



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE AGENDA

Wednesday, April 14, 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 – April 14, 2021
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes
– March 10, 2021

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

DISCUSSION

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 14, 2021
Item #2 – Vaccine Prioritization

A discussion to follow-up on the vaccine prioritization correspondence sent to Dr. Mercer.

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 14, 2021
Item #3 – Scholarship Program

Request for volunteer to participate in the scholarship selection meetings.

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 14, 2021
Item #4 – Sub Committee Updates

- Economic Development
- Human Services

5. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 14, 2021
Item #5 – Community Safety and Wellbeing Plan (CSWB)Overview

Trisha Linton, Co-Chair, will provide an update on the CSWB Plan meeting from April 12. A discussion on how the committee can support the initiative going forward.

6. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 14, 2021
Item #6 – Racism in the Community

A discussion on raising awareness on racism in the community and how the committee and support historically disadvantaged and marginalized groups.

- Anti-Asian Racism Statement
- Opportunities for social media

7. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – February 23, 2021
Item #7 – World Economic Forum Article

A discussion regarding the article: "Diversity, Equity and Inclusion have failed. How about Belonging, Dignity and Justice instead?"

8. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 14, 2021
Item #8 – Livestream committee meetings

A discussion to livestream committee meetings.

Next Meeting

Wednesday, May 12, 2021 at 7:00 p.m.
Video Conference



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE MINUTES

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

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

Council Members Present:

Councillor Steve Anderson
Councillor Sandy Brown

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, Community Services Worker

Facilitator:

Anemarie Shrouder

Absent:

Councillor Laura Ryan (prior notice)
Althea Alli (prior notice)
Preeya Rateja (prior notice)

CALL TO ORDER

The meeting commenced at 7:00 pm.

Committee Chair Selection

The committee selected Trisha Linton and Phil Dewar as Co-Chairs of the committee. Phil and Trisha will work with staff to set agendas, respond to requests for information and send out communication on behalf of the committee.

Working Group Leads

The committee confirmed Jordan Dedier as Lead for the Human Services Working Group. Trisha Linton volunteered to act as Lead for the Economic Development and Tourism Working Group.

Staff Support

Sonya Pritchard confirmed that there would be staff support available to set up meetings, taking notes at meetings and assist with distributing information. Angela Pollard will provide staff support to the Human Services Working Group. Support for the Economic Development Group is yet to be determined but someone is expected to be in place prior to the next meeting.

Working Group Updates

Human Services - working group met to establish regular meeting time, length of time, how to deal with absences, and had a discussion with respect to vaccines. There were questions with respect to communication from public health and how it is relayed to the community and what can we do as committee to relay the message that this is still a community effort?

Economic Development and Tourism – no meeting scheduled. Sabina volunteered to organize a meeting for March.

Vaccine Discussion

Committee members discussed vaccine prioritization, distribution and communication. Racialized groups and communities at risk has been significantly impacted by COVID 19. Statistics Canada and other organizations have provided mounting evidence that these populations should receive priority access to vaccines. The committee strongly supports sending a letter to Wellington Dufferin Guelph Public Health to request immediate action in this regard within our health unit area. (A copy of the letter is attached to the minutes.)

The meeting adjourned at 8:30 pm

Next Meeting: April 14, 2021 via zoom

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



March 15, 2021

Dr. Nicola Mercer
Medical Officer of Health
Wellington Dufferin Guelph Public Health
160 Chancellors Way
Guelph, Ontario N1G 0E1

Dear Dr. Mercer,

The Dufferin County Diversity Equity and Inclusion Committee is committed to raising awareness and advocating for equitable access to services for historically disadvantaged groups.

COVID 19 has had a disproportionate impact on racialized groups in Canada, Ontario and here in Wellington, Dufferin Guelph. In a Statistics Canada report issued March 11, 2021, the one year mark of COVID, findings show that across neighbourhoods with higher vs lower concentration of visible minorities

- COVID-19 infections were three times higher
- hospitalizations rates were four times higher and
- deaths were twice as high

...among individuals living in the most diverse neighbourhoods compared with the least diverse neighbourhoods.

In Ontario the mortality rate for areas with a visible minority population of 25% or more was 25.9 per 100,000 vs. 7.6 per 100,000 for predominantly white areas. During a recent presentation to the County of Dufferin Council, you stated that racialized people have contracted COVID at a rate five times higher than other residents in the WDG area.

It is clear that WDG Public Health has been a leader in Ontario, moving quickly to vaccinate long term care residents and staff, front line health care workers, and those 80+ living in the

community. Data shows that those over 80 make up the largest number of COVID deaths and it is heartening to see the vaccine being prioritized for this group.

