

Whitby Diversity and Inclusion Advisory Committee Minutes
October 1, 2020 – 7:15 PM
Virtual Meeting

Present: Mayline Brown
Andrea Cecchetto, Chair
Cheryl Frayne
Shauna Moore
Brianna Nelson
Catherine Philogene, Vice-Chair
Ayse Yuksel (logged on at 8:10 p.m.)

Also Present: Councillor Yamada
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

Call to Order

The meeting was called to Order at 7:20 p.m.

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - September 3, 2020

Recommendation:

Moved By Cheryl Frayne

That the Whitby Diversity and Inclusion Advisory Committee minutes of September 3, 2020 be approved.

Carried

3. Presentations

- 3.1** Angela Todd Anderson, President, Vanessa Reid, Vice-President, Judy Douglas, Treasurer, and Akuah Frempong, Secretary, Congress of Black Women, Oshawa-Whitby Chapter
Re: Anti-Black Racism

Angela Todd Anderson, Vanessa Reid, Judy Douglas, and Akuah Frempong provided a PowerPoint presentation regarding the Congress of Black Women, Oshawa-Whitby Chapter and Anti-Black Racism.

Highlights of the presentation included:

- the history of the Congress of Black Women of Canada and the establishment of the Oshawa/Whitby Chapter in 2007;
- the mission of the Congress to improve the lives of Black women by identifying and addressing issues which affect them;
- the foundational pillars of the organization such as human rights, housing, health, child development, education, and pensions; and,
- the annual scholarship program which provides \$500 to a single mother who was pursuing post-secondary studies.

Recommendation:

Moved By Cheryl Frayne

That Councillor Yamada be permitted to address the Committee and Members of the Congress of Black Women as part of the discussion for Item 3.1.

Carried on a two-thirds vote

A question and answer period ensued regarding:

- whether the scholarship was for residents of Oshawa/Whitby;
- types of support that the Town could potentially provide to the organization;
- how to create supports for black children within the school system;
- how to educate policy makers and stakeholders on all aspects of racism such as Unconscious Bias Training;
- the importance of reviewing all facets of racism, discrimination, and bias; and,
- incorporating anti-black racism, diversity, and inclusion training within the Town.

Discussion ensued between the Committee and Members of the Congress of Black Women which included:

- establishing a master list of businesses that would provide a mentorship program for post-secondary students; and,
- creating a framework to identify individuals interested in providing a one-year mentorship for youth interested in a particular field/industry.

4. Delegations

4.1 There were no delegations.

5. General Business and Reports

5.1 Webinar Review and Future Webinars Discussion

Kim Evans advised that the September Webinar was well received.

Catherine Philogene requested feedback from the Committee regarding an upcoming Webinar and what topic to focus on.

Discussion ensued regarding:

- focusing on the impacts of COVID-19 on women;
- incorporating and addressing experiential stories of local residents based on diversity and inclusion issues;
- collecting and reviewing responses from the survey that followed the Webinar;
- creating a subcommittee to organize the next Webinar;
- building the tools internally to handle situations where there was racism, inequities, or unconscious bias, and how to change individuals' internal mindset; and,
- hosting the next Webinar in November.

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

Ayse Yuksel provided an overview of discussions within the Accessibility Advisory Committee regarding a collaboration between the Whitby Diversity and Inclusion Advisory Committee and the Accessibility Advisory Committee which included:

- incorporating accessibility wording into the Whitby Diversity and Inclusion Advisory Committee Survey;
- incorporating a question regarding disability and self-identification; and,

- Members of the Whitby Diversity and Inclusion Advisory Committee attending the October 6, 2020 Accessibility Advisory Committee meeting to discuss opportunities for collaboration.

5.3 Virtual Whitby Tour

Kim Evans provided an update regarding the Virtual Whitby Tour which included:

- changing the name of the Tour to 'New to Whitby Virtual Tour';
- Members' concerns related to COVID-19 and participating in the recording of the Virtual Tour locations;
- limiting participation of the Committee to an introduction clip from the outside of each facility with voice over for the remainder of the video;
- including the Whitby Youth Council members in the production of the video;
- focusing on four locations including the Whitby Public Library, Station Gallery, Iroquois Park Sports Centre, and the Abilities Centre.

5.4 Future Speakers

Kim Evans requested feedback from Members of the Committee regarding following up with guest speakers.

Discussion ensued regarding:

- including follow up actions on the Committee's work plan;
- including Speaker Follow Up as an item on the November agenda; and,
- providing a thank you email to guest speakers that outlines what the Committee learned and what the Committee would do to follow up.

Kim Evans advised that Dave Speed, Fire Chief, requested to appear before the Committee to discuss outreach opportunities to encourage marginalized groups to apply to Fire Services.

6. Correspondence

6.1 Whitby Chamber of Commerce

Catherine Philogene advised that correspondence from the Whitby Chamber of Commerce had been received. Ms. Philogene read the correspondence from the Whitby Chamber of Commerce in which

Natalie Prychitko congratulated the Committee on the success of their first Webinar.

7. Council Update

7.1 Councillor Yamada provided an update regarding:

- the adoption of the Whitby Green Standard; and,
- the financial impacts from COVID-19.

8. Other Business

8.1 Staff Training

Kim Evans advised that the last diversity and inclusion staff training sponsored by this Committee was the Diversity and Inclusion Bootcamp in October 2018. Ms. Evans further advised that there was an internal Task Force for diversity and inclusion matters within the Town.

Sharon Meredith advised that the mandate of the Task Force was to identify and recommend actions that can be taken internally to educate, raise awareness, and celebrate diversity among the staff.

9. Next Meeting

9.1 Thursday, November 5, 2020 - 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 9:03 p.m.

Note: These minutes were approved by the Whitby Diversity and Inclusion Advisory committee on November 5, 2020.