



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE AGENDA

Wednesday, October 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 – October 12, 2022
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes – September 14, 2022

Minutes from the Diversity, Equity and Inclusion Community Advisory Committee meeting from September 14, 2022 for information.

DISCUSSION

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – October 12, 2022
Item #2 – Committee Wrap Up

A discussion about the Committee's accomplishments and suggestions for the next Committee term.

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – October 12, 2022
Item #3 – Council Delegation – Oversight Concerns

Rohan Thompson, Director of People & Equity, to lead a discussion regarding an upcoming delegation to Council regarding Committee oversight.

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – October 12, 2022
Item #4 – Implementation of the Strategic Plan: Next Steps

Rohan Thompson, Director of People & Equity, to lead a discussion regarding implementing the Strategic Plan.

5. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – October 12, 2022
Item #5 – County of Dufferin Equity Assessment Update

Rohan Thompson, Director of People & Equity, to provide an update on the County's Diversity, Equity, and Inclusion employee assessment.

Next Meeting: To Be Confirmed



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE MINUTES

Wednesday, September 14, 2022 at 7:00 p.m.

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

Members Present:

- Trisha Linton – Chair (joined at 8:25 p.m.)
- Althea Alli
- Jordan Deidier
- Sabina Greenley
- Arvandi Nalisa Komal
- Christie Lazo
- Alethia O’Hara-Stephenson
- Angela Pollard (staff liaison, non-voting)
- Councillor Darren White

Members Absent:

- Councillor Steve Anderson
- Councillor Sandy Brown (prior notice)
- Preeya Rateja (prior notice)
- Mike Marcinkiewicz
- Meg Haggett

Staff Present:

- Rohan Thompson, Director of People & Equity
- Timothy Chan, Communications Manager
- Kareema Sookdeo, Diversity & Equity Advisor
- Michelle Hargrave, Administrative Support Specialist

The Acting Chair, Althea Alli, called the meeting to order at 7:07 p.m.

LAND ACKNOWLEDGEMENT STATEMENT

Althea Alli shared the Land Acknowledgement Statement.

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.

Ruth has created some possible mission statements, vision statements and strategic objectives after meeting with some Committee members and the focus group. The Committee discussed the different versions of mission and vision statements while giving feedback to Ruth.

Councillor White left the meeting at 7:50 p.m.

Ruth gave examples of goals and objectives the Committee can achieve and report back to Council on. The goals and objectives need to be measurable and focused. For example, engage with three departments (once or twice) in a year, ask to see their work plan to give feedback on how they can incorporate a diversity, equity and inclusion lense, then review the revised version.

Trisha Linton joined the meeting at 8:25 a.m.

Ruth has suggested adding member expectations around attendance and respectful engagement, as well as confidentiality during in camera discussions, to the Terms of Reference.

Committee members are asked to email their feedback to staff by September 28, 2022. Ruth will review the feedback and send a revised draft Terms of Reference for review at the next Committee meeting.

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, provided an update on Committee recruitment for the next term. The Clerk's department will notify members of the Committee when the application is available.

Sabina Greenley left the meeting at 9:00 p.m.

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.

ADJOURNMENT

The meeting adjourned at 9:02 p.m.

Next Meeting: October 12, 2022 at 7:00 p.m.
Video Conference

Respectfully submitted,

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