

Whitby Diversity and Inclusion Advisory Committee Minutes
November 5, 2020 – 7:15 PM
Virtual Meeting

Present: Andrea Cecchetto, Chair
Cheryl Frayne
Brianna Nelson
Catherine Philogene, Vice-Chair
Ayse Yuksel

Also Present: Councillor Shahid, Mayor's Designate
Sharon Meredith, Senior Manager, Recreation
Mallory Dawson, Whitby Public Library Representative
Kim Evans, Staff Liaison, Supervisor, 55+ Recreation Services
Heather Oerlemans, Council and Committee Coordinator
Kathryn Douglas, Legislative Specialist (Recording Secretary)

Regrets: Mayline Brown
Shauna Moore

Call to Order

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - October 1, 2020

Recommendation:

Moved By Cheryl Frayne

That the Whitby Diversity and Inclusion Advisory Committee minutes of October 1, 2020 be approved.

Carried

3. Presentations

3.1 Dave Speed, Fire Chief, Whitby Fire and Emergency Services
Re: Diversity in Recruitment of Fire Fighters

Dave Speed appeared before the Committee to discuss strategies to increase diversity in the recruitment of fire fighters. Highlights of the presentation included:

- an overview of the education and community outreach strategies;
- the percent of Whitby Fire and Emergency Services staff who identify as black, Indigenous and people of color (BIPOC);
- the percent of Fire Suppression division staff who identify as female;
- factors that may discourage individuals from pursuing a career in fire fighting, such as misinformation, financial strain, and stereotypes;
- the public virtual meetings held by a diverse panel of Whitby Fire Fighters regarding the challenges of getting hired as a fire fighter; and,
- the educational workshops attended by staff regarding unconscious bias awareness and strategies for creating a more inclusive environment.

Mr. Speed encouraged the Committee to attend the next Whitby Fire and Emergency Services virtual panel meeting on November 26, 2020.

A question and answer period ensued between Mr. Speed and the Committee regarding:

- challenges Whitby Fire and Emergency Services faces regarding community education;
- whether Whitby Fire and Emergency Services has considered working with ethnic/cultural champions;
- how to educate new residents about the benefits of choosing a career in fire fighting; and,
- whether this is a local, national, or international initiative.

A discussion ensued regarding:

- engagement strategies to help dissolve stereotypes about fire fighters; and,
- community networks that can assist with Whitby Fire and Emergency Services' engagement strategy, such as the Welcome Centre Immigrant Services in Ajax.

3.2 John Watkins, Supervisor of Recreation and Community Development,
Town of Whitby
Re: Youth Work on the Virtual Whitby Video Tour

John Watkins presented a demo of the Newcomers Virtual Whitby Tour video to the Committee. Highlights of the presentation included:

- short video clips of four locations, including the Iroquois Park Sports Centre, Abilities Centre, Station Gallery and Central Library;
- an overview of the additional locations that will be filmed;
- the option to display video clips on a webpage in an interactive GIS map that pins the locations; and,
- the option to combine video clips of all locations into one 15-20 minute video.

A question and answer period ensued between Mr. Watkins and the Committee regarding:

- the content of the audio script;
- whether the Committee may choose both the 15-20 minute video *and* GIS map options; and,
- whether the length of the videos can be shortened.

4. Delegations

4.1 There were no delegations.

5. General Business and Reports

5.1 Review and Discussion

Re: October Presentation by the Congress of Black Women
Oshawa/Whitby Chapter

Kim Evans requested feedback from the Committee regarding recommendations arising from the October presentation provided by the Congress of Black Women Oshawa/Whitby Chapter.

Discussion ensued regarding:

- mandatory training for Town Staff on topics such as anti-Black racism, diversity, inclusion and unconscious bias awareness;
- including anti-Black racism, diversity, inclusion and unconscious bias awareness training in the onboarding materials package for the Town's Volunteers;
- providing diversity and inclusion training materials to community partners such as the Chamber of Commerce;
- the issues of creating and managing a mentorship program for youth interested in a particular field/industry;
- liaising with the Town's Economic Development Staff, the Durham Black Student's Network, and other community

organizations that could assist in managing a youth mentorship program; and,

- creating a resource list of youth mentorship programs on the Whitby Diversity and Inclusion Advisory Committee's webpage.

Recommendation:

Moved By Catherine Philogene

That the Whitby Diversity and Inclusion Advisory Committee recommend that the Town of Whitby implement mandatory training for all Town Staff, Town Council, and Town supported and Town non-supported Local Board and Advisory Committee Members incorporating anti-Black racism, diversity, inclusion and unconscious bias awareness.

Carried

5.2 Upcoming Webinars

Catherine Philogene advised that a subcommittee formed to organize the next webinar.

Discussion ensued regarding:

- the next webinar date and topic;
- the cost of hiring a webinar speaker to discuss unconscious bias, such as the CEO of the Canadian Centre for Diversity and Inclusion or a local community member; and,
- whether the Committee would like to allocate their remaining 2020 budget funds towards a webinar series or the Newcomers Virtual Whitby Tour.

5.3 Whitby Diversity and Inclusion Advisory Committee Community Survey and Connect Whitby

Kim Evans advised that the survey is being reviewed by the Town's Corporate Communications Division and will be available on the Town's website within two weeks.

5.4 Virtual Whitby Tour

Kim Evans requested feedback from the Committee regarding the Newcomers Virtual Whitby Tour.

Discussion ensued regarding:

- 23 Town locations that will be included in the video; and,

- the benefits of allocating the Committee's remaining 2020 budget funds to the video, such as video archiving for future use.

Kim Evans requested the Committee provide feedback after watching the Newcomers Virtual Whitby Tour demo video with sound.

5.5 Future Speakers

Kim Evans requested the Committee submit feedback via email regarding future speaker presentations.

6. Correspondence

6.1 There was no correspondence.

7. Council Update

7.1 Councillor Shahid provided updates regarding:

- the adoption of the Whitby Green Standard;
- training workshops offered by local businesses on topics such as diversity, inclusion, and unconscious bias;
- a request received by the Town's Recreation Division for a cricket pitch;
- Councillor Roy and Councillor Mulcahy request the Committee's feedback regarding body worn cameras on DRPS Police Officers; and,
- the Chamber of Commerce Diversity and Inclusion Committee initiatives.

8. Other Business

8.1 There was no other business.

9. Next Meeting

9.1 Thursday, December 3, 2020 - 7:15 p.m. To be determined.

10. Adjournment

10.1 Motion to Adjourn

Recommendation:

Moved By Ayse Yuksel

That the meeting adjourn.

Carried

The meeting adjourned at 9:15 p.m.

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