



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE AGENDA

Wednesday, September 8, 2021 at 7:00 p.m.

By video conference

Call to Order

Land Acknowledgement Statement

We would like to begin by respectfully acknowledging that Dufferin County resides within the traditional territory and ancestral lands of the Tionontati (Petun), Attawandaron (Neutral), Haudenosaunee (Six Nations), and Anishinaabe peoples.

We also acknowledge that various municipalities within the County of Dufferin reside within the treaty lands named under the Haldimand Deed of 1784 and two of the Williams Treaties of 1818: Treaty 18: the Nottawasaga Purchase, and Treaty 19: The Ajetance Treaty.

These traditional territories upon which we live and learn, are steeped in rich Indigenous history and traditions. It is with this statement that we declare to honour and respect the past and present connection of Indigenous peoples with this land, its waterways and resources.

Declarations of Pecuniary Interests

REPORTS

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – September 8, 2021
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes – July 14, 2021

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

PRESENTATION

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – September 8, 2021
Item #2 – Waste Services Presentation

Melissa Kovacs, Waste Services Manager, will provide a presentation to the Committee regarding the Waste Services department.

DISCUSSION

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – September 8, 2021
Item #3 – Committee Terms of Reference Discussion
4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – September 8, 2021
Item #4 – Selection of a Co-Chair
5. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – September 8, 2021
Item #5 – Committee Openings Discussion

Next Meeting

Wednesday, October 13, 2021 at 7:00 p.m.
Video Conference



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE MINUTES

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

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

Members Present:

Councillor Steve Anderson
Councillor Sandy Brown
Councillor Laura Ryan
Althea Alli
Jordan Dedier
Sabina Greenley
Christie Lazo (joined at 7:16 p.m)
Trisha Linton (Co-Chair)
Alethia O'Hara-Stephenson
Angela Pollard (staff liaison, non-voting)

Members Absent:

Phil Dewar (Co-Chair) (prior notice)
Preeya Rateja (prior notice)
Jim Waddington (prior notice)

Staff Present:

Sonya Pritchard, Chief Administrative Officer
Laurel Yarenko, Administrative Support Specialist
Timothy Chan, Communications Manager

Trisha Linton, Co-Chair, called the meeting to order at 7:04 p.m.

LAND ACKNOWLEDGEMENT STATEMENT

Trisha Linton, Co-Chair, shared the Land Acknowledgement Statement.

Trisha Linton, Co-Chair, informed the committee that they recently had two members step down. The committee wishes Phil and Jim well and thanks them for their work with the committee.

REPORTS

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – July 14, 2021
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes – June 9, 2021

Minutes of the Diversity, Equity and Inclusion Community Advisory Committee meeting from June 9, 2021 for information.

PRESENTATION

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – July 14, 2021
Item #2 – Community Safety and Well-Being Plan

Jennifer Kirkham provided a presentation to the Committee regarding the Community Safety and Well-Being Plan. The main highlights from the presentation were the process, priority areas & focus of the plan, the outcomes and performance measures along with the implementation of the plan over the next four years. There were 471 survey responses received to help gather the data for the plan and Jennifer will provide the committee with some of the materials as well as copies of the presentation slide deck and the Community Safety and Well-Being plan for them to review and discuss.

Website: <https://www.dufferincounty.ca/sites/default/files/community-services/CSWBP.pdf>

Christie Lazo joined at 7:16 p.m.

DISCUSSION

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – July 14, 2021
Item #3 – Committee Mandate and Terms of Reference Discussion

The Committee discussed the proposed changes to the mandate and terms of reference. Councillor Anderson discussed how the focus of the committee is to look at the different services that Dufferin County provides through a Diversity, Equity & Inclusion lens. The Committee is to advise if there are any gaps or improvements that needs to be addressed. These recommendations would then go to Council for consideration. The committee felt that another priority should be focusing on the community given the recent events occurring in the world. The community based advocacy work still remains a priority and the committee would like to explore

opportunities to work with Headwaters Communities in Action or another third party organization. The Chief Administrative Officer will amend the terms of reference based on the discussion and bring back to this committee and Council.

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

4.1. Economic Development

The July meeting was cancelled.

