

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

Present: Mayline Brown (logged on at 7:31 p.m.)
Andrea Cecchetto
Cheryl Frayne
Brianna Nelson, Vice-Chair
Catherine Philogene, Chair
Ayse Yuksel

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

Regrets: None noted

Call to Order

1. Appointment of Chair and Vice-Chair

- 1.1** The Committee was advised that the appointment for Chair and Vice-Chair of the Whitby Diversity and Inclusion Advisory Committee for the January 1, 2021 to December 31, 2021 term would take place at this time.

Heather Oerlemans called for nominations for the position of Chair of the Whitby Diversity and Inclusion Advisory Committee.

Catherine Philogene volunteered for the position of Chair of the Whitby Diversity and Inclusion Advisory Committee.

There were no further nominations and the nominations were closed.

Heather Oerlemans called for nominations for the position of Vice-Chair of the Whitby Diversity and Inclusion Advisory Committee.

Andrea Cecchetto nominated Brianna Nelson for the position of Vice-Chair of the Whitby Diversity and Inclusion Advisory Committee.

Brianna Nelson accepted the nomination.

There were no further nominations and the nominations were closed.

Recommendation:

Moved By Andrea Cecchetto

That Catherine Philogene be appointed Chair of the Whitby Diversity and Inclusion Advisory Committee for a term ending on December 31, 2021.

Carried

Recommendation:

Moved By Andrea Cecchetto

That Brianna Nelson be appointed Vice-Chair of the Whitby Diversity and Inclusion Advisory Committee for a term ending on December 31, 2021.

Carried

2. Disclosures of Interest

2.1 There were no disclosures of interest.

3. Approval of Previous Minutes

3.1 Minutes - November 5, 2020
Minutes - December 3, 2020

Recommendation:

Moved By Ayse Yuksel

That the Whitby Diversity and Inclusion Advisory Committee minutes of November 5, 2020 and December 3, 2020 be approved.

Carried

4. Presentations

4.1 Deidre Newman, Town Councillor, Town of Whitby
Re: Justice and a Response to Anti-Black Racism

Councillor Newman appeared before the Committee to provide a response to Anti-Black Racism and justice. Councillor Newman stated that justice was the responsibility of all persons within the Town. She advised that the Canadian Charter of Rights and Freedoms guaranteed equality of rights and freedoms and equal protection and benefit of the law without discrimination based on race, ethnic origin, or colour. She stated that the Whitby community has diverse multi racial and multi cultural roots. She further stated that racial and cultural inequities exist in physical, emotional, financial, and social hurdles, challenges with communication, transportation, food and shelter, and impeded access to legal support.

Councillor Newman suggested five tasks to further the vision for justice which included:

- a need for statute and case law to evolve to protect equality rights of black people under the Canadian Charter;
- a need for more substantial funding through legal aid at the provincial level to improve access to legal counsel for the black community;
- a need for anti-racism training within the legal community of workers to enhance insight and sensitivity to the unique circumstances of each black person;
- a need to review law school admissions process for law students, and the judicial appointments process for judges to ensure the inclusion of black people; and,
- a need for collaboration amongst all three levels of government to ensure improvements for the black community in the justice system.

A question and answer period ensued regarding what pivotal actions need to take place to begin moving towards change.

4.2 John Watkins, Supervisor, Recreation and Community Programs, Town of Whitby
Re: Status of Virtual Whitby Tour

John Watkins provided a presentation regarding the Newcomers Virtual Whitby Tour application.

Highlights of the presentation included:

- mobile phone friendly design elements of the application;
- the locations included on the virtual tour; and,
- the mapping feature identifying the location of various facilities and centres within the Town.

A question and answer period ensued regarding:

- whether closed captions or subtitles would be provided for the hearing impaired;
- whether the Durham Region translation services could be utilized to translate scripts into other languages; and,
- whether the name of the application could be modified.

Mr. Watkins advised that the Whitby Diversity and Inclusion Advisory Committee could add messaging to the Newcomer Virtual Whitby Tour prior to its launch.

Kim Evans advised that she would forward the application link to the Committee for review and comment. Ms. Evans requested that comments be submitted in two weeks for final presentation at the February 4, 2021 Whitby Diversity and Inclusion Advisory Committee meeting.

5. Delegations

5.1 There were no delegations.

6. General Business and Reports

6.1 Review of December Delegations by the Congress of Black Women Oshawa/Whitby and the Black Rose Movement of Durham

Catherine Philogene requested feedback from the Committee regarding the creation of a subcommittee. Ms. Philogene advised that a community poll would help to determine the mandate of the subcommittee.

Kim Evans advised that she would be meeting with other municipalities to review their initiatives and bring that information back to the Committee.

It was the consensus of the Committee to hear Item 6.4, Whitby Diversity and Inclusion Advisory Committee Community Survey and Connect Whitby Launch: January 18, 2021, at this time.

