



## **DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE AGENDA**

**Wednesday, September 14, 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](mailto:info@dufferincounty.ca) or 519-941-2816 x2500 before 4:00 p.m. on the day of the meeting

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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 Ajétance 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 14, 2022  
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes – July 13, 2022

Minutes from the Diversity, Equity and Inclusion Community Advisory Committee meeting from July 13, 2022 for information.

## **DISCUSSION**

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – September 14, 2022  
Item #2 – Status Update: Strategic Plan & Terms of Reference

A presentation from Ruth Cameron regarding the work completed to date on creating a strategic plan and updating the Committee's Terms of Reference.

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – September 14, 2022  
Item #3 – Committee Recruitment

Rohan Thompson, Director of People & Equity, and Michelle Hargrave, Administrative Support Specialist, to provide an update on Committee recruitment for the next term.

## **CORRESPONDENCE**

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – September 14, 2022  
Item #4 – Town of Shelburne

Correspondence from the Town of Shelburne, dated September 7, 2022, to invite Committee members to Orange Shirt Day and the Every Child Matters Ceremony on September 30, 2022.

## **Next Meeting**

Wednesday, October 12, 2022 at 7:00 p.m. – Last Meeting of Committee Term  
Video Conference



## **DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE MINUTES**

**Wednesday, July 13, 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  
Jordan Deidier  
Sabina Greenley  
Meg Haggett (joined 7:04 p.m.)  
Arvandi Nalisa Komal (joined at 7:07 p.m.)  
Christie Lazo (joined 7:04 p.m.)  
Mike Marcinkiewicz (joined at 7:10 p.m.)  
Alethia O'Hara-Stephenson  
Angela Pollard (staff liaison, non-voting)  
Preeya Rateja (joined at 7:07 p.m.)  
Councillor Darren White

**Members Absent:**

Councillor Sandy Brown (prior notice)

**Staff Present:**

Rohan Thompson, Director of People & Equity  
Rebecca Whelan, Deputy Clerk  
Kylie-Anne Grube, Climate Engagement Specialist  
Sara MacRea, Climate and Energy Manager

Trisha Linton, Chair, called the meeting to order at 7:01 p.m.

### **LAND ACKNOWLEDGEMENT STATEMENT**

Trisha Linton, Chair, shared the Land Acknowledgement Statement.

Christie Lazo and Meg Haggett joined the meeting at 7:04 p.m.

## **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

Kylie-Anne Grube, Climate Engagement Specialist, presented information on the Climate and Energy Division's project "Agents of Change". The Climate and Energy Division is implementing the Youth Climate Activation Circle, a youth advisory group that will design and implement a project that supports greenhouse gas emission reductions. The Climate Division asked the Committee to provide recommendations how to effectively ensure that they are prioritizing equity-deserving groups in the program design, recruitment, and selection.

Preeya Rateja and Arvandi Nalisa Komal joined the meeting at 7:07 p.m.

The program will launch in October 2022. In order to ensure the volunteer program is empowering and impactful, the Climate Division is seeking to prioritize equity-deserving groups. The program volunteers will receive a \$500 honorarium, a certificate of participation, a letter of support/reference, and mentorship connections. In addition, the meeting structure will be flexible to allow for hybrid participation, and additional costs such as transportation, child care, or internet hotspots will be covered.

Mike Marcinkiewicz joined the meeting at 7:10 p.m.

There will be multiple submission options for volunteers to apply for the program and the application form will include an optional question about demographics. The People and Equity Department can provide some language for the demographic questions.

The Committee suggested that staff connect with the following organizations to seek volunteers:

- Local high schools - specifically programs geared towards students pursuing environmental science programs
- Dufferin Child and Family Services
- Dufferin County Cultural Resource Circle
- Community Living Dufferin
- Big Brothers Big Sisters
- Public Libraries

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

Ruth Cameron, Ruth Cameron Consulting, provided a presentation containing an overview of the plan to revise the Committee's Terms of Reference and create a Strategic Plan for the Committee. The final document will be presented to the Committee prior to the end of the Committee's term. Interviews with Committee members will be scheduled shortly.

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

Rohan Thompson, Director of People and Equity, provided an update on the planning for the recruitment process for next Committee term. Staff are recommending that members who currently sit on the Committee will not need to go through the full selection process. Current Committee members will need to submit their intention to return in writing, with a brief explanation of why they would like to return. Staff are also recommending that the Terms of Reference be expanded to include a section about expectations of members, to address issues such as attendance, conduct of members, and confidentiality.

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

Rohan Thompson, Director of People and Equity, provided an update on the meeting of the Chairs, which took place on June 13, 2022. The initial meeting focused on how to reduce operating in silos and how to share resources. The group plans to meet on a quarterly basis, with the next meeting taking place in October.

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

Rohan Thompson, Director of People and Equity, informed the Committee that Kareema Sookdeo was the successful candidate for the Diversity, Equity & Inclusion Advisor position. Kareema currently works as a Human Resources Generalist for Dufferin County and will start her new role on August 8, 2022. The role will focus on supporting research, development, and implementation of the County's diversity, equity, and inclusion strategy.

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

The subcommittee meetings have been placed on hold for the summer.

### **OTHER BUSINESS**

The Committee discussed taking a break in August. Staff suggested keeping the meeting scheduled and if there are not enough agenda items, it can be cancelled closer to the date.

Chair Trisha Linton led a discussion about the recent events in Shelburne and impact that those events have had across the County.

### **ADJOURNMENT**

The meeting adjourned at 8:30 p.m.

