

Whitby Diversity and Inclusion Advisory Committee Minutes
September 2, 2021 – 7:15 PM
Virtual Meeting

Present: Mayline Brown
Cheryl Frayne
Catherine Philogene, Chair
Ayse Yuksel

Also Present: Kim Evans, Staff Liaison, Supervisor, 55+ Recreation Services
Heather Ellis, Council and Committee Coordinator (Recording Secretary)

Regrets: Venita Anderson
Andrea Cecchetto
Brianna Nelson, Vice-Chair

Call to Order

1 The meeting was called to order at 7:21 p.m.

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - June 3, 2021

Recommendation:

Moved By Cheryl Frayne

That the Whitby Diversity and Inclusion Advisory Committee minutes of June 3, 2021 be approved.

Carried

3. Presentations

3.1 There were no presentations.

4. Delegations

4.1 There were no delegations.

5. General Business and Reports

5.1 Fall Whitby Diversity and Inclusion Advisory Committee Webinar

Kim Evans requested feedback from the Committee regarding continuing webinars and hosting a panel discussion on Being an Ally. Ms. Evans suggested hiring a videographer to create a video focused on what it means to be an ally and posting the video on the Committee's webpage.

Discussion ensued regarding:

- the longevity and future benefits of creating a video;
- partnering with community groups and community experts;
- establishing a list of contacts to create a video;
- creating chapters within the video that focus on different aspects of allyship; and,
- establishing a list of locations for the video.

5.2 Black, Indigenous, and People of Colour (BIPOC) Spotlight Initiative

Kim Evans advised that residents could nominate individuals as a Community Champion at www.connectwhitby.ca/champions. Ms. Evans suggested that the Committee identify members of the Black, Indigenous, and People of Colour (BIPOC) community to nominate for the Spotlight Initiative and recognize those individuals on the Committee's webpage.

Discussion ensued regarding:

- how to identify individuals to spotlight;
- reaching out to school boards and community organizations;
- contacting the Downtown Whitby Business Improvement Area (BIA);
- establishing categories of recognition;
- spotlighting a member of Whitby's youth; and,
- contacting the Rotary Clubs of Whitby.

5.3 Outreach to Muslim Community

Catherine Philogene advised that Council requested the Whitby Diversity and Inclusion Advisory Committee to examine ways to strengthen the Town's ties with the growing Muslim population in

Whitby. Ms. Philogene further advised that a letter was sent to the Muslim Welfare Centre inviting them to connect with the Whitby Diversity and Inclusion Advisory Committee.

Kim Evans stated that a representative from the Muslim Welfare Centre was invited to provide a presentation to the Whitby Diversity and Inclusion Advisory Committee. Ms. Evans advised that November would be the best month for hosting a presentation by the Muslim Welfare Centre.

Discussion ensued regarding:

- creating focus questions for the presentation; and,
- following up with the Muslim Welfare Centre prior to the November Committee meeting.

It was the consensus of the Committee to hear Item 6.2, Office of the Town Clerk, Correspondence: Regular Council Meeting, June 21, 2021, at this time.

5.4 Town of Whitby's Internal Diversity, Equity, and Inclusion Initiatives: Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project, Staff Task Force, and Staff Training

Kim Evans requested feedback from the Committee regarding the online diversity courses offered by the Town. Ms. Evans further requested how many courses each member had completed.

Kim Evans advised that the Town's Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project results would be presented to Council once an analysis of the results was completed.

5.5 Diversity, Equity, and Inclusion Information Sharing and Review of the Whitby Diversity and Inclusion Advisory Committee's Work Plan

Kim Evans confirmed whether Members had information regarding diversity, equity, and inclusion to share.

Catherine Philogene requested that the Committee review the status of items on the Committee's Work Plan.

Discussion ensued regarding:

- the annual Multicultural Calendar;
- the monthly proclamations;
- hosting local and regional diversity events;
- providing input in the development of policies and training for Town of Whitby employees;

- developing a public engagement strategy; and,
- making recommendations to the Town on matters of diversity, inclusivity, and equity.

6. Correspondence

6.1 Office of the Town Clerk, Correspondence: Regular Council Meeting, June 21, 2021

Re: Indigenous Land Recognition in the Town of Whitby

Catherine Philogene advised that the correspondence, Indigenous Land Recognition in the Town of Whitby was received for information.

6.2 Office of the Town Clerk, Correspondence: Regular Council Meeting, June 21, 2021

Re: Condemnation of London Terrorism and Support for the Muslim Community

Catherine Philogene advised that the correspondence, Condemnation of London Terrorism and Support for the Muslim Community was received for information. Ms. Philogene requested that the Committee discuss ways the Town can strengthen ties with the Muslim population in Whitby.

It was the consensus of the Committee to hear Item 5.4, Town of Whitby's Internal Diversity, Equity, and Inclusion Initiatives: Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project, Staff Task Force, and Staff Training, at this time.

7. Council Update

7.1 There was no Council update.

8. Other Business

8.1 Dundas Street Update

Mayline Brown requested an update regarding renaming Dundas Street in Whitby.

Kim Evans stated that she would circulate the MS 250 Municipal Property and Facility Naming Policy to the Committee.

A brief question and answer period ensued regarding whether an Archivist was researching the history of the naming of Dundas Street.

9. Next Meeting

9.1 Thursday, October 7, 2021 - 7:15 p.m.
Virtual Meeting

10. Adjournment

10.1 Motion to Adjourn

Recommendation:

Moved By Cheryl Frayne

That the meeting adjourn.

Carried

The meeting adjourned at 8:30 p.m.

Note: These minutes were approved by the Whitby Diversity and Inclusion Advisory Committee on October 7, 2021.