

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

---

**Present:** Cheryl Frayne  
Brianna Nelson, Vice-Chair  
Catherine Philogene, Chair  
Ayse Yuksel  
Venita Anderson

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

**Regrets:** Mayline Brown  
Andrea Cecchetto

---

Call to Order

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - September 2, 2021

Recommendation:

Moved By Brianna Nelson

That the Whitby Diversity and Inclusion Advisory Committee minutes of September 2, 2021 be approved.

**Carried**

3. Presentations

**3.1** Allison Hector-Alexander, Director, Diversity, Equity, and Inclusion,  
Regional Municipality of Durham  
Re: Diversity, Equity, and Inclusion, Role at the Region

Allison Hector-Alexander provided a presentation regarding Diversity, Equity, and Inclusion, Role at the Region. Highlights of the presentation included:

- diversity, equity, and inclusion plans at the Region of Durham including training for Senior Leaders and developing action plans;
- establishing a Durham Region Anti-Racism Taskforce;
- launching an anonymous reporting tool;
- reviewing employment systems including the stages of the recruitment process, and providing opportunities for learning and advancement following recruitment; and,
- hosting events in support of Orange Shirt Day such as a drum circle and survivor stories.

A question and answer period ensued regarding:

- whether there was a process for providing municipal advisory committees a list of Regional events; and,
- what were the short and long term obstacles that need to be addressed.

**4.** Delegations

**4.1** There were no delegations.

**5.** General Business and Reports

**5.1** How to be an Ally Video

Kim Evan advised that the cost of creating a How to be an Ally Video would be \$625 plus HST. Ms. Evans stated that the Whitby Diversity and Inclusion Advisory Committee would interview and capture footage of different groups to understand the top two things people could do to be an ally and support the community. She further stated that the videos would be formatted for display on webpages, fully edited with branding, and include a list of resources. She advised that there was money in the budget to move forward with the video project. Ms. Evans stated that she could provide a list of over 30 community organizations to reach out to. She requested feedback from the Committee regarding groups to contact and questions to focus on.

Discussion ensued regarding:

- identifying topics of priority for allyship before choosing groups to approach;

- resources that could accompany the video;
- establishing a working group to create the videos; and,
- whether videos would be recorded virtually or in person.

## **5.2 Black, Indigenous, and People of Colour (BIPOC) Spotlight Initiative**

Kim Evans requested feedback from the Committee regarding the Black, Indigenous, and People of Colour (BIPOC) Spotlight Initiative. Ms. Evans provided a list of questions to consider including:

- who would identify individuals to highlight;
- who would create the write-up on the individual; and,
- alternative avenues to promote the initiative in addition to the Town's promotional resources.

A question and answer period ensued regarding:

- existing methods to promote this initiative that would allow residents to nominate individuals from the BIPOC community; and,
- how individuals would be 'Spotlighted'.

Discussion ensued regarding:

- contacting the Whitby Chamber of Commerce and the Black Business Community;
- contacting groups on the Committee's diversity and inclusion organization list;
- providing categories, examples and definitions of actions that would be considered as 'supporting the community';
- posting stories on the Committee's webpage;
- defining the purpose and noting the potential results of highlighting an individual;
- contacting other municipalities for feedback; and,
- creating an introductory paragraph about the Whitby Diversity and Inclusion Advisory Committee and the BIPOC Spotlight Initiative when reaching out to community groups.

## **5.3 Outreach to the Muslim Community**

Catherine Philogene advised that Kim Evans had contacted the Muslim Welfare Centre to request a presentation. Ms. Philogene stated that the Muslim Welfare Centre would provide a presentation at the December Whitby Diversity and Inclusion Advisory Committee meeting regarding what they do and how this Committee could support them. She further stated that she had attended an event that addressed Muslim racism in Canada. Ms. Philogene requested feedback from the Committee regarding whether they would be interested in hosting a similar event.

Discussion ensued regarding:

- hosting a similar event by taking a multifaceted approach that would address intersectionality;
- hosting the event in February/March 2022; and,
- using the presentation from the Muslim Welfare Centre as a guide for topics to consider for the webinar.

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

Kim Evans advised that the Town's Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project was wrapping up and the results would be presented to the Senior Leadership Team and then to Council. Ms. Evans stated that a presentation regarding the IDEA project would be presented to the Joint Accessibility Advisory Committee and Whitby Diversity and Inclusion Advisory Committee meeting on Tuesday, November 2, 2021. She further stated that the Town had created a Diversity, Equity, and Inclusion webpage that provided resources for the public.

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

Dates of Significance

Cheryl Frayne provided an update regarding the Dates of Significance and advised that updates had been made.

Catherine Philogene requested that the Dates of Significance list be circulated to the Committee for review.

School Outreach

Cheryl Frayne provided an update regarding the school outreach program. Ms. Frayne advised that the Durham District School Board was looking at ways to determine how barriers to inclusion were experienced by students in order to create an action plan to overcome those barriers throughout every department. She stated that areas of focus for diversity and inclusion included:

- professional development for staff;
- creating safe spaces for conversations; and,
- investigating issues that impact the well-being of students such as race-related bullying.

Ms. Frayne advised that she would be attending a follow-up meeting at the end of October 2022 to assess whether this Committee can support

a specific initiative and whether an issue specific to Whitby students has been identified.

6. Correspondence

**6.1** 40th World Religions Conference

Catherine Philogene advised that the 40th World Religions Conference would be taking place virtually on October 17, 2021 at 2:00 p.m. Ms. Philogene stated that the theme of the conference was 'combatting racism' and would be live streamed on [www.WorldReligionsConference.org](http://www.WorldReligionsConference.org).

7. Council Update

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

- investigating suitable municipal sites for the development of a sustainable urban agriculture centre in partnership with the Barrett Centre of Innovation in Sustainable Urban Agriculture;
- investigating opportunities to create a temporary cricket field within existing Town owned facilities in order to determine future needs for cricket fields in the Town;
- approval of the Parks and Recreation Master Plan Terms of Reference;
- the Proof of Vaccination Policy within the Town's sports facilities; and,
- an update on the Land Conveyance to Otter Creek Co-op Homes, Town-owned land between 835 and 855 McQuay Boulevard.

8. Other Business

**8.1** Dundas Street

Brianna Nelson requested an update regarding the renaming of Dundas Street.

Councillor Roy advised that the Town Archivist was looking into the history of the naming of Dundas Street.

Kim Evans advised that the Human Rights Commission was developing a policy to provide guidance in the naming of streets and places. Ms. Evans stated that the City of Oshawa was seeking information from other municipalities regarding their policies and procedures on renaming Dundas Street.

9. Next Meeting

**9.1** Thursday, November 4, 2021 - 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 9:09 p.m.

**Note: These minutes were approved by the Whitby Diversity and Inclusion Advisory Committee on November 4, 2021.**