**Next Meeting:** August 10, 2022 at 7:00 p.m.  
Video Conference

Respectfully submitted,

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

**From:** [Melissa Kenney](#)  
**To:** [information](#)  
**Subject:** Orange Shirt Day & Every Child Matters Ceremony Friday, September 30, 2022 at 7:00 pm  
**Date:** Wednesday, September 7, 2022 4:08:28 PM  
**Attachments:** [Orange Shirt Day & Every Child Matters Ceremony.pdf](#)

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CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the contents to be safe.

Good afternoon,

We would like to send the below email invitation to the Dufferin County Diversity, Equity and Inclusion Community Advisory Committee. Could you please forward? The email address [info@dufferincounty.ca](mailto:info@dufferincounty.ca) is listed on the website <https://www.dufferincounty.ca/council/diversity-equity-and-inclusion-community-advisory-committee>.

Hello,

The Town of Shelburne's Diversity, Equity and Inclusion Committee invites you to attend the Orange Shirt Day & Every Child Matters Ceremony.

Date: Friday, September 30, 2022  
Time: 7:00 pm  
Location: Jack Downing Park, 140 Main Street

Information on the general event program is attached.

Please RSVP to Melissa Kenney at [mkenney@shelburne.ca](mailto:mkenney@shelburne.ca) by Monday, September 26, 2022.

**Melissa Kenney, Communications Coordinator & Administrative Assistant**  
**Phone: 519-925-2600 ext 259 | Fax: 519-925-6134 | [mkenney@shelburne.ca](mailto:mkenney@shelburne.ca)**  
**Town of Shelburne | 203 Main Street East, Shelburne ON L9V 3K7**  
**[www.shelburne.ca](http://www.shelburne.ca)**

Town Hall will be open to the public Monday to Friday from 8:30 am to 12:00 pm and 1:00 pm and 4:30 pm. The office will be closed between 12:00 pm to 1:00 pm. There will be no public access to Town Hall each day from 12:00 pm to 1:00 pm.

We are encouraging everyone to continue to take advantage of digital processes. The best way to reach staff is by email. You can pay your bills online by visiting our webpage [Paying My Bills](#). Appointments at Town Hall are available upon request. You can request an appointment by visiting [Save my Spot](#) on our website.

## INFORMATION ON ORANGE SHIRT DAY

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Orange Shirt Day is an Indigenous-led grassroots commemorative day that honours the children who survived residential schools and remembers those who did not. This day relates to the experience of Phyllis Webstad, a Northern Secwepemc (Shuswap) from the Stswecem'c Xgat'tem First Nation, on her first day of school, where she arrived dressed in a new orange shirt, which was taken from her.

To watch the message from Phyllis Webstad  
[www.youtube.com/watch?v=E3vUqr01kAk](https://www.youtube.com/watch?v=E3vUqr01kAk)

## SHELBURNE DEI COMMITTEE

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The Town of Shelburne has established a Diversity, Equity, and Inclusion Committee. The committee's mandate is to advise Council and continue the work of the Anti-Black Racism, Racism and Discrimination Task Force.

The committee will make recommendations and provide a monitoring and measuring role to help ensure that the Town of Shelburne applies a diversity, equity and inclusion lens to its policies, services, and programs.

For more information visit:  
[www.shelburne.ca/DEI/](http://www.shelburne.ca/DEI/)

**Orange Shirt Day  
&  
EVERY  
CHILD  
MATTERS**

September 30, 2022





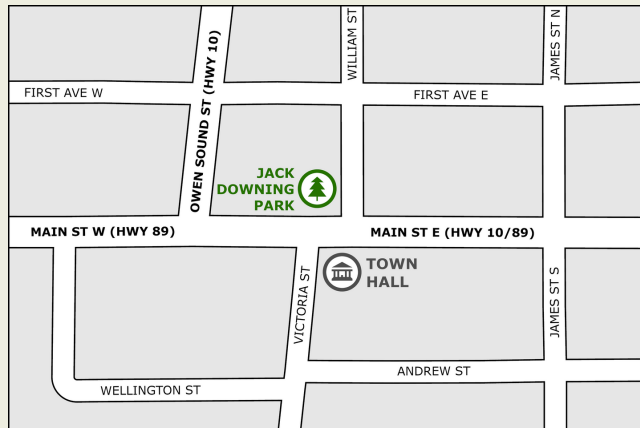
## WHEN

September 30, 2022

Time: 7:00 PM

## WHERE

Jack Downing Park  
140 Main Street East



We encourage everyone  
attending to wear an Orange  
Shirt

## TENTATIVE PROGRAM ACTIVITIES INCLUDE

- Opening Ceremony
  - Flag Raising of Every Child Matters Flag
  - Lighting of Town Hall in Orange
  - Blessing of the Every Child Matters Crosswalk
  - Candle Light Reflection Walk - 1.8 KM
  - Indigenous Art Exhibit at Town Hall
- Times:**  
8:30 AM - 4:30 PM  
6:00 PM - 9:00 PM

The crosswalk will feature seven feathers representing the seven guiding principles adopted by many Indigenous communities and organizations, which are:

**Love, Respect, Courage, Honesty,  
Humility, Truth and Wisdom.**

## SHELBURNE'S LAND ACKNOWLEDGEMENT

We would like to begin by respectfully acknowledging that the Town of Shelburne resides within the traditional territory and ancestral lands of the Anishinaabe, including the Ojibway, Potawatomi, Chippewa and the People of the Three Fires Confederacy.

These traditional territories upon which we live, work, play 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.

We encourage residents to review the call-to-action information at:  
[www.dccrc.ca/educational-links/](http://www.dccrc.ca/educational-links/)

LOVE

RESPECT

COURAGE

HONESTY

HUMILITY

TRUTH

WISDOM

