



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE AGENDA

Wednesday, July 12, 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 – July 13, 2022
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Notes – June 8, 2022

Notes from the Diversity, Equity and Inclusion Community Advisory Committee meeting from June 8, 2022 for information.

DISCUSSION

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – July 13, 2022
Item #2 – Agents of Change

Sara MacRae, Manager of Climate & Energy, to present and lead a discussion on the Climate and Energy's project "Agents of Change".

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – July 13, 2022
Item #3 – Status Update: Strategic Plan & Statements

Rohan Thompson, Director of People and Equity, and the sub-committee (Alethia, Althea, Christie, Sabina, Trisha) to provide an update on forming a Strategic Plan and next steps.

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – July 13, 2022
Item #4 – Committee Recruitment Process

Rohan Thompson, Director of People and Equity, to update the DEICAC recruitment process for next Committee term.

5. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – July 13, 2022
Item #5 – Equity Chairs Meeting Update

Rohan Thompson, Director of People and Equity, to update the Committee on scheduling a meeting of the Chairs.

6. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – July 13, 2022
Item #6 – Staff Update: Diversity, Equity & Inclusion Advisor

Rohan Thompson, Director of People and Equity, to provide a staffing update regarding the Diversity, Equity and Inclusion Advisor position.

7. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – July 13, 2022
Item #7 – Sub Committee Updates

7.1. Economic Development

Next Meeting

Wednesday, August 12, 2022 at 7:00 p.m.

Video Conference



**DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY
COMMITTEE NOTES**

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

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

Members Present:

Trisha Linton – Chair
Althea Alli
Sabina Greenley
Christie Lazo
Mike Marcinkiewicz
Alethia O'Hara-Stephenson
Angela Pollard (staff liaison, non-voting)

Members Absent:

Councillor Sandy Brown
Councillor Steve Anderson
Jordan Deidier
Meg Haggett
Arvandi Nalisa Komal
Preeya Rateja
Councillor Darren White

Staff Present:

Rohan Thompson, Director of People & Equity
Timothy Chan, Communications Manager
Michelle Hargrave, Administrative Support Specialist

Trisha Linton, Chair, began the discussion at 7:07 p.m. No quorum was present.

LAND ACKNOWLEDGEMENT STATEMENT

Trisha Linton, Chair, shared the Land Acknowledgement Statement.

REPORTS

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – June 8, 2022
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes – May 11, 2022

Minutes of the Diversity, Equity and Inclusion Community Advisory Committee meeting from May 11, 2022 for information.

DISCUSSION

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – June 8, 2022
Item #2 – Compensation Policy for Public Members on Advisory Committees

Rohan Thompson, Director of People and Equity, and Michelle Hargrave, Administrative Support Specialist, reviewed a recent amendment made by Council to Policy #1-2-02 Committee Structures and Mandates. The amendment allows an honorarium to be paid to public members on advisory in attendance at regular meetings.

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – June 8, 2022
Item #3 – Status Update: Strategic Plan

Rohan Thompson, Director of People and Equity, and the sub-committee (Alethia, Althea, Christie, Sabina, Trisha) provided an update on forming a Strategic Plan and next steps.

The sub-committee met with Ruth Cameron, Ruth Cameron Consulting and would like use to Ruth Cameron to assist with formulating the committee's strategic plan. Rohan noted staff will speak to the consultant before proceeding to a formalize a contract and fulfil the necessary requirements.

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – June 8, 2022
Item #4 – Diversity, Equity and Inclusion Community Advisory Committee Statements

Rohan Thompson, Director of People and Equity, discussed the DEICAC statements. He noted the County is working on a framework to provide guidelines on when to issue a statement and guidelines on what will be in a statement.

The Committee agreed when statements are issued, regardless of where the event has occurred, the statement should acknowledge the event but also acknowledge the impact on the local community affected and steps being taken to move forward. Also, proceeding with caution is key as it is not realistic to issue a statement on every event.

5. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – June 8, 2022
Item #5 – Committee Recruitment Process

Rohan Thompson, Director of People and Equity, noted staff will be reviewing the DEICAC recruitment process for next Committee term.

Committee members noted the committee purpose should be clearly stated when recruiting members. Also, committee members should be different municipalities in the County. Rohan confirmed a more detailed orientation process will take place during the next committee term, including an overview of County functions, an overview of Council's role and their functions, the County strategic plan, as well as equity training. Most members present were satisfied with the previous interview process but felt the time to appoint the committee was too long.

The Committee expressed their disappointment in Council's decision to align the committee term with the term of Council.

6. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – June 8, 2022
Item #6 – Equity Chairs Meeting

Rohan Thompson, Director of People and Equity, updated the Committee on scheduling a meeting of the Chairs. He has reached out to the Orangeville, Amaranth, Shelburne and Mono Diversity Committee Chairs and is working on selecting a meeting date.

7. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – May 11, 2022
Item #7 – Sub Committee Updates

7.1. Economic Development

No meeting occurred. The next meeting is scheduled for June 12, 2022.

7.2. Human Services

Carol Barber and Michelle Whyte, Dufferin County Housing Services, presented information on Dufferin County housing programs, including options and allowances available. The sub committee will not be meeting over the summer.

OTHER BUSINESS

Rohan Thompson advised he has been contacted by the Climate and Energy department regarding a new campaign they are starting called Agents of Change. It is a climate project focused on youth participants. Staff have asked to present at the next meeting and gain insight around equity related considerations for the program rollout.

ADJOURNMENT

The meeting adjourned at 8:22 p.m.

Next Meeting: July 13, 2022 at 7:00 p.m.
Video Conference

Respectfully submitted,

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