Subject:	**Equity, Diversity and Inclusion Committee**
Department:	**Corporate Services**
Division:	**Human Resources**
Report #:	**CPS-2020-007**
Meeting Date:	**2020-11-09**

Recommendations

That Report CPS-2020-007 regarding the creation of an Equity, Diversity and Inclusion Committee be received; and

That Council approve the Terms of Reference for the Equity, Diversity and Inclusion (EDI) Committee to provide consultation, advice, report findings and make recommendations to Council on matters and items related to diversity, inclusivity and equity;

That the Diversity and Inclusion Committee be composed of one Member of Council, seven members of the public representing a broad range within the community including representatives from diverse groups (national origin, ethnicity, language, race, colour, sexual orientation, gender identity, age) and up to two non-voting members of staff; and,

That staff be directed to open an application process and bring back the applications for review and approval.

Background and Analysis

On May 27 of 2019 Council approved the creation of a Diversity and Inclusion Committee to provide consultation, advice, report findings and make recommendations to Council on matters items related to diversity, inclusivity and equity.

It also instructed that a Terms of Reference be created and that staff should report back on proposed membership of the Committee mindful that it should be a committee of the public

representing a broad range within the community including representatives from diverse groups (national origin, ethnicity, language, race, colour, sexual orientation, gender identity, age, etc.).

In order to establish a committee that would be set up for success staff undertook a number of activities. Staff reached out to and consulted with diversity and inclusion trainers, facilitators and subject matter experts about how to best engage the community in the development and organization of a Committee that would be most impactful for the Town and for the members participating. Collaboration and proactive engagement was a consistent theme that emerged.

Staff consulted with the County on their work and reviewed the EDI work of a number of other municipalities and organizations. The Town also looked at a number of United Nations materials on EDI topics, which can be shared and discussed with the Committee after its formation.

Members of the community were consulted in the process, including an open formal community consultation, to understand driving issues and opportunities. This consultation was originally scheduled for in-person in March but was moved to virtual August due to the restrictions of Covid-19.

During the consultation the Town has been advised of a number of issues in the community that can be considered by the EDI committee as part of their work plan and complemented through the work of the Town internally. Staff does recognize that engagement on this needs to be iterative. In the public discussion there was also an overview of work done in other municipalities as background and then specific questions targeted at getting the discussion going and opening the dialogue. Mainly giving people an opportunity to speak openly and then specifically discussing potential areas of focus for the committee.

In the process there was an emphasis on discrimination on issues related to race, ethnicity and to gender. There was also a gap identified as it relates to easily finding information on resources in the community, particularly for those new to the community. These items can be addressed moving forward working with the committee. There was an acknowledgement for the need for an open dialogue and a request that these types of forum happen more regularly.

The open discussion included dialogue around:

- Keeping initiatives such as the Black Lives Matter movement active in the community, continue programming events, educating the public on racial issues
- Issues in the community related to discrimination based on gender, race and ethnicity
- Importance of providing diversity training to internal (Town employees) and external parties, such as business owners – possibility of offering this training externally through the Town's Small Business Enterprise Centre
- Theatre involvement, providing diversity-driven programming, involving diverse local artists, playwrights, etc. in programs and productions, educating residents
- In general, multi-cultural events and groups not being present in Orangeville and residents having to go elsewhere to participate in such events and celebrations
- New Orangeville residents of other cultures not having access to multi-cultural information and resources, as well as general welcome information

- Information should be available online but also in print form, for those without access to a computer. Resources could be available at the Library, other Town facilities, etc.
- Lack of diversity programming and celebrating multi-cultural curriculum in schools. There is some opportunity for the Town to reach out to trustees, offer workshops, events, etc.
- Availability of resources, experts, and theatre programs that could educate schools on diversity, open a dialogue for young people, and provide resources for teachers
- Educating the general public on other cultures; having a central location where those resources can be found
- Improving the general availability of disability resources for the public (families, etc.)
- Having a youth centre in town, and/or a safe place for multi-culturalism, for both young people and for newcomers

What Should be the initial areas of focus for an Orangeville Committee:

- Main, overarching goals are increasing inclusion, decreasing discrimination, and increasing representation
- Creating a conversation where we move forward the agenda of inclusion, acceptance, and understanding
- Forming an anti-racism taskforce
- Having public meetings every quarter for the community at large
- Organization special events, such as a Walk for Diversity Walk, or a cultural festival
- Creating an essential repository for newcomers to make them feel welcome
- Possible collaboration with police; education on harassment prevention
- With various areas of diversity under discussion, it may be good to form smaller subcommittees within the EDI Committee. The subcommittees could be geared to various specific causes but could meet as a larger group on a regular basis.
- Promoting zero tolerance for harassment, discrimination, etc.

In addition to this public session there was consultation with other groups and individuals conducted and feedback will continue to be taken as this evolves. A specific topic that was raised does relate to FCM's gender parity target of 30% women on every municipal Council in Canada by October 2026; as well as consideration for the Convention Elimination of Discrimination against Women (CEDAW). Recognizing there are a number of important initiatives that can be undertaken, in order to move the bar on a number of fronts it would be wise for the Committee to start with broader objectives and identify areas of work as it evolves and based on the needs of the Community at large.

In parallel, the Town is also in the process of rolling out an internal EDI training program which will cover a broad area of topics through multiple sessions. Training will be for both staff and Council.

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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 engages, inclusive, community for all.

Notice Provisions

Not Applicable

Financial Impact

At this time the Committee does not have a financial impact but does require staff time to resource. It should be expected that in future this Committee will require minor resources for events and materials.

Respectfully submitted

Andrea McKinney
General Manager, Corporate Services

Attachment(s): 1. Equity, Diversity and Inclusion Terms of Reference