



Minutes of the Equity, Diversity and Inclusion Committee

November 11, 2021, 6:00 p.m.

Chair and Secretary Participating Remotely
The Corporation of the Town of Orangeville

Members Present: Lisa Post
Joe Andrews
Sharyn Ayliffe
Dawn Kelly
Shawna McNally
David Nairn
Sushil Shundil
Caroline Stacey

Members Absent: Natasha Fisher
Polvier Folkes-Grandison
Hazel Mason
Robin McLean
Niketa Peters
Patti Thomas

Staff Present: Andrea McKinney
Emily White
Sarah Alexander

1. Call to Order

Meeting called to order at 6:03 p.m.

Co-chair Andrews chaired the meeting for Chair Post.

2. Disclosures of (Direct or Indirect) Pecuniary Interest

None.

3. Adoption of Minutes of Previous Meeting

Recommendation: 2021-005

Moved by Shawna McNally

That the minutes of the following meeting are approved:

2021-09-09 Equity, Diversity and Inclusion Committee Minutes

Carried Unanimously

4. Presentations

None.

Co-chair Andrews has invited Ms. Nancy Simms, Director of Human Rights, Equity and Inclusion at Humber College, to present at the December Committee Meeting.

5. Items for Discussion and Reports

5.1 2022 Work Plan

Chair Post and Co-chair Andrews requested funds from Council for the overall budget towards hiring a consultant in 2022. The item was added to the 2022 budget; however, the budget has not yet been passed. Council will deliberate over this budget item. There was positive feedback from Council regarding this proposal.

Andrea McKinney, General Manager, Corporate Services, gave an overview of the process of procuring a consultant. Members of the Committee were asked to put forward the names of individuals they knew who may be interested in bidding for the consultant role, should the budget pass.

Co-chair Andrews advised that the proposed post card, expected to be developed by the Committee, should wait until Ms. Nancy Simms presents to the Committee.

Committee discussed whether proposed work plan should be more specific with regards to timelines. The response was that the document is fluid and will change as the Committee moves forward with its plans.

Recommendation: 2021-006

Moved by David Nairn

That the 2022 Work Plan be approved.

Carried Unanimously

5.2 2021 Annual Report

Recommendation: 2021-007

Moved by Caroline Stacey

That the 2021 Annual Report be approved.

Carried Unanimously

5.3 2021/2022 Meeting Schedule

Currently, no meetings are scheduled for next July or August, and the last meeting is scheduled for June 2022.

Chair Post advised that Committees are dissolved after Council elections, and may be re-formed, modified, or dissolved at the start of the next Council term.

Recommendation: 2021-008

Moved by David Nairn

That the 2021/2022 Meeting Schedule be approved.

Carried Unanimously

5.4 Community Engagement Survey

Discussion on sample surveys from other municipalities. The survey from City of Pembroke was identified as a good example to use as a guide.

Discussion on timeline, purpose, and content of the Committee's community engagement survey. Survey should be developed as soon as possible, ahead of the potential engagement of a consultant in the new year. Purpose of survey should be to drive engagement within the community, and assist a potential consultant with forming a strategy. Survey should be made available and promoted online, and at Town facilities, for residents without access to a computer. For survey content, short answer questions will be more difficult to analyze, therefore the bulk of the survey should be multiple choice.

Secretary and one Committee member to prepare a draft survey, for Committee to review at December 9th meeting.

Discussion on the potential forming of a working group of Committee members to implement the survey, as there is no Town staff member designated to work on this Committee.

5.5 Humber College Equity Diversity and Inclusion Taskforce Resources

Committee reviewed resources contained on the Humber College Equity, Diversity & Inclusion (EDI) Taskforce website, linked below:

<http://hrs.humber.ca/human-rights-equity-diversity/edi-taskforce/edi-taskforce.html>

Ms. Nancy Simms will speak to the Humber College initiatives and resources at the next Committee meeting.

6. Correspondence

7. New Business

Chair Post advised that a resident had reached out, requesting that the Committee organize a celebration of Holi, a Hindu festival of colours in March. Discussion on whether Committee could form a working group to lead this.

Request for Secretary to send calls for general interest to the Committee for two working groups: one to co-ordinate a celebration of Holli, and one to implement the community engagement survey.

Discussion on the Remembrance Day event in Orangeville held by the Orangeville Legion. Recommendation to suggest making the event more diverse and inclusive. Chair Post and Co-chair Andrew advised that they could discuss this with the Orangeville Legion.

Discussion on whether municipal by-laws can be amended to allow fireworks during Diwali in Orangeville. By-law review to take place in December; this would be an opportunity to make revisions to by-laws to be more inclusive.

Quote shared by Committee member: "We seek diversity to create dignity. We encourage equity to ensure justice. We foster inclusion to ensure belonging."

8. Date of Next Meeting

9. Adjournment

Meeting adjourned at 7:39 p.m.