



**DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY
COMMITTEE MINUTES**

Thursday, May 30, 2024 at 7:00 pm

The Committee met at 7:00 pm by video conference.

Members Present: Sharon Cadeau
Jordan Dedier
Trisha Linton
Warden Darren White

Members Absent: Arvandi Nalisa Komal (prior notice)
Patti Thomas
Councillor Shane Hall
Councillor Lisa Post (prior notice)

Staff Present: Rohan Thompson, Director of People & Equity
Kareema Sookdeo, Equity Manager
Rebecca Whelan, Deputy Clerk

The Equity Manager called the meeting to order at 7:02 pm.

LAND ACKNOWLEDGEMENT STATEMENT

The Equity Manager shared the Land Acknowledgement Statement.

DISCUSSION

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 30, 2024
Item #1 – Town of Shelburne Resolution

The Committee discussed a resolution from the Town of Shelburne, dated March 25, 2024, regarding the eradication of all forms of racism, especially Islamophobia and Anti-Semitism. At the April 11, 2024 Council meeting, Council forwarded the resolution to this Committee for comments.

The Committee was supportive of the intent of the motion but questioned why the motion made specific reference to islamophobia and anti-semitism, instead of being more broadly worded.

Moved by Trisha Linton, seconded by Jordan Dedier

THAT the Diversity, Equity and Inclusion Community Advisory Committee supports the essence of the resolution from the Town of Shelburne, dated March 25, 2024, regarding the eradication of all forms of racism, but recommends the following wording:

BE IT RESOLVED THAT Council of the County of Dufferin encourages all levels of government to eradicate all forms of racism;

AND THAT this motion be sent to Dufferin County's MP, MPP, and all municipalities.

-Carried-

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 30, 2024
Item #2 – County's Corporate Strategic Plan 2023-2026

The Director of People & Equity provided an overview of the engagement process for the County's Corporate Strategic Plan 2023-2026. The Director shared the results of the data collection from both the community and staff that helped inform the items highlighted within the Strategic Plan.

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 30, 2024
Item #3 – Access Dufferin Engagement

The Equity Manager shared an overview of the staff engagement process utilized by Access Dufferin. County staff have been attending Access Dufferin meetings to provide divisional overviews which allow committee members to learn more about the services provided by the County. Projects that may require input from Access Dufferin are identified as part of the divisional overview. These projects are presented in more detail and staff take away any insights and advice provided by the Committee. Once the project work has been undertaken, staff return to Access Dufferin to provide a status update and notes on how feedback from the committee was incorporated.

The Committee discussed the possibility of utilizing a similar staff engagement process as they begin to populate their workplan.

The Committee took a 10-minute recess. The meeting resumed at 7:45 pm.

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 30, 2024
Item #4 – Draft Annual Workplan Template

Ruth Cameron, Ruth Cameron Consulting, presented the draft Annual Workplan Template to the Committee. The template can be adjusted based on the areas of focus in both the County's and the Committee's Strategic Plans. The template is divided by the following 4 goals:

- Goal #1 – Developing Effective DEI/AO Knowledge
- Goal #2 – Conduct DEI Review/Advisement/Monitoring Progress
- Goal #3 – Amplifying Community DEI Initiatives
- Goal #4 – Presenting Annual Work Plan.

In addition, the template provides the Committee with suggestions on how to track the areas of focus, engage with staff, and report on the Committee's work.

The next steps will be for the Committee to determine their project goals to input into the workplan.

ADJOURNMENT

The meeting adjourned at 8:23 pm.

Next Meeting: To be determined