



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE AGENDA

Wednesday, May 11, 2022 at 7:00 p.m.

By video conference

Any members of the Public wishing to observe the meeting can contact the Clerk's Office at info@dufferincounty.ca or 519-941-2816 x2500 before 4:00 p.m. on the day of the meeting

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 – May 11, 2022
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes – April 6, 2022

Minutes of the Diversity, Equity and Inclusion Community Advisory Committee meeting from April 6, 2022 for information.

DISCUSSION

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 11, 2022
Item #2 – Community Survey

Rohan Thompson, Director of People and Equity, to provide an update on the development of a community survey.

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 11, 2022
Item #3 – Summer Meeting Schedule

The Committee to discuss the meeting schedule during the summer months.

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 11, 2022
Item #4 – Status Update: County of Dufferin Employment Systems Review and Climate (Equity) Audit

Rohan Thompson, Director of People and Equity, to provide a status update on the Employment Systems Review and Climate (Equity) Audit.

5. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 11, 2022
Item #5 – Connection with Other Equity Tables

Trisha Linton, Chair, to discuss connecting with other County equity tables.

6. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 11, 2022
Item #4 – Sub Committee Updates

- 6.1. Economic Development

April 4, 2022 Economic Development sub-committee meeting cancelled

- 6.2. Human Services

Minutes from the April 26, 2022 Human Services sub-committee meeting.

Next Meeting

Wednesday, June 8, 2022 at 7:00 p.m.

Video Conference



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE MINUTES

Wednesday, April 6, 2022 at 7:00 p.m.

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

Members Present:

Trisha Linton – Chair
Althea Alli
Councillor Steve Anderson (arrived at 7:58 p.m.)
Councillor Sandy Brown
Jordan Dedier (arrived at 7:17 p.m.)
Sabina Greenley
Arvandi Nalisa Komal
Mike Marcinkiewicz
Alethia O'Hara-Stephenson (arrived at 7:39 p.m.)
Angela Pollard (staff liaison, non-voting)
Preeya Rateja

Members Absent:

Meg Haggett (prior notice)
Councillor Darren White (prior notice)

Staff Present:

Sonya Pritchard, Chief Administrative Officer
Rohan Thompson, Director of People & Equity
Cody Joudry, Director of Development & Tourism
Timothy Chan, Communications Manager
Michelle Hargrave, Administrative Support Specialist

Trisha Linton, Chair, called the meeting to order at 7:02 p.m.

LAND ACKNOWLEDGEMENT STATEMENT

Committee member, Sabina Greenley, shared the Land Acknowledgement Statement.

REPORTS

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 6, 2022
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes – March 9, 2022

Minutes of the Diversity, Equity and Inclusion Community Advisory Committee meeting from March 9, 2022 for information.

PRESENTATIONS

Jordan Deidler joined the meeting at 7:17 p.m.

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 6, 2022
Item #2 – Development and Tourism Department Overview

Cody Joudry, Director of Development and Tourism, provided a presentation to the Committee outlining the Development and Tourism department, including the divisions within the department, what they do and the 2022 deliverables for each division.

Cody noted the Building Services Division will be reviewing their processes, especially related to enforcement, with a stronger diversity, equity, and inclusion lens.

DISCUSSION

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 6, 2022
Item #3 – Committee Term

Sonya Pritchard, Chief Administrative Officer, advised a report was presented to Council regarding the Committee's term. She confirmed it is Council's directive to align the Committee's term with the Council term.

The Committee's application process will be reviewed and streamlined. All Committee members are encouraged to apply for the next Committee term.

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 6, 2022
Item #4 – Sub-Committee Membership

Trisha Linton, Chair, advised newer Committee members can choose one of the two sub-committees to participate in. Committee members are asked to email their choice to Rohan Thompson.

Alethia O'Hara-Stephenson joined the meeting at 7:39 p.m.

5. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 6, 2022
Item #5 – Ontario's Anti-Racism Strategic Plan Feedback

Rohan Thompson, Director of People and Equity, advised he has spoken to the Province regarding the Anti-Racism Strategic Plan feedback. The Province does not have plans to visit Dufferin County to gather feedback. As the deadline for submissions is May 4, 2022, it does not allow for community town hall meetings to take place and information to be synthesized and submitted. Rohan noted the best option is to promote the survey and ask the community to participate directly. Timothy Chan, Communications Manager, advised the link to the feedback survey has been shared with all Dufferin County Clerks and CAO's, as well as Dufferin's many community partners. The survey link will be shared with Committee members so they can promote it as well.

Councillor Anderson joined the meeting at 7:58 p.m.

6. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 6, 2022
Item #6 – DEICAC Strategic Plan Development

Rohan Thompson, Director of People and Equity, advised he would like the Committee to establish a plan or a roadmap to provide direction and allow for development of further operational items for the Committee.

The Committee agreed this was a good opportunity to collaborate with a consultant to develop a community survey to gather challenges faced by the Community. Christie Lazo, Sabina Greenley, Althea Alli and Alethia O'Hara-Stephenson will assist in the development of the scope of the project.

7. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – April 6, 2022
Item #7 – Sub Committee Updates

7.1. Economic Development

Cody Joudry, Director of Development and Tourism, provided a verbal review of the March 7, 2022 Economic Development sub-committee meeting. The Committee gave input on the Explore Dufferin Guide that is being created and learned of the Visiting Artists Display coming to the Museum of Dufferin.

7.2. Human Services

Angela Pollard reviewed highlights of the Human Services sub-committee meeting of March 22, 2022. Angela noted staff members from the Housing Services division presented information on the Homelessness Prevention program and discussed the lack of affordable housing. The subcommittee also discussed the lack of mental health supports in the area, as well as the positive and negative effects of the Community Crisis Support Teams.

ADJOURNMENT

The meeting adjourned at 8:05 p.m.

Next Meeting: May 11, 2022 at 7:00 p.m.
Video Conference

Respectfully submitted,

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

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

Tuesday, April 26, 2022 at 7:00 p.m.

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

Members Present:

Jordan Dedier – Chair
Sabina Greenley

Staff Present:

Angela Pollard, Community Services Worker
Christa Jewell, Program Supervisor – Ontario Works
Christine Madden, Program Manager – Ontario Works

Absent:

Councillor Sandy Brown
Christie Lazo

Discussion

1. Initiatives implemented during COVID
 - a. New digital tools
 - i. MyBenefits
 1. Secure portal
 2. Participants can access information about their file, changes to assets/income, message case worker
 - ii. Electronic Document Management
 1. Began Summer 2020
 2. No more paper files are being created
 3. Still maintain historic files to adhere to retainment rules
 4. Workers can upload electronic documents directly into SAMS (Ontario Works case management system)
 - iii. Application process
 1. Can complete online at www.ontario.ca/socialassistance or by calling office directly
 2. Dufferin usually processes application within two business days – Provincial standard is four days
 - iv. eSignatures
 1. This initiative is just beginning in Dufferin County

2. Will allow for participants to sign consents and Rights and Responsibilities document
- v. Payment methods – Reloadable Payment Card, Streamlining of OAS/GIS Process
 1. No longer issue cheques to participants
 2. Attempting to get all vendors signed up for direct deposit
 3. Limits need to use cashback services
 4. Prepopulated document for OAS/GIS application
- vi. Ontario Works Eligibility
 1. 16 years or older
 2. Financially eligible – based on income and assets
- vii. Ontario Works Benefits
 1. Financial benefits
 2. Health benefits
 3. Prescription Medications
 4. Employment benefits
 5. Monthly entitlement is dependent on family make-up
 - a. Maximum for single person is \$733/month - \$343 basic needs, \$390 shelter
 - b. Additional funds – medical travel and transportation, special diet
 - c. Reviewed rate chart
 - i. Basic needs amount remains the same if the recipient has children because the Child Tax Credit supplements
 - ii. Child support is no longer deducted from monthly entitlement
 - iii. Asset limit for a single person is \$10,000 – if their assets exceed this, they are not eligible
 1. Participants may have a vehicle, but, if they have more than one, it is seen as an asset
 2. If they have RRSPs that are locked in by an employer, it is exempt
6. Discussion
 - a. System can be difficult to navigate
 - i. Applicants do not always know what funds/benefits are available to them
 - b. Rates are low and it is difficult for people to sustain themselves on what is received

- c. Not everyone in receipt of benefits is employable – mental health issues, addictions, homelessness

2. Mobile Crisis Unit

- a. FTP has a staff member to assist with police calls that require support and not police intervention
 - i. Can work weekends – flex time
 - ii. Worker speaks with police on the way to call to establish approach – deal with each call on case by case basis
 - iii. If no safety concerns, crisis staff enters first – police may leave scene if they are not needed
 - iv. Works closely with the hospital – those staff available until midnight
 - v. Calls between midnight and 10am are dealt with during a daily huddle so that services can be deployed
- b. The new unit will have a counsellor available directly through the OPP
 - i. Working to ensure that there is no duplication of service between this and current FTP support
- c. How does this impact BIPOC individuals who may have issues with police?

3. Additional Items

- a. Reapplication for Committee
 - i. Timeframe of process?
 - ii. Will current members have priority?

The meeting adjourned at 8:02 p.m.

Next Meeting: Tuesday, May 24, 2022 via Zoom