



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE AGENDA

Wednesday, May 12, 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 – May 12, 2021
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes
– April 14, 2021

Minutes of the Diversity, Equity and Inclusion Community Advisory Committee meeting from April 14, 2021 for information.

DISCUSSION

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 12, 2021
Item #2 – Sub Committee Updates
 - 2.1 Economic Development
 - 2.2 Human Services
3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 12, 2021
Item #3 – Committee Awareness Campaign Discussion
 - Website
 - Video
 - Bio Statements

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 12, 2021
Item #4 – Upcoming Events Discussion

- Diversity Walk – June 13th, 2021
- Pride Month – June 2021
- Crystal Queer Project – presentation to Committee

Next Meeting

Wednesday, June 9, 2021 at 7:00 p.m.

Video Conference

**DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY
COMMITTEE – ECONOMIC DEVELOPMENT & TOURISM
SUBCOMMITTEE MINUTES
Monday, May 3, 2021 at 6:00 p.m.**

The Committee met at 6:00 p.m. by video conference.

Members Present:

Trisha Linton (chair)
Althea Alli
Alethia O'Hara-Stephenson
Jim Waddington
Phil DeWar
Steve Anderson
Preeya Rateja

Staff Present:

Sonya Pritchard
Terrilyn Kunopaski, Tourism Manager
Karisa Downey, Economic Development Officer
Britney Hope, Economic Development Coordinator

Discussion

1. Chair Trisha Linton proposed the subcommittee first define the opportunities & expectations of the subcommittee; to understand the functions and work of the Economic Development & Tourism teams, and determine tangible steps that can be taken together
2. Economic Development Officer Karisa Downey & Tourism Manager Terrilyn Kunopaski offered brief overviews of their current work and priorities
3. CAO Sonya Pritchard offered insight as to the process, whereby the subcommittee can take recommendations to the bigger committee; committee takes said recommendations to Council
4. To Trisha's initial question, the subcommittee discussed opportunities, such as:
 - Where can we enhance, promote, or make recommendations to enhance the diversity and inclusion of the region?
 - The need for a plan for Dufferin County, and how we can: diversify businesses as well as people spending money in the County; keeps businesses in the County; infuse diversity through strategic planning
 - The need for an educational approach, and giving businesses the right tools to be equitable and inclusive in their practices

- The need to evaluate who is participating in Economic Development & Tourism initiatives (i.e, Agricultural Roundtables), and the opportunity for the committee to recognize opportunities for intersections
 - The need to consider inclusive branding, visual considerations
 - The need to consider and adapt to how people engage with certain businesses versus others, based on the resources and networks available
 - The need to address accessibility challenges to local businesses, such as office hours of SBEC
5. Phil DeWar and Jim Waddington discussed the Diversity Walk Orangeville, and potential opportunity for County to provide support or participate
 6. The committee discussed a video, as proposed by Councillor Anderson, to introduce the Committee to the community
 - Proposed there be other elements (print, radio?) to support this initiative for accessibility considerations

The meeting adjourned at 7:10 pm
Next Meeting: June 7, 2021 via Zoom

DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE – HUMAN SERVICES SUBCOMMITTEE MINUTES

Tuesday, April 27, 2021 at 7:00 p.m.

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

Members Present:

Jordan Dedier - chair
Sandy Brown
Sabina Greenley
Christie Lazo

Staff Present:

Angela Pollard, Community Services Worker

Absent:

Laura Ryan

Discussion

1. Discussed details of committee meeting on April 14, 2021
2. Increased police powers
 - Province implemented increased capacity for police services due to provincial lockdown measures and then revoked
3. Human trafficking and sex workers in the community
 - Recent issue in Orangeville neighbourhood which caused negative discussion on social media
 - Has created an undertone of racism and prejudice
 - There is a lack of empathy/understanding and/or mindfulness of their story
 - More education is needed for the community
 - Crynot is a local resource and is providing educational opportunities in regards to this
4. Social Media
 - Tends to provide outlet for negative exchanges/posts which often contain derogatory comments about others
 - Could an awareness campaign be developed to support appropriate behaviour and healthy discussion when using social media?
5. OPP vs. OPS
 - Appears to be better morale among officers
 - Switch has been successful thus far
 - There has been a tremendous cost saving for the community
 - Officers have new, updated equipment

6. Indicating DEI Endeavours on Entry Signs
 - Is it possible to attach something to the new signs erected upon entry to each municipality in Dufferin County indicating our dedication to DEI work?
7. Age Friendly Initiative
 - Sabina provided information gathered from Mark and Linda regarding GrandPals program based on prior subcommittee discussion regarding increased supports to seniors in the community
 - It was suggested that the committee apply for a grant through the Centre for Aging
 - A survey should be conducted to see what the needs of older adults in the community actually are – would need to be mindful of COVID restrictions to execute
 - May be possible for the DEICAC to work in conjunction with existing program
 - Sabina will reach out to Mark and Linda for links to survey examples and bring back to subcommittee
8. Communications Strategic Plan
 - Should be discussed with larger committee
 - Would like to meet with County of Dufferin's newly hired Manager of Communications, Timothy Chan, to discuss how the committee can establish and execute potential endeavours
 - Ideas include: education/awareness campaigns, videos, human library, etc.

The meeting adjourned at 8:10 pm
Next Meeting: May 25, 2021 via zoom