



Agenda

Equity, Diversity and Inclusion Committee

Thursday, November 11, 2021, 6:00 p.m.

Chair and Secretary Participating Remotely

The Corporation of the Town of Orangeville

NOTICE

Due to efforts to contain the spread of COVID-19 the Equity, Diversity and Inclusion Committee will be meeting electronically until further notice.

Prior to the meeting, written comments may be sent to the Secretary of the Equity, Diversity and Inclusion Committee by email to salexander@orangeville.ca. Such written comments will become part of the public record. Members of the public may access the meeting on the above noted date and time by telephone at +1 289-801-5774, and enter Conference ID 467694581# . Please note that your full name and comments will be part of the public records and will be included in the minutes of the meeting.

Accessibility Accommodations

If you require access to information in an alternate format, please contact the Clerk's Division by phone at 519-941-0440 x 2256 or via email at clerksdept@orangeville.ca

1. **Call to Order**
2. **Disclosures of (Direct or Indirect) Pecuniary Interest**
3. **Adoption of Minutes of Previous Meeting**
Recommendations:
That the minutes of the following meeting are approved:

2021-09-09 Equity, Diversity and Inclusion Committee Minutes
4. **Presentations**
None.
5. **Items for Discussion and Reports**
 - 5.1. **2022 Work Plan**
Recommendations:
That the 2022 Work Plan be approved.
 - 5.2. **2021 Annual Report**
Recommendations:
That the 2021 Annual Report be approved.

5.3. 2021/2022 Meeting Schedule

Recommendations:

That the 2021/2022 Meeting Schedule be approved.

5.4. Community Engagement Survey

5.5. Humber College Equity Diversity and Inclusion Taskforce Resources

Committee to review resources contained on the Humber College Equity, Diversity & Inclusion (EDI) Taskforce website, linked below:

<http://hrs.humber.ca/human-rights-equity-diversity/edi-taskforce/edi-taskforce.html>

6. Correspondence

None.

7. New Business

8. Date of Next Meeting

The next meeting is scheduled for Thursday, December 9th at 6 p.m.

9. Adjournment



Minutes of the Equity, Diversity and Inclusion Committee

September 9, 2021, 6:00 p.m.

Chair and Secretary Participating Remotely
The Corporation of the Town of Orangeville

Members Present: Joe Andrews
Lisa Post
Sharyn Ayliffe
Polvier Folkes-Grandison
Dawn Kelly
Shawna McNally
David Nairn
Niketa Peters
Caroline Stacey
Patti Thomas

Members Absent: Natasha Fisher
Hazel Mason
Robin McLean
Sushil Shundil

Staff Present: Tracy MacDonald, Assistant Clerk
Emily White, Human Resources Clerk
Sarah Alexander, Human Resources Assistant

1. Call to Order

The meeting was called to order at 6:01 p.m.

2. Disclosures of (Direct or Indirect) Pecuniary Interest

None.

3. Adoption of Minutes of Previous Meeting

Recommendation: 2021-003

Moved by Joe Andrews

That the minutes of the following meeting are approved:

2021-06-03 Equity, Diversity and Inclusion Committee Minutes

Carried Unanimously

4. Presentations

None.

5. Items for Discussion and Reports

5.1 2022 Committee Schedule Discussion

Meetings shall be held on the second Thursday of every month, at 6 p.m. Secretary Sarah Alexander to create schedule.

5.2 Annual Report and Work Plan Discussion

Discussion on what to include in the Committee work plan and annual report, to be taken to the November Council meeting.

Discussion whether to form working groups in order to accomplish various projects throughout the year.

The EDI Committee will first collectively decide on its priorities.

Discussion on getting assistance from a subject matter expert, such as through a consultant, which would require budget approval. Chair Post to reach out to Andrea McKinney, General Manager of Corporate Services for advice. Councillor Post also to lead development of a community survey.

Discussion on the importance of getting community engagement, in order to complete the annual work plan. This could be gained through a survey. Discussion on what the survey would contain, and whether or not to engage a consultant. Investigation would be needed to determine budgetary impact. The Committee will have further discussion on how the survey will be delivered.

5.3 City of London Diversity and Inclusion Strategy

Discussion on the City of London's Diversity and Inclusion Strategy document and its strengths, including its concept of getting 200 community champions involved in the project.

Round table discussion on potential champions (both groups and individuals) in the community that could get involved. Some groups and individuals named as potential partners included Phil DeWar, Dufferin County Cultural Resource Circle, Orangeville and District Seniors Centre, high school LGBT2QS+ groups, church groups, Alethia O'Hara Stephenson, Kim Van Ryn, Kerry's Place, Dufferin Child and Family Services, Community Living Dufferin, Family Transition Place, Autism Speaks, as well as friends and family of the EDI Committee members.

