

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

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**Present:** Mayline Brown  
Andrea Cecchetto, Chair  
Cheryl Frayne  
Shauna Moore  
Catherine Philogene, Vice-Chair

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

**Regrets:** Brianna Nelson  
Ayse Yuksel

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Call to Order

Catherine Philogene, Vice-Chair, assumed the role of Chair for the duration of the meeting.

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - June 4, 2020

Recommendation:

Moved By Cheryl Frayne

That the Whitby Diversity and Inclusion Advisory Committee minutes of June 4, 2020 be approved.

**Carried**

3. Presentations

**3.1** Terry VonZuben, Fire Prevention Officer First Class, Fire and  
Emergency Services  
Re: Community Outreach about Fire Prevention

Terry VonZuben provided a PowerPoint presentation regarding Fire Prevention Community Outreach programs. Highlights of the presentation included:

- the importance of education regarding fire safety;
- barriers to learning such as social norms, language, and learning disorders; and,
- considering barriers to learning when delivering outreach services.

Mr. VonZuben requested that Fire and Emergency Services be included in the Committee's Newcomer welcoming program(s) as well as Committee feedback regarding safety messaging.

**4.** Delegations

**4.1** There were no delegations.

**5.** General Business and Reports

**5.1** Upcoming Events

Kim Evans advised that the upcoming Town events had been cancelled and that the Newcomer Bus Tour would become a virtual event.

**5.2** Upcoming Webinars and Communication Strategy

Catherine Philogene advised that there would be a series of educational webinars regarding anti black racism and racism in all of its forms. Ms. Philogene further advised that the first webinar was scheduled to take place on September 29, 2020 at 6:30 p.m., and that the webinar would be moderated and open to questions.

Cheryl Frayne advised that other topics included other forms of racism such as indigenous racism, ageism, and unconscious bias.

A brief discussion ensued regarding:

- the advantages of using WebEx versus Zoom for the webinars;
- focusing on education for the first webinar;
- expanding the webinars to include shared stories; and,
- investigating actionable responses to public input and shared stories from the webinars.

**5.3 Town of Whitby's Diversity Email**

Kim Evans advised that the Town of Whitby's Diversity email, [diversity@whitby.ca](mailto:diversity@whitby.ca), was provided on the Whitby Diversity and Inclusion Advisory Committee's webpage. Ms. Evans further advised that the emails would be received by staff and then redirected to the appropriate personnel.

**5.4 Community Survey**

Kim Evans suggested that the Committee review the Community Survey to consider expanding the questions. Ms. Evans advised that the survey would be posted on the [connectwhitby.ca](http://connectwhitby.ca) platform to provide additional resources to support the survey.

**5.5 Virtual Newcomer Bus Tour**

Kim Evans advised that the Newcomer Bus Tour would be held virtually by creating a map with video links to various locations of interest for newcomers in Whitby. Ms. Evans further advised that the original bus tour included 16 locations and requested that the Committee choose four locations to begin recording videos.

**5.6 School Staff Training**

Cheryl Frayne advised that there were no updates regarding school staff training at this time.

**5.7 Future Speakers**

Kim Evans advised that the Committee was still seeking guest speakers. Ms. Evans further advised that a member of the Durham Regional Police Services was interested in speaking at a future meeting. She stated that the Accessibility Advisory Committee was interested in liaising with the Whitby Diversity and Inclusion Advisory Committee on developing a Community Survey. She further stated that the Accessibility Advisory Committee had requested the attendance of the Whitby Diversity and Inclusion Advisory Committee at the October 6, 2020 Accessibility Advisory Committee meeting.

**6. Correspondence**

**6.1 There was no correspondence.**

7. Council Update

- 7.1** Councillor Shahid advised that she collaborated with Fire Chief D. Speed on an information session regarding community engagement and becoming involved in Whitby Fire and Emergency Services. Councillor Shahid advised that the information session was well attended.

8. Other Business

**8.1** Diversity Training for Staff and Council

A brief discussion ensued regarding diversity training for staff and Council which included:

- determining when the last diversity training session took place; and,
- looking into what other municipalities and organizations are doing for diversity training.

9. Next Meeting

- 9.1** Thursday, October 1, 2020  
Virtual Meeting

10. Adjournment

**10.1** Motion to Adjourn

Recommendation:

Moved By Shauna Moore

That the meeting adjourn.

**Carried**

The meeting adjourned at 8:52 p.m.

**Note: These minutes were approved by the Whitby Diversity and Inclusion Advisory Committee on October 1, 2020.**