

Whitby Diversity and Inclusion Advisory Committee Minutes  
April 1, 2021 – 7:15 PM  
Virtual Meeting

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**Present:** Venita Anderson  
Mayline Brown  
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

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Call to Order

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - March 4, 2021

Recommendation:

Moved By Cheryl Frayne

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

**Carried**

3. Presentations

**3.1** Pita-Garth Case, Executive Director, and Stephen Linton, President, DurhamONE

Re: DurhamONE: An Overview

PG Case and Stephen Linton provided a PowerPoint presentation regarding DurhamONE. Highlights of the presentation included:

- the vision of DurhamONE to extend beyond celebrating diversity and culture throughout the Region of Durham and improve communication;
- the origins of DurhamONE;
- the purpose of DurhamONE to provide and support opportunities to youth, unify diverse groups, address barriers faced by diverse groups, promote business, programs and events lead by diverse groups, and work collectively to apply community development; and,
- specific programs such as Cut The Talk in 2020, Dine and Talk (coming soon), Black Led Engagement Network of Durham (BLEND), Table Talks in 2021, Know Your Rights in April 2021, and DiverCity (coming soon).

A question and answer period ensued regarding:

- the barriers related to virtual initiatives and transitioning back to in-person initiatives;
- the methods used to promote programs and create awareness among youth;
- whether connections have been made with various school boards to promote programs;
- whether additional staffing was required; and,
- how DurhamONE has worked with black youth to overcome the stigma within policing in our communities.

**4.** Delegations

**4.1** There were no delegations.

**5.** General Business and Reports

**5.1** Next Webinar: April 28, 2021, 6:30, p.m., Professor Dalon Taylor, Trent University

Catherine Philogene advised that the next webinar would be held on April 28, 2021 at 6:30 p.m. and would focus on the impacts of COVID-19 on racialized women.

**5.2** Indigenous Education Event: June 2021

Kim Evans advised that she would be following up with Trent University in the second week of April regarding an Indigenous Education Event.

It was the consensus of the Committee to hear Item 5.4, Coalition of Inclusive Municipalities, at this time.

### **5.3 Whitby Diversity and Inclusion Advisory Committee Community Survey Results**

Kim Evans provided an overview of the Whitby Diversity and Inclusion Advisory Committee Community Survey results which included:

- the number of participants who completed the survey (142);
- 6 percent of respondents identified as a person with a disability;
- 66 percent of respondents identified as women;
- the majority of respondents were between 35-64 years old;
- 90 percent of the respondents were residents of Whitby, 35 percent of respondents work in Whitby, and 53 percent of the respondents identified as Caucasian;
- 66 percent of respondents had a strong sense of belonging in the Whitby community;
- 42 percent of respondents felt that the Town celebrated diversity and inclusion and 37 percent disagreed; and,
- 62 percent of respondents said they did not experience prejudice or discrimination and 38 percent said they had experienced prejudice or discrimination.

Catherine Philogene requested feedback from the Committee regarding the survey results and actions that the Committee would like to take to overcome barriers.

Kim Evans advised that the Town hired a consultant to collect data regarding the current state of the Town regarding the hiring practices, diversity among employees, demographics of the Town, local businesses, residents, local partners, and advisory committees. Ms. Evans suggested that the consultant's results could be included with the Whitby Diversity and Inclusion Advisory Committee's Community Survey for a final presentation to Council.

Discussion ensued regarding preparing a presentation to Council regarding the Community Survey results which included:

- writing a Memo to Council regarding the Community Survey results;
- waiting for more information to provide guidance regarding Town action items;

- providing a follow-up statement to acknowledge peoples' participation in the Community Survey and the Town's commitment to overcome discrimination;
- receiving messaging from Council regarding how to deal with issues revealed from the Community Survey;
- acknowledging gaps in the data such as small sample group;
- communicating to residents that there would be opportunities for additional data collection and action items to address issues identified by the survey; and,
- providing a Memo or Report to Council for June.

#### **5.4 Coalition of Inclusive Municipalities**

Kim Evans advised that Council approved the motion to join the Coalition of Inclusive Municipalities. Ms. Evans recommended that the Committee host an official presentation such as the Mayor signing the community's declaration during the Committee's May meeting. She requested feedback from the Committee.

Discussion ensued regarding:

- inviting other groups and organizations to the Committee's May meeting;
- hosting a separate signing event;
- limiting the signing of the community's declaration to 15 minutes; and,
- emailing various community groups who have presented to the Whitby Diversity and Inclusion Advisory Committee advising of the declaration to join the Coalition of Inclusive Municipalities.

#### **5.5 Virtual Whitby Tour**

Kim Evans advised that the launch date for the Virtual Whitby Tour would be Wednesday, April 7, 2021.

#### **5.6 Proclamations List**

Kim Evans advised that the Proclamations List had been finalized and would be proclaimed at the April 26, 2021 Council meeting.

It was the consensus of the Committee to hear Item 5.3, Whitby Diversity and Inclusion Advisory Committee Community Survey Results, at this time.

### **6. Correspondence**

**6.1** There was no correspondence.

7. Council Update

**7.1** There was no Council update.

8. Other Business

**8.1** Whitby Public Library Update

Mallory Dawson provided an update regarding the Whitby Public Library. Ms. Dawson advised that the COVID-19 stories were now posted on the Library's website and that the Library was hiring a summer student.

**8.2** Virtual Holocaust Memorial Service

Cheryl Frayne advised that a Virtual Holocaust Memorial Service would be held on Sunday, April 11, 2021 at 7:00 p.m.

9. Next Meeting

**9.1** Thursday, May 6, 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 9:03 p.m.

**Note: These minutes were approved by the Whitby Diversity and Inclusion Advisory Committee on May 6, 2021.**