



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE AGENDA

Wednesday, March 10, 2021 at 7:00 p.m.

By video conference

Call to Order

Land Acknowledgement Statement

Declarations of Pecuniary Interests

REPORTS

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – March 10, 2021
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes
– February 10, 2021

Minutes of the Diversity, Equity and Inclusion Community Advisory Committee meeting from February 10, 2021 for information.

DISCUSSION

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – March 10, 2021
Item #2 – Committee Chair Selection
 - Discussion of the Chair's role and duties.
 - Selection of Committee Chair.
3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – March 10, 2021
Item #3 – Working Leads Selection
 - Discussion of the Working Lead's roles and duties.
 - Selection of Lead for the Economic Development working group
 - Selection of Lead for the Human Services working group.

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – March 10, 2021
Item #4 – Staff Support

The Chief Administrative Officer will provide an overview of staff support available.

5. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – March 10, 2021
Item #5 – Vaccine Roll-Out

A discussion of vaccination prioritization and the communication campaign to address vaccine hesitancy in racialized groups.

Next Meeting

Wednesday, April 14, 2021 at 7:00 p.m.

Video Conference



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE MINUTES

Wednesday, February 10, 2021 at 7:00 p.m.

The Committee met at 7:00 p.m. by video conference.

Council Members Present:

Councillor Sandy Brown
Councillor Laura Ryan

Members Present:

Jordan Dedier
Phil Dewar
Sabina Greenley
Christie Lazo
Trisha Linton
Alethia O'Hara-Stephenson
Jim Waddington

Staff Present:

Sonya Pritchard, Chief Administrative Officer
Angela Pollard
Kareema Sookdeo

Absent:

Councillor Steve Anderson (prior notice)
Alethia Alli (prior notice)
Preeya Rateja (prior notice)

CALL TO ORDER

The meeting commenced at 7 p.m.

LAND ACKNOWLEDGEMENT

Annemarie Shrouder shared a land acknowledgement with the committee.

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – February 10, 2021
Item #2 – Diversity, Equity and Inclusion Community Advisory Committee Minutes – January 13, 2021

The Committee reviewed the minutes of the Diversity, Equity and Inclusion Community Advisory Committee meeting from January 13, 2021.

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – February 10, 2021
Item #3 – Working Group Updates

Economic Development and Human Services working groups provided updates on meetings with County staff.

Human Services – Recap from Christie Lazo and Jordan Dedier

Members of the working group met with Anna McGregor, Director of Community Services on February, 8, 2021 to learn about childcare, Ontario works, Community housing, and Homeless Prevention programs. There was discussion about the need to bring different perspectives to the table and to share experiences. The group will focus on homelessness and how to better reach those in need.

Community Development and Tourism- Recap from Sandy Brown, Alethia O'Hara Stephenson, Sabina Greenley, Jim Waddington

Members met with Darrell Keenie, Director of Development and Tourism and Karisa Downey, Economic Development Officer. The discussion focused around supporting business and working with BIPOC businesses to determine what that support may look like. There was concern expressed with respect to some of the promotions for Black History Month. The working group members are committed to ensuring advertising and marketing reflects the diversity in the community. Ongoing consultation is required.

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – February 10, 2021
Item #1 – Committee Chair Selection

The committee discussed options for distributing the Chair duties. Dividing and rotating duties among 2-3 members would be agreeable and assist with the workload. Those interest in taking on Chair duties should email county staff. Jordan

has agreed to lead the Human Services working group. A Lead for the Community Tourism Group will also be required.

The meeting adjourned at 8:30 p.m.

