

Whitby Diversity and Inclusion Advisory Committee Minutes  
March 4, 2021 – 7:15 PM  
Virtual Meeting

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**Present:** Mayline Brown (logged on at 7:21 p.m.)  
Andrea Cecchetto  
Cheryl Frayne  
Brianna Nelson, Vice-Chair  
Catherine Philogene, Chair  
Ayse Yuksel

**Also Present:** Regional Councillor Roy, 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  
(Recording Secretary)

**Regrets:** None noted

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Call to Order

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - February 4, 2021

Recommendation:

Moved By Cheryl Frayne

That the Whitby Diversity and Inclusion Advisory Committee minutes of February 4, 2021 be approved.

**Carried**

3. Presentations

**3.1** Esther Enyolu, Executive Director, Women's Multicultural Resource and Counselling Centre of Durham Region (WMRCC)

Re: An Overview of Women's Multicultural Resource and Counselling Centre of Durham Region

Esther Enyolu provided a presentation regarding the Women's Multicultural Resource and Counselling Centre of Durham Region.

Highlights of the presentation included:

- an overview of the history of the Women's Multicultural Resource and Counselling Centre of Durham Region (WMRCC);
- the mandate of the WMRCC to provide services for women, youth, and children of diverse backgrounds;
- programs and services of the WMRCC such as one on one counselling, diversity and inclusion training, workshops, and a mentorship program; and,
- the free, culturally sensitive, and confidential services provided by the WMRCC.

A brief question and answer period ensued regarding how this Committee could support the work of the WMRCC.

**3.2** Paul Pirri, Senior Manager of Economic Development, Town of Whitby  
Re: Elevate Talent Initiative - A Black, Indigenous, and People of Colour (BIPOC) Economic Development Initiative

Paul Pirri provided a presentation regarding the Elevate Talent Initiative, A Black, Indigenous, and People of Colour (BIPOC) Economic Development Initiative. Highlights of the presentation included:

- providing training opportunities for the BIPOC community in the technology sector;
- providing 50 to 75 training opportunities through a 90 day rapid course development program that partners with a variety of employers, organizations, and training institutions;
- working with institutions such as the Ontario Tech University to provide trainees with a micro-credential upon completion of the program;
- requiring assistance to communicate the initiative and locate partners for the program; and,
- funding for the program by FedDev Ontario and the City of Toronto.

A question and answer period ensued regarding:

- when the program would begin;
- whether there would be a cost for the program in the future;

- how the program would ensure accessibility, particularly for those who may not have access to the internet or computers;
- what level of commitment would be required from employers participating in the program;
- how success of the program would be measured;
- whether the Durham Region Unemployed Help Centre that supports immigrants in finding work in the Durham Region had been contacted; and,
- how the participants for the program would be selected.

4. Delegations

4.1 There were no delegations.

5. General Business and Reports

5.1 Culture Plan: Joining the Coalition of Inclusive Municipalities

Kim Evans advised that the Culture Plan was presented to the Committee of the Whole on March 1, 2021. Ms. Evans further advised that a motion was carried at the meeting to join the Coalition of Inclusive Municipalities. She stated that the next step would be receiving final approval from Council and to develop an action plan.

5.2 Upcoming Whitby Diversity and Inclusion Advisory Committee Webinar: March/April 2021

Catherine Philogene advised that she had reached out to a guest speaker for the upcoming Whitby Diversity and Inclusion Advisory Committee Webinar. Ms. Philogene advised that the speaker was conducting research regarding racialized women and the impact of COVID-19. She stated that the April webinar would focus on the impact of COVID-19 on racialized women and economic outlook.

5.3 Indigenous Education Event: June 2021

Kim Evans advised that Dr. Lynne Davis, from Trent University, was developing an Indigenous training program for the Municipality of Clarington. Ms. Evans stated that the resources for the training program could be used for an Indigenous Education Event in June.

5.4 Whitby Diversity and Inclusion Advisory Committee Survey Review

Catherine Philogene advised that the results from the Survey were being prepared for presentation.

Kim Evans advised that 142 responses had been received. Ms. Evans stated that the next step would be to analyze the results and create action items. She requested feedback from the Committee regarding hiring a consultant to provide direction on the next steps. Ms. Evans advised that she had submitted a grant to provide funding to hire a consultant.

Catherine Philogene recommended that the Committee review the results of the survey before making a decision on specific actions to take.

## **5.5 Proclamations List**

Cheryl Frayne advised that the proclamations list included days and months that focused on social justice, diversity, and cultural heritage. Ms. Frayne suggested highlighting days of significance on the Town's homepage calendar as well as an online multicultural calendar.

Kim Evans advised that the proclamations list would be submitted to the Office of the Town Clerk to be placed on a Council agenda for Council's approval. Ms. Evans stated that once the proclamations list was approved, the dates would be listed on the Town's website. She further stated that she would investigate the ability to post the dates on the Committee's webpage. Ms. Evans requested that Members send additional suggestions to her via email by March 12, 2021.

## **5.6 Virtual Whitby Tour**

Kim Evans advised that the corrections for the closed captioning were completed.

## **6. Correspondence**

### **6.1 There was no correspondence.**

## **7. Council Update**

### **7.1 Councillor Roy provided updates regarding the March 1, 2021 Committee of the Whole meeting which included:**

- the updated Whitby Culture Plan;
- the project update on the North Whitby Sports Complex design options;
- an Interim Report on the Customer Service Strategy which would provide more centralized customer service; and,
- the Diversity, Equity, and Inclusion Training Plan.

She provided an additional update regarding the Durham Region Health and Social Services Committee meeting. Councillor Roy stated that on March 8, 2021, residents who were 80+ years of age would be able to book an appointment to receive their COVID-19 vaccination. She further stated that each municipality in the Region of Durham would have a vaccination centre. Councillor Roy advised that the Town of Whitby's vaccination centre would open on March 15, 2021 at the McKinney Centre.

**8. Other Business**

**8.1 Scholarship for Durham District School Board**

Kim Evans requested feedback from the Committee regarding post secondary scholarships.

Catherine Philogene advised that the Committee would require time to consider the application requirements of the scholarship and the process for submitting an application.

Ms. Evans suggested that this item be discussed at a later meeting and that a scholarship program could be considered for the fall 2021 Work Plan or the 2022 Work Plan.

**8.2 Future Presenters**

Cheryl Frayne requested feedback regarding inviting Durham One Call to present at a future Committee meeting.

Kim Evans advised that there was an opening at the April 1, 2021 meeting for a presenter.

**8.3 School Lunch N' Learn Training Program**

Cheryl Frayne advised that she contacted James McKinnon, the Indigenous Education Representative for the Durham Catholic School Board. Ms. Frayne stated that the school staff Lunch N' Learn was postponed.

**9. Next Meeting**

**9.1 Thursday, April 1, 2021 - 7:15 p.m.  
Virtual Meeting**

**10. Adjournment**

**10.1** Motion to Adjourn

Recommendation:

Moved By Andrea Cecchetto

That the meeting adjourn.

**Carried**

The meeting adjourned at 8:44 p.m.

**Note: These minutes were approved by the Whitby Diversity and Inclusion Advisory Committee on April 1, 2021.**