For the Phase 2 vaccine roll out, the committee strongly supports prioritizing vaccines for racialized groups and clearly identifying those groups in Wellington Dufferin Guelph. A strategy using a combination of age and high risk areas (those with higher percentage of visible minorities and soci-economically disadvantaged populations) to prioritize vaccination order was recommended by both the Ontario Science Advisory Table and the National Advisory Committee on Immunization. Further the Ontario government has identified “at-risk” populations for priority in phase 2. At present there is no indication on the WDG Public Health website that “at risk” or racialized groups are being prioritized.

In addition, clear, culturally-appropriate communication, to address vaccine resistance and hesitancy especially as it may relate to past trauma and systemic racism is urgently required. This communication should be distributed using community leaders and partners in multiple languages to build trust and credibility. Education providing insight into past health inequities and the reasons for vaccine resistance in some racialized groups is needed for those administering vaccines.

Immediate action is required to ensure racialized residents in Wellington Dufferin Guelph have equitable access to vaccines.

Sincerely,

Dufferin County Diversity Equity and Inclusion Committee Members

Bill Hill Scholarship Program

Program Overview

The County of Dufferin is pleased to present the Bill Hill Scholarship Program consisting of seven one-time \$2,500 scholarships. The program is intended to recognize outstanding Dufferin County students who will be pursuing post-secondary education and/or training.

An exciting new addition to the Bill Hill Scholarship program for 2021, is the addition of two more scholarships. The two additional scholarships aim to recognize two students; one Indigenous and another who identifies as Black or a Person of Colour (POC).

Scholarship Streams

Seven scholarship awards will be considered for students entering a university, college, or trade/apprentice program.

Program Stream

Scholarships will be awarded in the following five program areas:

- Science and Technology (includes Health Sciences, Engineering, and General science programs)
- Business and Social Sciences
- Agriculture and Environmental Studies
- Arts (Fine arts and Liberal arts)
- Skilled trades and applied training programs

Race & Ethnicity Stream

Two scholarships will be awarded to students who identify as:

- Black or a Person of Colour
- Indigenous/First Nations (Status, Non-Status), Métis or Inuit

Please note: Students who identify as Indigenous, Black, or a Person of Colour are strongly encouraged to apply.

Application Process

All applicants will be required to submit the following information:

- Completed application form
- 300-word essay
- Transcripts from Grade 11 and semester one of Grade 12
- Letter of Reference from a staff member of your current school
- Proof of admission to post-secondary institution or training program

Eligibility Criteria

All applicants must meet the following criteria:

- Be a resident of Dufferin County
- Be graduating high school the year of applying for the Bill Hill Scholarship Program (**nota requirement for the Agriculture stream - can be currently enrolled in post-secondary education**)
- Been accepted to a post-secondary institution or training program

Selection Process

Completed applications must be received by May 14th. Applications will be reviewed by the selection committee. The selection committee will consist of two members from the County of Dufferin (Warden and Chair of the General Government Services Committee), a school board representative (rotating between boards/schools), a member from the Dufferin Arts Council (for the Arts stream), and a representative from the Dufferin County Canadian Black Association.

Successful applicants will be notified by no later than the end of May and invited to attend a meeting of County Council in June to be presented their award.

**Please submit the following information to the County of Dufferin, Clerks Department,
Edelbrock Centre, 30 Centre Street, Orangeville, ON L9W 2X1 or scholarship@dufferincounty.ca
by
May 14 of the current year.**

Application Information

Name:

Phone #:

E-mail:

Mailing Address:

High School:

Post-Secondary Program Name:

Future Post-secondary Institution:

Which scholarship stream are you applying to?
(Please select the stream that your post-secondary program falls under)

Program Stream

Science and Technology

Agriculture and Environmental Studies

Business and Social Sciences

Arts

Skilled Trade/Training Program

Race & Ethnicity Stream

Black or a Person of Colour

Indigenous/First Nations (Status, Non-Status), Métis or Inuit

Please note: If you are eligible for the Race & Ethnicity stream, please select options in both streams as your application will be considered for both the Program stream, as well as the Race & Ethnicity scholarship stream. Successful applicants will only be awarded one scholarship.

If you have chosen the Race & Ethnicity stream, please identify yourself below. Select all that apply:

South Asian

Caribbean

Southeast Asian

African

Latin American

Middle Eastern

Indigenous

First Nations

Métis

Inuit

Other – Please Specify:

Part 1: Short Essay

Please attach a short essay of approximately 300 words that answers the following questions:

- Do you feel your chosen field is important in Dufferin County?
- How do you believe you could give back to your community using the skills learned?

