

Whitby Diversity and Inclusion Advisory Committee Minutes
November 4, 2021 – 7:15 PM
Virtual Meeting

Present: Mayline Brown
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: None noted

Call to Order

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - October 7, 2021

A correction was made to the Whitby Diversity and Inclusion Advisory Committee minutes of October 7, 2021 as follows:

- the name 'Dundas Street' be deleted and replaced with the name 'Bagot Street' under Item 8.1.

Recommendation:

Moved By Cheryl Frayne

That the Whitby Diversity and Inclusion Advisory Committee minutes of October 7, 2021 be approved, as amended.

Carried

3. Presentations

3.1 Catherine Philogene, Committee Chair, Whitby Diversity and Inclusion Advisory Committee

Re: Gender Issues in the Workplace

Catherine Philogene provided a presentation regarding Gender Issues in the Workplace. Highlights of the presentation included:

- a review of the history of women's employment rights;
- participation of women in the Canadian workforce;
- micro-aggressions in the workplace towards women;
- representation of women in politics; and,
- next steps such as calling out bad behaviour, zero-tolerance policy, and diversity and inclusion training.

Discussion ensued regarding:

- experiences of Committee Members;
- possible training programs for staff; and,
- encouraging people to self identify by explaining how the information would benefit racialized groups.

4. Delegations

4.1 There were no delegations.

5. General Business and Reports

5.1 How to Be an Ally Video

Kim Evans requested that the Committee review the wording for the email that would be sent to organizations regarding the 'How To Be An Ally' video. Ms. Evans requested that Members provide their comments by November 12, 2021. She further requested input regarding additional organizations to canvas.

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

Kim Evans requested feedback from the Committee regarding providing an award for the Black, Indigenous, and People of Colour (BIPOC) Spotlight Initiative. Ms. Evans provided an overview of the best practices followed by the City of London and Town of Ajax.

Discussion ensued regarding:

- selecting an award winner in 2022; and,

- categories for nomination such as individuals and community groups.

5.3 2022 Days of Significance

Kim Evans requested feedback from the Committee regarding including the United Nations Decade of Healthy Ageing 2021-2030 to the 2022 Days of Significance list.

5.4 Review of Town's Naming Policy

Councillor Roy provided an update regarding the Town's Naming Policy in relation to the naming of Dundas Street in Whitby.

Discussion ensued regarding:

- the process for renaming Dundas Street;
- reviewing the history of Dundas Street; and,
- putting forward a motion to rename Dundas Street.

Recommendation:

Moved By Brianna Nelson

That the Whitby Diversity and Inclusion Advisory Committee recommends that Council rename Dundas Street.

Carried

5.5 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 advised that the Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project results would be presented at the December 7, 2021 Joint Accessibility Advisory Committee and Whitby Diversity and Inclusion Advisory Committee meeting. Ms. Evans stated that the second stage of the Town's Diversity, Equity and Inclusion training was recently launched. She further stated that an internal newsletter was being drafted and would be available on the Town's webpage.

5.6 Diversity and Inclusion Information Sharing

Whitby Public Library Exhibit

Mallory Dawson stated that the Whitby Public Library was creating an outdoor literature exhibit space. Ms. Dawson advised that the interactive exhibit was a pilot project. Highlights of the project included:

- four books to be included in the exhibit; and,
- including adult and children's books.

Housing and Homelessness

Catherine Philogene stated that the United Way of Greater Toronto, was hosting a panel discussion, and question and answer webinar called Road to Home, Housing and Homelessness in the Greater Toronto Area Webinar on November 18, 2021. Ms. Philogene further stated that the webinar was free for anyone wishing to attend.

6. Correspondence

6.1 Resignation of Member

Kim Evans advised that a resignation email had been received by Andrea Cecchetto. Ms. Evans acknowledged the contributions of Ms. Cecchetto on the Committee.

7. Council Update

7.1 Councillor Roy provided an update regarding:

- issues regarding diversity in the community; and,
- requesting feedback from the Whitby Diversity and Inclusion Advisory Committee on Town initiatives such as the Whitby Special Events Strategy.

8. Other Business

8.1 Royal Bank of Canada (RBC) Global Citizen Award Winner

Kim Evans stated that Catherine Philogene received the Royal Bank of Canada (RBC) Global Citizen Award for her work championing and advocating for diversity, equity and inclusion at RBC and within her community.

8.2 Commemorative Orange Crosswalk in Support of Survivors of the Residential School System

Kim Evans advised that Council requested feedback from the Whitby Diversity and Inclusion Advisory Committee regarding a commemorative

orange crosswalk in support of survivors of the First Nations residential school system.

Discussion ensued regarding:

- preference for a permanent commemorative initiative such as a mural; and,
- choosing a prominent location that would be easier to preserve.

A question and answer period ensued regarding:

- whether the type of commemoration was discussed with First Nations groups; and,
- whether a wall mural would have more meaning and permanence.

8.3 School Outreach

Cheryl Frayne provided an update regarding the School Outreach initiative and advised that the follow-up meeting with the Durham District School Board had been postponed. Ms. Frayne advised that a Vice Principal within the Durham District School Board had reached out regarding establishing a Jewish Affinity Network. She stated that the purpose of the Network would be similar to the Durham Black Educators' Network.

8.4 Parents, Families, and Friends of Lesbians and Gays (PFLAG)

Mallory Dawson advised that a member of Parents, Families, and Friends of Lesbians and Gays (PFLAG) had reached out regarding information pertaining to having the Pride Flag raised at the Town of Whitby.

Kim Evans provided an overview the process for submitting a flag raising request.

8.5 Durham Black Educators' Network

Mayline Brown stated that the Durham Black Educators' Network along with the Durham District School Board launched its first Afrocentric Program.

9. Next Meeting

9.1 Thursday, December 2, 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 9:20 p.m.

Note: These minutes were approved by the Whitby Diversity and Inclusion Advisory Committee on December 2, 2021.