

Whitby Diversity and Inclusion Advisory Committee Minutes
February 4, 2021 – 7:15 PM
Virtual Meeting

Present: Mayline Brown
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
Sharon Meredith, Senior Manager, Recreation
Kim Evans, Staff Liaison, Supervisor, 55+ Recreation Services
Heather Oerlemans, Council and Committee Coordinator
(Recording Secretary)

Regrets: Andrea Cecchetto

Call to Order

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - January 7, 2021

Recommendation:

Moved By Brianna Nelson

That the Whitby Diversity and Inclusion Advisory Committee minutes of January 7, 2021 be approved.

Carried

3. Presentations

3.1 Lisa Brant, Senior Organizational Development Specialist, Human Resources, Town of Whitby
Re: Diversity and Inclusion Staff Training

Lisa Brant and Dana Johnston provided a PowerPoint presentation regarding the Diversity and Inclusion Staff Training Program for 2021/2022. Highlights of the presentation included:

- aligning with Council's goals, the Corporate Strategic Plan, the Corporate People Strategy, the Culture Plan, and the Customer Survey Strategy;
- identifying appropriate training strategies to understand inclusivity, unconscious bias, and systemic barriers to inclusion;
- building a foundation of knowledge; and,
- considerations for future training in the areas of Indigenous history and culture, sexual orientation and gender identity, cross-cultural awareness, generational diversity, persons with disabilities, and mental health.

A question and answer period ensued regarding:

- whether there would be training opportunities for Board and Advisory Committee members;
- whether a call to action for allyship and equity had been considered as part of the training program; and,
- whether a section on social constructs and systemic oppression have been included.

4. Delegations

4.1 There were no delegations.

5. General Business and Reports

5.1 Review of January Whitby Diversity and Inclusion Advisory Committee Webinar and Feedback

Kim Evans provided an overview of the feedback received from the Whitby Diversity and Inclusion Advisory Committee Unconscious Bias Webinar follow up survey, which included:

- the number of responses received;
- how people heard about the webinar; and,
- whether the webinar met the expectations of the attendees.

Catherine Philogene advised that attendees were most interested in anti-racism, how to be an ally, Indigenous history and reconciliation,

mental health and well-being, and anti-Indigenous racism as topics for future webinars.

5.2 Planning: Whitby Diversity and Inclusion Advisory Committee March 2021 Webinar

Catherine Philogene requested feedback from the Committee regarding the next webinar topic and potential guest speakers.

Discussion ensued regarding:

- pairing Indigenous history and reconciliation with Indigenous Month (June);
- moving forward with a webinar on allyship;
- ensuring the next webinar provided meaningful information and learning opportunities for participants;
- ending the webinar with action items and a call to action;
- hosting a webinar on understanding social imbalances in the community before a webinar on allyship; and,
- hosting a two-part series foundational webinar that focused on the basics of diversity and inclusion and then going deeper into the topic.

Catherine Philogene requested that topics be discussed by the working group and then brought back to the Committee for a final decision.

5.3 Indigenous Education Event Sponsor

Councillor Roy advised that there was an opportunity to partner with the Whitby Sunrise Rotary Club.

Kim Evans stated that a member of the Whitby Sunrise Rotary Club would be interested in partnering with this Committee to conduct interviews and make a video regarding Indigenous culture education. Ms. Evans stated that the video would focus on positive conversation that leads to community learning. She further stated that Whitby Sunrise Rotary Club could provide a speaker and support for an Indigenous Learning webinar in June.

Catherine Philogene requested clarification regarding the video and the webinar.

5.4 Whitby Diversity and Inclusion Advisory Committee Community Survey

Catherine Philogene requested information regarding the number of responses required to ensure the results of the survey were statistically significant.

Kim Evans advised that the goal was 400 responses.

A question and answer period ensued regarding:

- whether the timeframe for the survey could be extended;
- whether requiring residents to sign-in to complete the survey discouraged individuals from completing the survey;
- whether the survey could be moved to the Town's webpage; and,
- whether an anonymity statement could be added to the survey.

5.5 Community Consultations/Roundtable

Kim Evans requested clarification from the Committee regarding the purpose of hosting a Community Consultation/Roundtable.

