

Whitby Diversity and Inclusion Advisory Committee Minutes  
April 7, 2022 – 7:15 PM  
Virtual Meeting

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**Present:** Mayline Brown (logged on at 8:00 p.m.)  
Cheryl Frayne  
Catherine Philogene, Chair  
Ayse Yuksel

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

**Regrets:** 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 - March 3, 2022

Recommendation:

Moved By Cheryl Frayne

That the Whitby Diversity and Inclusion Advisory Committee minutes of March 3, 2022 be approved.

**Carried**

3. Presentations

3.1 Sant Marwaha and Deo Prasad, South Asian Community Members  
Re: Introduction to Sikhism

Deo Prasad provided a presentation regarding an Introduction to Sikhism. Highlights of the presentation included:

- an overview of the history of Sikhism;
- the 3 Pillars of Sikhism, being Naam Japo (meditating upon devotion to the Creator), Kirat Karni (earning an honest living), and Vand Chako (service to humanity);
- the general beliefs of Sikhism;
- the Sikh dress code including the Kesh (uncut hair and beard), Turban (crown of spirituality), Kara (a steel circle signifying bondage to Truth), Kangha (wooden comb to groom the hair as a symbol of cleanliness), Gatra (a strap to hold the Kirpan), Kirpan (the sword to defend the Truth), and Katchera (specially made cotton underwear that serves as a reminder of purity); and,
- Sikhism throughout the world and the Sikh place of worship.

A question and answer period ensued regarding:

- the days of observance or celebrated holidays; and,
- the size of the Sikh population in Whitby.

#### 4. General Business and Reports

##### 4.1 2022 Work Plan

###### Ally Videos

Kim Evans provided an update regarding the Ally Videos. Ms. Evans stated that there were three interested participants including the Community Development Council of Durham, PFLAG Durham Region, and the Women's Multicultural Resource and Counselling Centre. She requested feedback from the Committee regarding how to proceed with the videos.

Discussion ensued regarding:

- hiring a videographer versus recording on an iPad; and,
- the advantages of hiring a professional videographer.

###### Black, Indigenous, and People of Colour (BIPOC)/Diversity, Equity, and Inclusion (DEI) Awards

Kim Evans advised that the Corporate Communications Department suggested starting the award in 2023. Ms. Evans further advised that the new Corporate IDEA Specialist staff member could assist with the award.

###### Webinars

Kim Evans stated that the Cyber Hate webinar hosted by the Canadian Council of Muslim Women was scheduled for April 12, 2022 at 6:30 p.m.

#### **4.2 Joint Webinar with the Accessibility Advisory Committee**

Kim Evans advised that the joint webinar with the Accessibility Advisory Committee would be hosted during National Disability Week. Ms. Evans stated that the webinar would feature Shauna Moore as a private consultant.

#### **4.3 Town Special Events Review**

Kim Evans advised that a list of Town events for 2022 was circulated by the Strategic Initiatives and Community Advancements Division. Ms. Evans requested feedback from the Committee regarding hosting a Whitby Diversity and Inclusion Advisory Committee booth at the Canada Day celebrations.

Discussion ensued regarding:

- providing information regarding the Newcomer Tours;
- obtaining more information about the Canada Day event before committing to participate;
- events that were planned for 2022 such as the Culture Pop-Ups, National Indigenous Peoples Day, Christmas in the Village, and Whitby Lights the Night and Holiday Festival; and,
- offering sustainable items to hand out at the Whitby Diversity and Inclusion Advisory Committee booth such as entering a name in a draw, or a tree planting in honour of people who engage in an activity at the Whitby Diversity and Inclusion Advisory Committee booth.

Kim Evans advised that Whitby Public Library was hosting two events that the Committee may be interested in participating in including:

- Drag Queen Story Time for Pride Month on Saturday, June 25, 2022 from 2:00 to 3:30 p.m. at Celebration Square; and,
- a live reading and signing event at Celebration Square on August 4, 2022 from 6:30 to 9:00 p.m. to celebrate Emancipation Month.

#### **4.4 Chamber of Commerce Diversity, Equity, and Inclusion Committee**

Catherine Philogene advised that representatives from the Chamber of Commerce were interested in attending the May 5, 2022 Whitby Diversity and Inclusion Advisory Committee meeting to discuss collaborations.

**4.5** Town of Whitby's Internal Diversity, Equity, and Inclusion Initiatives: Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project, Staff Taskforce, and Staff Training

Kim Evans stated that there were three Town Employee Resource Groups (ERG) and they were developing their work plans. Ms. Evans further stated that the three ERGs included Gay/Lesbian and all Others of Whitby (GLOW), Women of Whitby (WoW), and Transitions of Whitby Now (TOWN) for retirees and staff planning to retire. She advised that an Allyship Program was being launched and the second Learning Management System training sessions were available.

**4.6** Diversity, Equity, and Inclusion Information Sharing

Holocaust Memorial Service

Cheryl Frayne advised that a Holocaust Memorial Service would be held on May 1, 2022 at 7:00 p.m.

Multi Faith Prayers for Peace

Cheryl Frayne advised that a Multi Faith Prayers for Peace event was being held on June 11, 2022 at Westminster United Church.

Human Library

Cheryl Frayne requested feedback from the Committee regarding whether they would consider hosting a Human Library. Ms. Frayne stated that a Human Library provided people with an opportunity to meet people from diverse backgrounds.

Ayse Yuksel stated that the Committee should consider partnering with the Whitby Public Library to host a Human Library event.

**5.** Council Update

**5.1** Councillor Roy provided an update regarding:

- addressing the diverse needs of the community when reviewing site plans and future developments;
- a grant received by the Whitby Public Library to further develop the open space at Celebration Square and add WiFi service;
- the opportunity for the Whitby Diversity and Inclusion Advisory Committee to partner with Station Gallery to support exhibits and host events;
- a Health and Social Services program to establish ten modular homes in Oshawa for unsheltered persons; and,

- an increasing need for food donations in Durham Region.

6. Other Business

**6.1** There was no other business.

7. Next Meeting

**7.1** Thursday, May 5, 2022 - 7:15 p.m.  
Virtual Meeting

8. Adjournment

**8.1** Motion to Adjourn

Recommendation:

Moved By Cheryl Frayne

That the meeting adjourn.

**Carried**

The meeting adjourned at 8:36 p.m.

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H. Ellis, Council and Committee  
Coordinator

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C. Philogene, Committee Chair