Part 2: Short Answer Questions

Please use additional pages if necessary.

Community Service (school involvement, i.e. Student Council, and/or community volunteering)
Please list your most important (no more than four) and indicate the # of hours per week over the past 2 years.*Please note this excludes any paid activities.

Activities/Skills/Talents (sports, music, jobs, etc...)

Please list up to three and describe your involvement.

Awards/Recognition/Accomplishments

Please list up to three and describe why you are proud of these achievements.

How did you hear about the Bill Hill Scholarship Program?

Social media

Newspaper Ad

Family

Word of Mouth

School
Announcement

Guidance
Councillor

Other:

Please note: the Submit form button will only function in Internet Explorer.

Personal Information contained on this form is collected under the authority of Part II, Section (1)(e) of the Municipal Freedom of Information and Protection of Privacy Act and will be used only to ascertain eligibility for a Scholarship. For questions, please contact the Clerk at 519-941-2816 x2504 or 30 Centre Street, Orangeville ON L9W 2X1.

April 1, 2021

Statement from the Dufferin County Diversity, Equity and Inclusion Community Advisory Committee

This statement is in response to the anti-Asian hate crime that happened on March 16, 2021, in Atlanta, Georgia, where eight people were fatally shot, six of whom were Asian women. We recognize that this is not an isolated incident, but sadly, part of a larger global spike in anti-Asian racism, xenophobia and violence being perpetrated against Asian community members around the world. And it's happening here in Canada, too. Since the start of the COVID-19 pandemic, 979 incidents of anti-Asian racism have been reported nationally to *Fight COVID Racism* (www.covidr racism.ca). These incidents are threatening (and taking) the lives and safety of our Asian Canadian community members, and we simply cannot remain silent on this.

First and foremost, as the Diversity, Equity and Inclusion Community Advisory Committee of Dufferin County, we want to express our sincere and heartfelt condolences to all the families and communities that have been affected by these targeted and heinous acts of anti-Asian violence.

We - the Diversity, Equity and Inclusion Community Advisory Committee of Dufferin County - support and stand by the statement put out by the DCCBA (Dufferin County Canadian Black Association). We do not simply echo the statement, but we champion it. We condemn all forms of hate, racism, misogyny, and violence.

We stand in solidarity with our Asian Canadian community members. We commit to doing the work necessary to end all forms of racism, discrimination and violence, starting right here in Dufferin County. We hope to connect and communicate more as time goes on to effectively create change; as safety and respect are a priority for all people living within Dufferin County.

In Solidarity,

Diversity, Equity and Inclusion Community Advisory Committee Members

Diversity, Equity and Inclusion have failed. How about Belonging, Dignity and Justice instead?



Belonging, Dignity and Justice creates a work culture that allows every individual to flourish.

Image: Christina @
wocintechcat.com/Unsplash

23 Feb 2021

Aida Mariam Davis

Founder, CEO, Decolonize Design

- Existing DEI initiatives only expose discriminatory attitudes, but do nothing to mitigate their effects on those who suffer from them.
- Such programmes are still rooted in white dominant culture.
- Belonging, Dignity and Justice are alternative values that centre the voices and experiences of marginalized people.

Over the past three decades, corporations, non-profits, foundations and universities have relied on the Diversity, Equity and Inclusion (DEI) industrial complex to create a workplace that is diverse in terms of race, ethnicity and gender. On its face, DEI attempts to address the most pressing longstanding issues in a workplace. Many believed by institutionalizing procedures that promote inclusion and equity, they could ensure fairness and equal opportunity, and avoid discrimination in the workplace.

Though well-intentioned, DEI has not delivered. This is not by happenstance, but rather by design. The DEI industrial complex came into existence as a preemptive defense to avoid litigation by members of protected classes, particularly under Title VII of the Civil Rights Act of 1964. For decades, the vast majority of Fortune 500 companies have implemented DEI trainings, or other initiatives for their employees. The fact remains that these efforts have had minimal impact on the reduction of bias and have not yielded much in the way of qualitative behaviour change or other desired changes in the workplace.

Are diversity initiatives just theatre?