6.2 January 2021 Whitby Diversity and Inclusion Advisory Committee Webinar: Thursday, January 21, 2021 - 6:30 p.m.

Catherine Philogene advised that the second webinar in the series of webinars would take place on January 21, 2021 at 6:30 p.m. and focus on unconscious bias. Ms. Philogene further advised that the speaker,

Michele Shaw, would focus on self reflection to determine individual biases and strategies to overcome them.

A question and answer period ensued regarding:

- how the Committee could engage citizens;
- how the webinar was being advertised;
- whether a survey would be provided after the webinar;
- whether the number of individuals accessing the webinar through the website could be determined; and,
- whether a wait list could be created to allow last minute attendees to access the webinar.

6.3 March 2021 Whitby Diversity and Inclusion Advisory Committee Webinar

Kim Evans requested feedback from the Committee regarding topic ideas and dates for hosting the next webinar.

Discussion ensued regarding:

- reviewing the January webinar survey responses before selecting a webinar topic and date;
- Indigenous education and 'allyship' as natural progressions after discussing unconscious bias;
- suggestions for future webinar speakers;
- contacting the Indigenous Navigator at Lakeridge Health; and,
- contacting Metis Nation of Ontario and UOIT for information regarding elder/knowledge keepers in the area.

6.4 Whitby Diversity and Inclusion Advisory Committee Community Survey and Connect Whitby Launch: January 18, 2021

Kim Evans advised that the survey would be launched on January 18, 2021, and would be posted on the Connect Whitby website. Ms. Evans further advised that the survey would be well advertised.

Discussion ensued regarding:

- the length of time the survey would be open; and,
- the length of time to receive preliminary feedback from the survey.

A question and answer period ensued regarding:

- how outreach would be conducted during the pandemic;
- how to engage individuals who could not access the survey online;

- whether a hard copy of the survey could be included in the Whitby 55+ Recreation Update Newsletter;
- whether the survey could acknowledge its limitations due to the pandemic and note that other outreach initiatives would receive community feedback; and,
- whether hard copies could be provided through the Whitby Public Library and schools.

It was the consensus of the Committee to hear Item 6.2, January 2021 Whitby Diversity and Inclusion Advisory Committee Webinar: Thursday, January 21, 2021 - 6:30 p.m., at this time.

6.5 Whitby Diversity and Inclusion Advisory Committee Recruitment

Kim Evans advised that Shauna Moore had resigned from the Committee.

Heather Oerlemans advised that recruitment for the vacancy would begin in the second half of January 2021.

6.6 Review of Whitby Diversity and Inclusion Advisory Committee Work Plan

Kim Evans reviewed the Work Plan with the Committee.

Discussion ensued regarding:

- electronic options for the Multicultural Calendar;
- submitting proclamations and designating two Committee Members to collect dates for proclamations;
- presenting the Community Survey findings to Council for their feedback;
- Town staff training on diversity and inclusion;
- looking into online speakers for the School Partnership Program;
- developing round table and community consultation outreach events; and,
- the costs and planning associated with hosting a round table event.

It was the consensus of the Committee to hear Item 9.1, Canadian Heritage Grant, at this time.

7. Correspondence

7.1 There was no correspondence.

8. Council Update

8.1 Councillor Roy provided updates regarding:

- the distribution of COVID-19 vaccinations in long term care homes and when the community could be receiving vaccinations;
- the Metrolinx Bus Rapid Transit presentation to Committee of the Whole;
- planning a new recreation activity centre in North Whitby;
- planning for a 0% increase in property taxes by the Town; and,
- a new Inclusion Department within the Region of Durham.

9. Other Business

9.1 Canadian Heritage Grant

Kim Evans advised that she had applied for a Canadian Heritage Grant. Ms. Evans stated that the grant would help community groups combat racism. She further advised that the proposal was to hire a temporary fulltime diversity and inclusion support person from April 2021 to March 2022. She stated that the support person would help conduct webinars, surveys, analyze results and provide community consultation.

It was the consensus of the Committee to hear Item 8, Council Update, at this time.

9.2 World Religion Day

Cheryl Frayne advised that World Religion Day would be virtually celebrated on January 17, 2021. Ms. Frayne stated that representatives from different faith groups would be focusing on positive thinking, hope, and prayer.

9.3 Town of Whitby Holiday Greetings

Cheryl Frayne stated that the Town of Whitby's Holiday Greetings focused on celebrating Christmas and excluded other celebrations. Ms. Frayne requested that next year's greeting be more inclusive.

Councillor Roy advised that the holiday greeting could have been more inclusive, as it has been in the past.

10. Next Meeting

10.1 Thursday, February 4, 2021 - 7:15 p.m.
Virtual Meeting

11. Adjournment

11.1 Motion to Adjourn

Recommendation:

Moved By Cheryl Frayne

That the meeting adjourn.

Carried

The meeting adjourned at 8:57 p.m.

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