to equity, diversity, and inclusivity in the Town. The Committee will consult externally with the community, liaise with marginalized groups/groups that have historically experienced discrimination, and work internally with staff, to progress Committee initiatives, including providing advice, feedback, and making recommendations to Council.

On May 27, 2019, Council approved the creation of the Committee. The initial planning of the Committee began in July 2020, led by Councillor Post, Councillor Andrews, and General Manager, Corporate Services, Andrea McKinney. After initial research, and drafting of the terms of reference, members of the public were invited to attend a general meeting in August 2020 to discuss the basis of forming of the Committee and consult on the terms of reference.

Calls for individuals to join the new Committee were sent on November 26, 2020. After a selection process was completed, Council appointed the Committee members on April 26, 2021, and also approved the Committee's Terms of Reference. The newly formed Committee held its first meeting on June 3, 2021.

As of November 4, 2021, one meeting has been held since its first; as a result, the Committee's initial planning and strategizing is still underway. The Committee will typically meet monthly, moving forward.

The initial work plan has been developed and will continue into the next year. One of the primary goals of the Committee is to drive initial community engagement and consult with the residents of Orangeville. The Committee also aims to engage the services of a subject matter expert, a consultant, to assist with strategizing for next year's work. The Committee will also develop an informational document with key terms relating to equity, diversity and inclusion for the general public. All of these goals will assist the Committee to form a strategy, further its objectives, and report back to Council on its progress.

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## **Strategic Alignment**

### **Orangeville Forward – Strategic Plan**

Priority Area: Community Stewardship

Objective: Engaged and Involved

### **Sustainable Neighbourhood Action Plan**

Theme: Social well-being

Strategy: Promote Orangeville as an engaged, inclusive community for all

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## **Notice Provisions**

Not Applicable

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## **Financial Impact**

Council will be requested to approve funding for a consultant, and to create an informational document for public distribution, in 2022.

Respectfully submitted by

Andrea McKinney  
General Manager, Corporate Services

Prepared by

Sarah Alexander  
Human Resources Assistant

**Attachment:**        1. 2022 Equity, Diversity and Inclusion Committee Work Plan