Next Meeting: Wednesday, March 10, 2021 at 7:00 p.m.
Video Conference

Respectfully submitted,

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Councillors Brown and Ryan
Diversity, Equity & Inclusion Community Advisory Committee

February 26, 2021

Honourable Sylvia Jones
Solicitor General
Ministry of the Solicitor General
18th Floor
25 Grosvenor Street
Toronto ON M7A 1Y6

Dear Hon. Jones,

The COVID 19 pandemic has not impacted all Ontarians in the same way. Over the past several days there have been numerous articlesⁱ illustrating the devastating impact of COVID 19 on historically disadvantaged groups and describing how prioritizing vaccine access for racialized communities could dramatically improve outcomes. Both the Ontario COVID 19 Science Advisory Tableⁱⁱ and the National Advisory Committee on Immunization Guidanceⁱⁱⁱ, have released reports outlining updated vaccination prioritization that considers both age and high risk communities. This strategy is putting forward the need to vaccinate those who have been unequivocally shown to be the most vulnerable.

In a recent Globe and Mail article, Akwatu Khenti, who teaches at the University of Toronto's Dalla Lana School of Public Health and is a special adviser to the City of Toronto Targeted COVID Equity Action Plan. Stated, "There is no ambiguity in the data: this virus is hitting racialized communities hardest, in Toronto, 79 per cent of hospitalizations are of racialized persons. Torontonians of African and Caribbean descent currently experience the highest COVID rates in the city, comprising 26 per cent of total cases." Things are not that different in Wellington Dufferin Guelph. At a presentation to Dufferin County Council on February 10th, Dr. Nicola Mercer, Medical Officer of Health for WDGPH stated that racialized groups in this area are 5 times more likely to contract COVID 19. An internal epidemiology report also indicates that those living in households with more than 5 people are almost 8 times more likely to have a confirmed case of COVID 19. This data supports comments in the Toronto Star article from Dr. Peter Juni, Director of the Ontario Science Advisory Table, "This pandemic is completely socio-economically driven. And what we need to now avoid is the (scenario) where those who suffered the burden are not among those who get the vaccine. If we do not address this problem, we will struggle much more with the third wave

in the presence of variants. So if we are able to protect those who are most vulnerable, this will also benefit everybody.”

Despite the data and recommendations from both the provincial and national advisory groups, it is our understanding that Ontario will not be refining the current strategy that gives priority based on long term care residency, health care worker status and age. Any decisions to prioritize historically disadvantaged communities and their most vulnerable residents will be left to individual health units. Although, we appreciate that local Health Units know their communities best, this decision further underlines the inequities and systemic racism that have long persisted in Ontario Provincial Health Care System. Pushing this decision to the local level reduces the visibility and the sense of urgency that is required. It also means that wide-spread provincial messaging and communication resources will not be available to help reach these populations. This puts further strain on the already stretched resources of local public health units to get the word out to their communities.

Dufferin County is committed to working closely with our local Public Health officials to vaccinate the most vulnerable people in our community. Our progress to date demonstrates that we take this responsibility seriously and we will continue to take all steps possible to get the vaccine rolled out equitably. This includes advocating for those in our community who have been historically disadvantaged and are not given a platform to advocate for themselves. I urge you to reconsider the Vaccination Priority framework to specifically include racialized communities.

Sincerely,

Darren White
Warden
Dufferin County

Cc Premier Doug Ford
General (Retired) Hillier, Chair Vaccine Task Force

ⁱ Articles from the Globe and Mail (<https://www.theglobeandmail.com/canada/article-racialized-adults-on-revised-federal-covid-19-vaccination-priority-2/>); National Post ([Racialized adults on revised federal COVID-19 vaccination priority list | National Post](#)) and the Toronto Star (<https://www.thestar.com/news/gta/2021/02/26/how-a-shift-in-covid-19-vaccine-strategy-could-save-more-lives.html>)

ⁱⁱ <https://covid19-sciencetable.ca/sciencebrief/covid-19-vaccination-strategy-for-ontario-using-age-and-neighbourhood-based-prioritization/>

ⁱⁱⁱ <https://www.canada.ca/en/public-health/services/immunization/national-advisory-committee-on-immunization-naci/guidance-prioritization-key-populations-covid-19-vaccination.html>