

Whitby Diversity and Inclusion Advisory Committee Minutes
December 3, 2020 – 7:15 PM
Virtual Meeting

Present: Mayline Brown
Andrea Cecchetto, Chair
Cheryl Frayne
Brianna Nelson
Catherine Philogene, Vice-Chair
Ayse Yuksel

Also Present: Councillor Shahid, Mayor's Designate
Mallory Dawson, Whitby Public Library Representative
Kim Evans, Staff Liaison, Supervisor, 55+ Recreation Services
John Romano, Commissioner, Community Services
Kevin Narraway, Manager, Legislative Services/Deputy Clerk
Kathryn Douglas, Legislative Specialist - Council and Support
Services (Recording Secretary)

Regrets: Shauna Moore

Call to Order

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Delegations

2.1 Cora Reid representing the Black Rose Movement Durham
Re: The Potential Formation of an Anti-Black Racism Subcommittee of
the Whitby Diversity and Inclusion Advisory Committee (DIAC)

Cora Reid, representing the Black Rose Movement Durham, appeared before the Committee to express her support for the potential formation of an Anti-Black Racism Subcommittee of DIAC. Ms. Reid also expressed her support for potentially implementing mandatory training for Town Staff, Council and Town boards and advisory committee members.

Ms. Reid provided an overview of her work in the field of training on diversity issues such as anti-black and systemic racism with community organizations, local school boards, universities, and police departments. Ms. Reid encouraged the Committee to conduct community

consultations and work with external experts in the field of anti-black and systemic racism to inform their decisions. She emphasized that implicit/explicit bias training should focus on the needs of the community. Ms. Reid strongly recommended that the Town of Whitby hire a Diversity Officer.

A question and answer period ensued between Ms. Reid and the Committee regarding:

- the steps other municipalities have taken in order to form a subcommittee that addresses anti-black and systemic racism;
- whether external experts may offer their support on a volunteer basis, or if they should receive financial compensation; and,
- research conducted that may help inform the actions and decisions of a DIAC subcommittee.

2.2 Akuah Frempong, Angela Todd Anderson, Judy Douglas, and Vanessa Reid representing the Congress of Black Women, Oshawa/Whitby Chapter

Re: The Potential Formation of an Anti-Black Racism Subcommittee of the Whitby Diversity and Inclusion Advisory Committee (DIAC)

Akuah Frempong, Angela Todd Anderson, and Judy Douglas, representing the Congress of Black Women, Oshawa/Whitby Chapter, appeared before the Committee to express their support for potentially implementing mandatory training for Town Staff, Council and Town boards and advisory committee members. Ms. Frempong expressed their support for the potential formation of an Anti-Black Racism Subcommittee of DIAC, explaining it may serve as a resource for informing anti-black racism, diversity, inclusion and unconscious bias awareness training.

Ms. Anderson provided an overview of the anti-racism initiatives undertaken by other municipalities including the Clarington Diversity and Inclusion subcommittee, Town of Ajax Anti-Black Racism Task Force, and the City of Mississauga's anti-racism training. She suggested that the potential Anti-Black Racism Subcommittee of DIAC be composed of diverse members of the community. Ms. Anderson encouraged the Committee to seek education prior to forming a subcommittee and ensure the diversity and inclusion training is formulated around the needs of the community.

A question and answer period ensued between the Congress of Black Women, Oshawa/Whitby Chapter and the Committee regarding:

- whether the Congress of Black Women, Oshawa/Whitby Chapter are willing to offer their advice and future consultation with the Committee; and,

- whether the data collected by the City of Mississauga may be shared with the Committee.

3. General Business and Reports

3.1 Discussion of the Potential Formation of an Anti-Black Racism Subcommittee of the Whitby Diversity and Inclusion Advisory Committee (DIAC)

Kim Evans provided an overview of the Boards and Committees Policy as it relates to the potential formation of an Anti-Black Racism Subcommittee of DIAC.

Discussion ensued regarding:

- the selection of subcommittee members including one voting member, as well as any party determined by the Committee to have knowledge or expertise relevant to the function of the subcommittee;
- the subcommittee's primary intent to develop anti-racism training and offer a platform for the community to voice their concerns;
- the timeline for the subcommittee's existence;
- the need to conduct community consultations with trusted representatives prior to forming a subcommittee; and,
- using Connect Whitby as a platform for gathering community input.

Recommendation:

Moved By Catherine Philogene

That the Committee recommends hosting a round table/Town Hall event with the community for the purpose of consultation on the formation of an Anti-Racism Subcommittee of the Diversity and Inclusion Advisory Committee and that the decision to form a subcommittee of DIAC be postponed until after the event and once the results of the community survey taking place in January 2021 are determined.

Carried

3.2 Discussion Regarding a Proposed Event in Collaboration with DIAC, Whitby Fire and Emergency Services and Welcome Centre Immigrant Services (Durham)

Catherine Philogene provided a recap of the Whitby Fire and Emergency Services presentation in November 2020. Ms. Philogene

advised that Whitby Fire and Emergency Services is interested in collaborating with the Committee to host an event intended for an immigrant audience.

Discussion ensued regarding:

- the Committee's role in the collaborative event such as offering guidance, hosting a webinar, and conducting training;
- how to organize an event for the intended audience;
- when the event will take place and whether it will be scheduled around the Whitby Fire and Emergency Services recruitment cycle; and,
- the need to review the Committee's Work Plan.

It was the consensus of the Committee to defer further discussion on the matter to the next scheduled Committee meeting being held on January 7, 2021.

4. Next Meeting

4.1 Thursday, January 7, 2021 - 7:15 p.m.
To be Determined

5. Adjournment

5.1 Motion to Adjourn

Recommendation:

Moved By Ayse Yuksel

That the meeting adjourn.

Carried

The meeting adjourned at 8:43 p.m.

Note: These minutes were approved by the Whitby Diversity and Inclusion Advisory Committee on January 7, 2021.