

Whitby Diversity and Inclusion Advisory Committee Minutes  
May 6, 2021 – 7:15 PM  
Virtual Meeting

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**Present:** Venita Anderson  
Mayline Brown (logged on at 7:22 p.m.)  
Cheryl Frayne  
Catherine Philogene, Chair  
Ayse Yuksel

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

**Regrets:** Andrea Cecchetto  
Brianna Nelson, Vice-Chair

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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 - April 1, 2021

Recommendation:

Moved By Cheryl Frayne

That the Whitby Diversity and Inclusion Advisory Committee minutes of April 1, 2021 be approved.

**Carried**

3. Presentations

**3.1** Mayor Don Mitchell and Councillor Elizabeth Roy, Whitby Town Council, Town of Whitby  
Re: Signing of the Declaration to Join the Coalition of Inclusive Municipalities

Mayor Mitchell and Councillor Roy appeared before the Committee to sign the Declaration to Join the Coalition of Inclusive Municipalities.

Councillor Roy stated that joining the Coalition was an important step that would permit the Town of Whitby to work collaboratively and share resources to promote social inclusion, establish policies that eradicate racism and discrimination in all forms, and promote human rights and diversity.

Mayor Mitchell stated that the Town of Whitby was committed to a plan of action as an employer and service provider. He further stated that signing the Declaration to Join the Coalition of Inclusive Municipalities would allow the Town to work with 82 other municipalities to develop best practices to promote inclusion, diversity, human rights, and to eradicate racism and discrimination.

**4.** Delegations

**4.1** There were no delegations.

**5.** General Business and Reports

**5.1** Webinar Review: The Impact of the Pandemic on Women, April 28, 2021

Catherine Philogene advised that 50 attendees logged on to the Impact of the Pandemic on Women Webinar.

Discussion ensued regarding:

- promoting future webinars with community partners and organizations;
- increasing the time to promote webinars; and,
- creating an advertising checklist for partners and places to advertise webinars.

**5.2** Indigenous Education Event, June 2021

Kim Evans advised that Lynn Davis from Trent University would provide a presentation on different aspects of Indigenous History and the importance of Land Acknowledgement. Ms. Evans further stated that Ms. Davis was working with other municipalities in Durham Region.

Discussion ensued regarding:

- delivering an online presentation;
- confirming the speaker and promoting the event; and,
- the start time for the webinar.

**5.3** Whitby Diversity and Inclusion Advisory Committee Presentation to Council: Community Survey Results

Catherine Philogene advised that the Committee would be presenting the Community Survey Results at a Special Council meeting on May 10, 2021. Ms. Philogene requested feedback regarding the Committee's preparedness to establish an Anti-Black Racism Subcommittee at a later time.

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

Current State Study

Sharon Meredith provided a presentation regarding the Town of Whitby's Inclusion, Diversity, Equity, and Anti-Racism (IDEA) initiatives. Highlights of the presentation included:

- determining the Town's current state of diversity as a Town and as a service provider;
- the four phases of the project process and timelines including reviewing documents and data, engaging stakeholders, building understanding and capacity, and identifying future directions and commitments;
- using the current state analysis to form an action plan for change and create a future state of diversity, equity, and inclusion; and,
- implementing two surveys, an internal demographic survey, and a community survey.

Staff Task Force

Kim Evans advised that the Town had a Diversity and Inclusion Staff Task Force. Ms. Evans stated that the Task Force was divided into three subcommittees focusing on a Diversity, Equity, and Inclusion Speaker Series, Employee Resource Groups (ERG) and Allyship, and Holiday Celebrations and Cultural Events.

Catherine Philogene stated that having senior leadership involved in the Employee Resource Groups would further facilitate the creation of these workforce groups.

## Staff Training

Kim Evans advised that the Whitby Diversity and Inclusion Advisory Committee Members would have access to the same Diversity and Inclusion training as staff and Council from May 2021 to April 2022. Ms. Evans stated that the customized learning pathway included:

- foundational courses such as unconscious bias, diversity and inclusion fundamentals, and chairing effective and inclusive meetings;
- social constructs courses such as anti-racism, and intersectionality and privilege; and,
- a call to action course on allyship.

### **5.5** Proclamations List Presented to Council, April 26, 2021

Catherine Philogene advised that the Proclamations List prepared by the Committee was presented and endorsed by Council on April 26, 2021.

## 6. Correspondence

### **6.1** Office of the Chief Administrative Officer, Community Services Department, and Public Works Department Joint Report, CAO 11-21 Re: 2021 Earth Day and Provincial Day of Action on Litter Celebrations

Kim Evans requested that the correspondence received regarding 2021 Earth Day and Provincial Day of Action on Litter Celebrations be reviewed by the Committee and received for information.

## 7. Council Update

### **7.1** Councillor Roy provided an update regarding:

- Council's endorsement of the Committee's proclamation list on April 26, 2021;
- the pandemic and concerns regarding a decrease in the uptake of the COVID-19 vaccine among individuals under 60 years of age;
- the Metrolinx Bus Rapid Transit project;
- the Downtown Whitby Secondary Plan; and,
- the Healthy Neighbourhoods website.

A brief question and answer period ensued regarding how this Committee could help encourage residents to get vaccinated.

## 8. Other Business

**8.1** Diversity and Inclusion Focus Group: Lakeridge Health

Kim Evans advised that three Members of the Committee were interested in participating in a Diversity and Inclusion Focus Group hosted by Lakeridge Health. Ms. Evans requested whether additional Members were interested in attending the Focus Group.

Discussion ensued regarding:

- a preferred time for the Focus Group to meet; and,
- contacting Lakeridge Health to secure a date for the Focus Group to meet.

**8.2** Whitby Public Library Update

Mallory Dawson provided updates regarding the Whitby Public Library which included:

- contactless pick-up at all library locations;
- Digital Literacy Week from May 25 to 28, 2021; and,
- partnering with the Town to host Story Walks in June 2021.

**9.** Next Meeting

**9.1** Thursday, June 3, 2021 - 7:15 p.m.  
Virtual Meeting

**10.** Adjournment

**10.1** Motion to Adjourn

Recommendation:

Moved By Ayse Yuksel

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 June 3, 2021.**