Employers concerned about litigation tend to be more concerned with the optics of their DEI programmes than taking consequential actions to bring about change. Indeed, superficial DEI trainings and experiences have often proven to create more harm and trauma for the very group they are aimed to protect. For instance, a very popular DEI approach focuses on “implicit bias trainings” that aim to expose the subconsciously held attitudes of anti-Blackness and racism in a workplace, but offers little to overcome or mitigate the practical effects of these attitudes on those suffering from discriminatory attitudes and practices in the workplace.

Institutions have begun to rely on short-term training programmes to bring long-lasting effects. But DEI training may provide a convenient opportunity for employees participating in it to not take personal responsibility for their actions and instead look at the problem as a systemic issue beyond their control; some may also feel they have been targeted as perpetrators of discrimination, and disengage or diminish their support for DEI. The difficult work of changing beliefs and behaviours in an organization cannot be achieved with a series of trainings or hiring more “diverse” candidates.

Illusion of inclusion

If we take a closer look at Diversity, Equity and Inclusion as concepts, we see that the framing implicitly suggests there is a default standard or status quo that “others” can be incorporated: white heteronormative dominant culture. In other words, to be diverse is to be different than the white dominant culture. Pursuing equity is about having access to and being equal to this culture.

Finally, to seek inclusion is to desire entrance to a workplace that uses white heteronormative values as the standard. This focus on the status quo, while purporting inclusion, is not only an illusion but an insidious tool for assimilation.

Needless to say, this current DEI approach is woefully insufficient in addressing the individual and institutional challenges in workplaces. To structurally address racism, ableism, sexism, dehumanization and anti-Blackness, we must equip people with the proper tools to dismantle, disrupt and demand more within organizations. To get to this healthy work environment, we need a completely different approach.

Unlike DEI, BDJ is centred in the experiences and voices of hitherto marginalized people

Image: Decolonize Design

Belonging, Dignity and Justice

[Decolonize Design](#) offers organizations exactly this, one inspired by humanity's most precious and universal values: Belonging, Dignity and Justice (BDJ).

We define these terms as:

- **Belonging** is one's physical, emotional and psychological safety; the indescribable feeling of being welcome.
- **Dignity** is one of the most universal concepts to describe the sacred nature of each individual's personhood.
- **Justice** is the repairing and restoring of individuals.

The BDJ process is an inherently relational one. It begins with an experiential learning session intended to inspire metanoia (an inner conversion), build trust, grow collective consciousness and create tension to move teams to action. Rather than a checklist or a series of transactional and performative changes, BDJ creates a climate and culture that allows everyone to reach their full potential and thrive.

Embed not perform

Like any strategic imperative, BDJ is a mission-critical way of doing business and building teams. However, unlike most strategic imperatives, the goals result in radically new ways of working with teams and serving audiences. The journey of BDJ begins with an organization taking stock of the

status quo and ways in which the organization formally and informally participates in creating a climate of assimilation, anti-Blackness and dehumanization.

The key to BDJ is centring those people who are most on the margins, shifting the way we understand expertise. We must embrace the paradigm shift that occurs during the unlearning of dominant normative values.

Ripple effect

“The decisions we make today should result in a sustainable world seven generations into the future.” – Iroquois philosophy

With leadership and commitment, this approach delivers results. We’ve leveraged this framework over the past few years in a variety of industries across sectors, from retail to manufacturing companies to household brands and music companies. Businesses that embrace these values are more sustainable and innovative, thanks to the culture BDJ creates. This cascading impact flows from relationships with employees to how companies connect with partners and suppliers to consumer loyalty to community impact.

Across our client partners, we’ve seen results and shifts in:

Internal operations Embedding BDJ has increased recruitment and retention of systemically marginalized peoples within companies. Staff within companies undergoing BDJ report dramatic increases in psychological safety, which translated to increased productivity and unique climate for innovation. Valuing lived experience, acknowledging past harms, addressing coded language and repairing those most impacted by systems of oppression allows companies to earn the trust of their workforce.

External relations Incorporating BDJ into your brand identity increases customer loyalty and connection as well as offering a competitive advantage. By creating a BDJ-centred environment, companies attract new partnerships and customer segments. Even more, the cities and communities that these companies do business in benefit from companies taking a stand against dehumanization and injustice as it impacts employees and public policy.

While results are significant as it relates to ROI and profits, we resist the impulse to evaluate the impact in these terms. Measuring value for being humane not only maintains the status quo, it runs the risk of becoming vanity metrics. Companies who work with us must be ready to create the right climate and culture; this means a desire to embed BDJ into your institutional identity, a willingness to lead your industry and the courage to take a stand. Ultimately, this work requires

the leadership of visionary CEOs who are not only concerned with impact today, but of their legacy for generations to come.

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