



Joint Accessibility Advisory & Whitby Diversity and Inclusion Advisory Committee Minutes

March 4, 2025, 7:00 p.m.
Virtual Meeting

Present: Larry Brual
Eva Guta
Liam Lacy
Jamil Qamar
Michael Richards
Paul Scott
Robin Steed
Marta Swirydowicz
Adam Lamplugh
Vanessa Drekmann

Regrets: Lynn Collins
Angela Thomas
Anjali Thorve
Elizabeth Bryant
Magda Madsen
Rony Mathew

Also Present: Shelby Moffatt, Whitby Public Library Representative
Erica Mittag, Staff Liaison, Manager, 55+ Recreation,
Accessibility and Diversity
Michele Cotton, Staff Liaison, Accessibility Coordinator
Heather Ellis, Council and Committee Coordinator (Recording
Secretary)

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1. Call to Order
 2. Declarations of Conflict of Interest

There were no declarations of conflict of interest.

3. Approval of Previous Minutes

Recommendation:

Moved by Liam Lacy

That the Joint Accessibility Advisory Committee and Whitby Diversity and Inclusion Advisory Committee minutes of October 3, 2024 be approved.

Carried

4. General Business and Reports

4.1 Breakout Groups, Topic of Discussion: Hate Crimes

Michele Cotton advised that the Committee would be divided into two breakout groups to facilitate discussion regarding hate crimes. Ms. Cotton stated that each group would focus on the following discussion points:

1. How do hate crimes impact individuals, families, and the broader community?
2. What strategies, resources, or education campaigns can help create safer spaces for marginalized groups?

Members of the Committee engaged in a brainstorming session and presented ideas regarding impacts of hate crimes and strategies to create safer spaces which included:

- increased anxiety, divisions within the community, isolation among targeted groups, and negative effects on mental and physical well-being;
- focusing on establishing best practices for communicating hate crimes, including context for social media posts, and developing policies for safer community engagement;
- establishing a task force, including diverse community leaders and Town Council members, to address hate crimes and support inclusive solutions;
- promoting consistent government policies on human rights, and encouraging education, resources, and awareness through Town publications and community programs;
- encouraging community-building through initiatives like open dialogues, cultural celebrations, and supporting organizations that connect diverse groups; and,

- creating a proactive, Whitby-focused approach to combat hate, including providing context in social media, fostering inclusivity in Town facilities, and establishing an action committee to implement sustainable change.

4.2 Joint Accessibility Advisory Committee and Whitby Diversity and Inclusion Advisory Committee October Meeting Agenda Planning

Michele Cotton requested feedback from the Committee regarding the breakout discussion format and continuing the breakout format for future Joint meetings.

5. Council Update

There was no Council update.

6. Next Meeting

Thursday, October 2, 2025 - 7:00 p.m.

7. Adjournment

Recommendation:

Moved by Adam Lamplugh

That the meeting adjourn.

Carried

The meeting adjourned at 8:50 p.m.