

Present: Mayor Mitchell (Participating Virtually)
Councillor Drumm (Participating Virtually)
Councillor Leahy (Participating Virtually)
Councillor Lee (Participating Virtually)
Councillor Mulcahy (Participating Virtually)
Councillor Newman (Participating Virtually)
Councillor Roy (Participating Virtually)
Councillor Shahid (Participating Virtually)
Councillor Yamada (Participating Virtually)

Also Present: M. Gaskell, Chief Administrative Officer
S. Klein, Director of Strategic Initiatives
J. Long, Head of Organizational Effectiveness
W. Mar, Commissioner of Legal and Enforcement Services/Town Solicitor
M. Perini, Acting Fire Chief
J. Romano, Commissioner of Community Services
R. Saunders, Commissioner of Planning and Development
D. Speed, Head of Operations & Fire Chief
F. Wong, Commissioner of Financial Services/Treasurer
H. Ellis, Executive Advisor to the Mayor
C. Harris, Town Clerk
K. Douglas, Legislative Specialist (Recording Secretary)

Regrets: None noted

1. Declarations of Pecuniary Interest

1.1 There were no declarations of pecuniary interest.

2. Presentations

2.1 Catherine Philogene, Chair, and Kim Evans, Staff Liaison, Whitby Diversity and Inclusion Advisory Committee
Re: 2021 Diversity and Inclusion Community Survey Results

Catherine Philogene, Chair, and Kim Evans, Staff Liaison, Whitby Diversity and Inclusion Advisory Committee, provided a PowerPoint

presentation regarding the 2021 Diversity and Inclusion Community Survey Results. Highlights of the presentation included:

- an introduction of the Whitby Diversity and Inclusion Advisory Committee (DIAC) and their role within the Town;
- the purpose of the 2021 Community Survey, including understanding the needs of the community, identifying solutions to eliminate barriers to inclusion, and evaluating the current and future programs/services within the community;
- details about where the survey was hosted, when the survey was open to participants, the total number of participants, and the number of people who visited the Connect Whitby webpage;
- a summary of the survey demographics such as age, gender, ethnicity, and the percentage of participants who identified as having a disability;
- survey results regarding one's sense of belonging;
- survey feedback concerning ways that the Town may support diversity and inclusion in the community;
- survey results regarding prejudice and discrimination, and on what basis the discrimination occurred;
- ways in which respondents have felt excluded within the community, their workplace, at local businesses, and by government agencies; and,
- next steps for improving diversity and inclusion within the community, including how the survey results will be used.

A question and answer period ensued between Members of Council, Ms. Philogene, and Ms. Evans regarding:

- whether DIAC may conduct a follow-up survey that focusses on respondents with diverse backgrounds;
- whether DIAC has considered forming an Anti-Black Racism Subcommittee, and how they plan to combat anti-Asian racism;
- ways to improve community involvement and the response rate of future surveys;
- whether DIAC will publish a follow-up survey with different questions;
- how the number of 2021 Diversity and Inclusion Community Survey participants compares to other surveys conducted by the Town; and,
- whether the term 'Whitby' as stated in the survey question(s) refers to The Corporation of the Town of Whitby or the general community.

2.2 Melinda Munro and Julie Fraser, KJI Consulting Collective

Re: Town of Whitby Diversity and Inclusion Current State Assessment Study

Melinda Munro and Julie Fraser, KJI Consulting Collective, provided a PowerPoint presentation regarding the Town of Whitby Diversity and Inclusion Current State Assessment Study. Highlights of the presentation included:

- an overview of KJI Consulting Collective, including their goal of promoting diversity and inclusion within the Town;
- an introduction of the five consultants and advisors involved in the Diversity and Inclusion Current State Assessment Study;
- the project timeline, beginning with a review of documents, data and best practices, followed by internal and external stakeholder engagement, building understanding, and committing to a plan;
- maturity modeling used to identify stages of growth towards an equitable organization, as well as the Town's current strengths in achieving the desired cultural change;
- an overview of the current and future state analysis;
- the diversity and inclusion assessment model that will be implemented across the organization, which will focus on an effective diversity and inclusion strategy rather than cost savings;
- an overview of the stakeholder engagement strategy, which relies on best practices in working with diverse and marginalized communities and avoids re-traumatization of participants; and,
- a Gantt chart illustrating the Diversity and Inclusion Current State Assessment Study timeline.

A question and answer period ensued between Members of Council, Ms. Munro, and Ms. Fraser regarding:

- whether the study will generate both an internal and external strategy for improving diversity and inclusion;
- whether KJI Consulting Collective determined the study's vision after reviewing data;
- clarification regarding when KJI Consulting Collective will present their findings to Council;
- the impact of COVID-19 on the Diversity and Inclusion Current State Assessment Study; and,
- the online engagement strategies used by other municipalities for similar surveys and studies.

3. Adjournment

3.1 Motion to Adjourn

Moved By Councillor Shahid

Seconded By Councillor Roy

That the meeting adjourn.

Carried

The meeting adjourned at 7:01 p.m.

Christopher Harris, Town Clerk

Don Mitchell, Mayor