

Joint Accessibility Advisory Committee and Whitby Diversity and Inclusion Advisory
Committee Minutes
February 3, 2022 – 7:15 PM
Virtual Meeting

Present: Accessibility Advisory Committee

Naji Hassan
Liam Lacy
Denise Laframboise
Dave MacKinnon
Paul Scott
Ayse Yuksel

Whitby Diversity and Inclusion Advisory Committee

Cheryl Frayne
Brianna Nelson
Catherine Philogene, Chair
Ayse Yuksel

Also Present: Regional Councillor Roy, Mayor's Designate
Regional Councillor Yamada, Mayor's Designate
John Romano, Commissioner, Community Services
Kim Evans, Staff Liaison, Supervisor, 55+ Recreation Services
Michele Cotton, Staff Liaison, Accessibility Coordinator
Heather Ellis, Council and Committee Coordinator (Recording Secretary)

Regrets: Accessibility Advisory Committee

Poonam Dewan

Whitby Diversity and Inclusion Advisory Committee

Mayline Brown

Call to Order

1. Appointment of Chair

- 1.1 Kim Evans advised that the appointment of Acting Chair for the Joint Accessibility Advisory Committee and Whitby Diversity and Inclusion Advisory Committee would take place at this time.

Dave MacKinnon nominated Catherine Philogene for the position of Acting Chair for the Joint Accessibility Advisory Committee and Whitby Diversity and Inclusion Advisory Committee.

Catherine Philogene accepted the nomination.

There were no further nominations and nominations were closed.

Recommendation:

Moved By Dave MacKinnon

That Catherine Philogene be appointed Acting Chair of the Joint Accessibility Advisory Committee and Whitby Diversity and Inclusion Advisory Committee.

Carried

2. Disclosures of Interest

2.1 There were no disclosures of interest.

3. Presentations

3.1 S. Meredith, Senior Manager of Recreation, and J. Long, Head of Organizational Effectiveness, Town of Whitby
Re: Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project

Sharon Meredith provided a presentation regarding the Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project. Highlights of the presentation included:

- feedback received from the Whitby Diversity and Inclusion Advisory Committee and the Congress of Black Women, Oshawa/Whitby Chapter;
- details of the two proposed Inclusion, Diversity, Equity, and Anti-Racism staff positions;
- concerns raised from the Accessibility Advisory Committee;
- information that was used to guide the findings in the IDEA Project report;
- the four stages of the IDEA Project including reviewing documents and data, engaging internal and external stakeholders, building understanding, and identifying future direction;
- the communication and consultation strategy used; and,

- how accessibility was incorporated into the IDEA Project recommendations.

A question and answer period ensued regarding:

- why the term 'accessibility' was removed from the IDEA Project name;
- whether the Accessibility Impact Checklist was used;
- accessibility concerns of online public consultation;
- research regarding the needs of people with disabilities and anticipated positive outcomes for the accessibility community;
- limited consultation with the accessibility community, Accessibility Coordinator, Accessibility Advisory Committee, and other stakeholders in the community;
- future opportunities to include the accessibility community in the IDEA Project;
- whether the IDEA Project report could be edited to include persons with disabilities;
- whether the job description and responsibilities for the two proposed Staff positions could include specific tasks regarding accessibility;
- whether 'accessibility' could be defined in the IDEA Project Inclusivity Report, rather than being included within the definition of inclusivity; and,
- reviewing accessibility concerns and following up with the Accessibility Advisory Committee on tangible action items.

4. General Business and Reports

4.1 Committee Workplans

Kim Evans provided an overview of the Whitby Diversity and Inclusion Advisory Committee work plan for the remainder of 2022 which included:

- the allyship video project;
- the diversity, equity, and inclusion award; and,
- a webinar for International Women's Day on March 8, 2022 that would focus on Islamophobia and Impacts on Muslim Women.

A question and answer period ensued regarding:

- who would contact the Abilities Centre and how they could be an ally;
- including 'accessibility' within the diversity, equity, and inclusion award; and,
- when the first diversity, equity, and inclusion award would be awarded.

Michele Cotton provided an overview of the Accessibility Advisory Committee work plan for the remainder of 2022 which included:

- launching a community survey to address accessibility challenges in the community;
- researching the 'report a barrier' program to identify accessibility barriers within a municipality; and,
- addressing accessible playgrounds and creating a playground audit.

A discussion ensued regarding:

- how the Whitby Diversity and Inclusion Advisory Committee could assist with communicating the launch of the community survey; and,
- the communication strategy for the 'report a barrier' program.

4.2 Committee Partnerships

Catherine Philogene requested feedback regarding partnership opportunities between the committees.

Dave MacKinnon stated that Members could email ideas to their Committee Chair for discussion at future committee meetings.

4.3 Educational Sessions

Kim Evans stated that Global Accessibility Awareness Day was May 18, 2022 and that there could be an opportunity for a staff training webinar to take place around this date.

Michele Cotton advised that National Access Awareness Week (May 31 to June 3, 2022) would be another opportunity for internal awareness and training.

Discussion ensued regarding:

- continuing discussions on a joint training initiative;
- providing training on the intersectionality of diversity and accessibility;
- creating a panel discussion of individuals who identify across intersectionalities;
- establishing a subcommittee to discuss the details of a joint event; and,
- May 31 to June 3, 2022 as a timeline for a joint event.

5. Correspondence

5.1 There was no correspondence.

6. Council Update

6.1 Councillor Yamada provided an update regarding:

- seeking public engagement for the 2022 Budget;
- opening of the outdoor skating rinks;
- a motion to rename Dundas Street;
- the Florence Trail project, a pedestrian trail connection between Florence Drive and Garden Street, was open for public feedback; and,
- fundraising to oppose Bill 21 in Quebec.

7. Other Business

7.1 There was no other business.

8. Next Meeting

8.1 To be determined.

9. Adjournment

9.1 Motion to Adjourn

Recommendation:

Moved By Dave MacKinnon

That the meeting adjourn.

Carried

The meeting ended at 8:53 p.m.

H. Ellis, Council and Committee
Coordinator

C. Philogene, Acting Chair