Discussion ensued regarding:

- using a roundtable as an opportunity to consult with the Town and residents;
- providing clarity on what would be discussed at the roundtable;
- using the Survey to determine the scope of the roundtable discussion;
- finding a facilitator for the discussion who may summarize the results of the discussion and provide recommendations;
- ensuring residents feel comfortable coming forward to discuss their experiences;
- being transparent with residents by providing information regarding recordings, who was involved, why the information was being collected, choice of anonymity, etc.;
- the length of time required to organize, secure funds, and choose a facilitator for the roundtable; and,
- analyzing gaps in the survey data and using the roundtable to fill in those gaps.

5.6 Black History Month

Kim Evans advised that the Corporate Communications Division would be posting items on social media throughout the month of February to celebrate Black History Month. Ms. Evans provided information regarding the International Decade for People of African Descent. She advised that the United Nations General Assembly proclaimed 2015-2024 as the International Decade for People of African Descent. Ms. Evans stated that the proclamation recognizes the need to strengthen national, regional, and international cooperation in relation to the full enjoyment of economic, social, cultural, civil, and political rights by people of African descent. She requested feedback from the Committee regarding initiatives to recognize the International Decade for People of

African Descent such as a proclamation, posting resources on the Committee's webpage, and highlighting the United Nation's website.

Discussion ensued regarding:

- offering a post secondary studies bursary for Black youth through the Durham Black Educators' Network;
- the amount of a bursary provided by the Whitby Diversity and Inclusion Advisory Committee (WDIAC);
- reallocating Committee funds for school programming towards a WDIAC bursary; and,
- the criteria for awarding a bursary.

Catherine Philogene requested Members to consider the amount of the Committee's budget to allocate towards a bursary and discuss at the next meeting.

5.7 Event with Fire and Emergency Services and Welcome Centre Immigrant Services

Catherine Philogene advised that the Welcome Centre Immigrant Services was hosting an event on February 25, 2021 that focused on Local Government Sector Jobs. Ms. Philogene further advised that Fire and Emergency Services were invited to be part of the series, therefore, the Whitby Diversity and Inclusion Advisory Committee would not sponsor an event with Whitby Fire and Emergency Services at this time.

5.8 Upcoming Proclamations

Cheryl Frayne provided an update regarding upcoming proclamations for 2021.

Discussion ensued regarding:

- the process for submitting proclamations;
- providing a list of proclamations to the Town for the entire year rather than submitting individual proclamations; and,
- adding proclamation dates to the Town's Multicultural Calendar.

Councillor Roy requested feedback from the Committee regarding the draft list of proclamations. Councillor Roy further requested that feedback be provided by February 11, 2021 for the final draft of proclamations to be submitted to the Town.

5.9 Virtual Whitby Tour

Kim Evans provided an update regarding the Virtual Whitby Tour and advised that the corrections to the closed captioning were being finalized.

6. Correspondence

6.1 There was no correspondence.

7. Council Update

7.1 Councillor Roy provided updates regarding:

- the final draft of the Culture Plan would be brought to Committee of the Whole in March;
- an action item on the Culture Plan (Coalition brought forward by the United Nations) that brings together municipalities that want to improve their policies against racism, exclusion, discrimination and intolerance;
- a budget target of .55 percent on the overall tax bill had been set, but that the budget had not been finalized; and,
- the COVID-19 vaccine and information on phasing the vaccination program throughout Durham Region.

Councillor Roy suggested that the Committee support the Coalition brought forward by the United Nations.

It was the consensus of the Committee to draft a letter of correspondence in support of the Coalition of Inclusive Municipalities to Council in support of the Culture Plan.

8. Other Business

8.1 March Speaker: Esther Enyolu, Executive Director, Women's Multicultural Resource and Counselling Centre of Durham Region (WMRCC)

Kim Evans confirmed the March guest speaker and advised that there was a second tentative speaker for the March Whitby Diversity and Inclusion Advisory Committee meeting.

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.

8.3 Diversity and Inclusion Current State Assessment Study

Sharon Meredith advised that a Diversity and Inclusion Current State Assessment Study had been launched by the Town. Ms. Meredith further advised that the assessment would examine the Town's current state of diversity and inclusion in its workforce and that a Request for Proposal (RFP) was posted on the Town's Bids and Tenders website.

9. Next Meeting

9.1 Thursday, March 4, 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 8:58 p.m.

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