4.2. Human Services

Jordan Dedier provided a brief overview of the subcommittee meeting minutes. Highlights covered:

- Social media presence and advocacy;
- committee objectives and priorities moving forward.

5. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – July 14, 2021
Item #5 – Next Meeting Date

The committee agreed to reconvene in September.

ADJOURNMENT

The meeting adjourned at 8:22 p.m.

Next Meeting: September 8, 2021 at 7:00 p.m.
Video Conference

Respectfully submitted,

Trisha Linton, Co-Chair
Diversity, Equity & Inclusion Community Advisory Committee

**Diversity, Equity and Inclusion
Community Advisory Committee
Terms of Reference**

Mandate:

The mandate for the committee will be to advise County Council, make recommendations and provide a monitoring and measuring role to help ensure that the County applies a diversity, equity and inclusion lens to its policies, services and programs.

1. Provide insight, advice, and make recommendations to County Council relating to the following:
 - identifying systemic barriers faced in accessing county services, information, programs and facilities;
 - strategies for building connections and fostering a deeper sense of inclusion and belonging especially for marginalized groups;
 - proposed County of Dufferin initiatives, services, and policies to meet changing needs of a diverse community;
 - employment and employee awareness policies, initiatives, and programs.
2. Provide recommendations on opportunities for education and awareness programs for the Committee, Council and staff on anti-racism, diversity, equity and inclusion in consultation with the County Administration and within the budget allocated by County Council.
3. In cooperation with County Staff Diversity and Inclusion Committee provide regular updates to County Council that monitor and measure the County's success in applying a diversity, equity and inclusion lens resulting in implementing real changes to policies, services, and programs.

4. Liaise with organizations and stakeholders, particularly those from marginalized groups including but not limited to Black, Indigenous, People of Colour, and 2SLGBTQIA+ community members to facilitate discussions that promote broader understanding and engagement between residents of diverse backgrounds and abilities.

5.

Composition:

The Diversity, Equity and Inclusion Committee is composed of the following members:

Role	Member
Committee Chair	To be selected annually from within the committee
Community Members	8-10 members appointed from the community
Council Representation	2-3 members of Council
County of Dufferin Staff Liaison (non-voting)	2 members from the Staff Diversity and Inclusion Committee
Support Staff (non-voting)	Support staff as required

Selection Process:

Community Members will be selected through an application and interview process. The interview panel will include the appointed Council members and a staff representative. Committee members will have the skills, knowledge, and experience to contribute effectively to the committee's mandate. Committee members must be a County of Dufferin resident, business owner or stakeholder who has an understanding of the impacts of racism and systemic discrimination on marginalized people and meet the following general qualifications:

- be familiar with overall community issues
- have demonstrated knowledge around diversity, equity and inclusion
- be able to build meaningful relationships and connections within the community

Council shall strive to ensure Committee membership reflects the diversity of the community with particular focus given to marginalized groups who have traditionally faced systemic discrimination including but not limited to Blacks, Indigenous peoples, people of colour, and people who identify as LGBTQ+.

Subcommittees and Working Groups:

The Diversity, Equity, and Inclusion Community Advisory Committee may form subcommittees and working groups within its membership as may be necessary to address specific issues within its mandate. Subcommittees shall draw upon members of

the Committee and the Chair of the subcommittee shall be a voting member. Subcommittees may also invite community volunteers and stakeholders to participate in specific initiatives.

Remuneration & Expense Reimbursement:

Committee members shall serve without receiving remuneration. Reimbursement for mileage or transportation costs to meetings will be provided in accordance with County policy.

Term of Office:

The Committee members shall be appointed for the Term of Council (4 years).

Meetings:

The committee will meet a minimum of 4 times per year or at the call of the Chair.

Quorum:

Committee quorum requires that the majority of voting members be present. If quorum is not attained within the first 10 minutes, the formal meeting cannot proceed and the support staff member is not required to remain and/or provide notes. If members present choose to remain, they may do so for an information exchange only.

Conflict of Interest:

Members should be cognizant of perceived conflicts in terms of issues which may serve to benefit them personally. Members shall not use their status on a Committee for personal or political gain.