

Whitby Diversity and Inclusion Advisory Committee Minutes
December 2, 2021 – 7:15 PM
Virtual Meeting

Present: Mayline Brown
Brianna Nelson, Vice-Chair
Catherine Philogene, Chair
Ayse Yuksel

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

Regrets: Cheryl Frayne
Venita Anderson

Call to Order

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - November 4, 2021

Recommendation:

Moved By Brianna Nelson

That the Whitby Diversity and Inclusion Advisory Committee minutes of November 4, 2021 be approved.

Carried

3. Presentations

3.1 Atiya Siddiquei, Muslim Welfare Centre
Re: Overview of the Muslim Welfare Centre

Note: This item was withdrawn and postponed to a future Whitby Diversity and Inclusion Advisory Committee Meeting.

4. Delegations

4.1 There were no delegations.

5. General Business and Reports

5.1 How to Be an Ally Video

Kim Evans stated that Durham College hosted a webinar that focused on allyship. Ms. Evans requested feedback from the Committee regarding selecting organizations to contact for the How to Be an Ally videos.

Discussion ensued regarding:

- canvassing Durham College students to participate in creating videos;
- advising organizations that there would be limited spots available for participating in videos;
- receiving submissions from organizations; and,
- establishing a submission deadline of January 14, 2022.

5.2 Black, Indigenous, and Peoples of Colour (BIPOC) Award

Kim Evans advised that the draft letter for the Diversity, Equity, and Inclusion Award was complete. Ms. Evans requested feedback from the Committee regarding the draft letter.

A brief question and answer period ensued regarding:

- whether there would be an age requirement for the award;
- how often an individual could win the award;
- whether individuals could nominate themselves; and,
- whether groups could be nominated.

5.3 Dates of Significance 2022

Kim Evans advised that the 2022 Dates of Significance for Proclamations submitted by the Committee were approved by Council.

It was the consensus of the Committee to hear Item 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, at this time.

5.4 Renaming Dundas Street

Kim Evans requested feedback from the Committee regarding the Committee's request to rename Dundas Street and postponing this initiative until results from the Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project were presented.

Discussion ensued regarding:

- renaming Dundas Street was a separate concern from the IDEA Project; and,
- the IDEA Project would address a Street Naming Policy.

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 stated that she would follow up on Module 2 of the Town's Diversity and Inclusion Learning Management System training and advise whether the module would be available to Committee Members. Ms. Evans requested that Members attend the upcoming Joint Accessibility Advisory Committee and Whitby Diversity and Inclusion Advisory Committee meeting on Tuesday, December 7, 2021 at 7:00 p.m.

5.6 Diversity and Inclusion Information Sharing

Catherine Philogene provided information regarding the Black North Initiative.

Brianna Nelson stated that the Region of Durham and Durham College were collaborating on a project called CityStudio Durham, Voices in Journalism to highlight allyship in journalism.

6. Correspondence

**6.1 Office of the CAO, Memorandum To Council, November 12, 2021
Re: Advisory Committee Requests for Action on Diversity Initiatives**

Kim Evans advised that correspondence had been received by the Office of the CAO in response to requests made by Advisory Committees regarding action for diversity initiatives.

It was the consensus of the Committee to hear Item 5.4, Renaming Dundas Street, at this time.

6.2 Ryerson University, Group Research-Based Advocacy Letter

Re: Children with Disabilities and Accessible Playgrounds

Kim Evans advised that a letter had been received regarding Children with Disabilities and Accessible Playgrounds in Whitby.

Discussion ensued regarding:

- identifying accessibility issues in playgrounds;
- providing the letter to the Accessibility Advisory Committee for review;
- inviting students to present at a Joint Accessibility Advisory Committee and Whitby Diversity and Inclusion Advisory Committee meeting; and,
- involving staff in discussions on designing accessible playgrounds.

7. Council Update

7.1 Councillor Roy provided an update regarding:

- a motion put forward by Regional Council regarding recognizing International Women's Day 2022; and,
- the Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project presentation to Council.

Councillor Roy requested feedback from the Committee regarding how to recognize International Women's Day 2022.

Discussion ensued regarding:

- initiatives that would reflect 'breaking the bias' for International Women's Day;
- systemic oppression of women in places where decisions were made; and,
- ongoing action to 'break the bias' and promote allyship.

8. Other Business

8.1 There was no other business.

9. Next Meeting

9.1 Thursday, January 6, 2022 - 7:15 p.m.
Virtual Meeting

10. Adjournment

10.1 Motion to Adjourn

Recommendation:

Moved By Brianna Nelson

That the meeting adjourn.

Carried

The meeting adjourned at 8:26 p.m.

Note: These minutes were approved by the Whitby Diversity and Inclusion Advisory Committee on January 6, 2022.