5.4 Humber Postcards

Vice Chair Andrews gave an overview of the Humber College postcards. An electronic version to be sent to Town staff for distribution to Committee.

Discussion on a similar document to be created for the EDI Committee, to share at community events and drive engagement. Proposed additions to the EDI document: opportunity for public to provide feedback to Committee through a contact information provided on document.

Recommendation: 2021-004

Moved by Dawn Kelly

That the Committee request funds from Council, for the creation of a postcard to share with the community on Equity, Diversity and Inclusion.

Carried Unanimously

6. Correspondence

None.

7. New Business

Members shared information about the following:

- upcoming theatrical production, Josiah, being presented during September and October.
- upcoming event, Orangeville and Area Autism Speaks Canada, Walk on Wheels Car Parade, on September 26th.

8. Date of Next Meeting

The next meeting date is scheduled for Thursday October 14th, at 6 p.m.

9. Adjournment

Meeting adjourned at 6:55 p.m.

Equity, Diversity and Inclusion Committee Work Plan for 2022



	Deliverable / Project	Description	Frequency	Scheduled Date	Location	Lead	Status	Deadline	Budget/Comments
1.	Community Engagement Survey	Committee to create survey and distribute to community, in order to drive priorities and strategy	Once	To be determined	Virtual	Chair Post	Draft mode / collecting samples	To be determined	None
2.	Budgeting for Consultant	Committee to request funds in 2022 budget, towards hiring a consultant	Once	November / December 2021	Virtual	Chair Post	Discussions	End of December 2021	Requesting budget
3.	Postcard creation	Committee to request funds in 2022 budget, towards creating a document similar to Humber College EDI postcards	Once	November/ December 2021	Virtual	Chair Post/ Vice-chair Andrews	Discussions	End of December 2021	Requesting budget
4.									
5.									

Subject: Equity, Diversity and Inclusion Committee Annual Report

Department: Corporate Services

Division: Clerk's

Report #: EDI-2021-001

Meeting Date: 2021-12-06

Recommendations

That the Equity, Diversity and Inclusion Committee Annual Report be received.

Background and Analysis

The Equity, Diversity and Inclusion Committee ("Committee") consists of two members of Council, twelve public appointments and three representatives of the Town of Orangeville.

The newly formed Committee shall advise Council on issues related to equity, diversity, and inclusivity in the Town. The Committee will consult externally with the community, liaise with marginalized groups/groups that have historically experienced discrimination, and work internally with staff, to progress Committee initiatives, including providing advice, feedback, and making recommendations to Council.

On May 27, 2019, Council approved the creation of the Committee. The initial planning of the Committee began in July 2020, led by Councillor Post, Councillor Andrews, and General Manager, Corporate Services, Andrea McKinney. After initial research, and drafting of the terms of reference, members of the public were invited to attend a general meeting in August 2020 to discuss the basis of forming of the Committee and consult on the terms of reference.

Calls for individuals to join the new Committee were sent on November 26, 2020. After a selection process was completed, Council appointed the Committee members on April 26, 2021, and also approved the Committee's Terms of Reference. The newly formed Committee held its first meeting on June 3, 2021.

As of November 4, 2021, one meeting has been held since its first; as a result, the Committee's initial planning and strategizing is still underway. The Committee will typically meet monthly, moving forward.

The initial work plan has been developed and will continue into the next year. One of the primary goals of the Committee is to drive initial community engagement and consult with the residents of Orangeville. The Committee also aims to engage the services of a subject matter expert, a consultant, to assist with strategizing for next year's work. The Committee will also develop an informational document with key terms relating to equity, diversity and inclusion for the general public. All of these goals will assist the Committee to form a strategy, further its objectives, and report back to Council on its progress.

Strategic Alignment

Orangeville Forward – Strategic Plan

Priority Area: Community Stewardship

Objective: Engaged and Involved

Sustainable Neighbourhood Action Plan

Theme: Social well-being

Strategy: Promote Orangeville as an engaged, inclusive community for all

Notice Provisions

Not Applicable

Financial Impact

Council will be requested to approve funding for a consultant, and to create an informational document for public distribution, in 2022.

Respectfully submitted by

Andrea McKinney
General Manager, Corporate Services

Prepared by

Sarah Alexander
Human Resources Assistant

Attachment: 1. 2022 Equity, Diversity and Inclusion Committee Work Plan



Equity, Diversity and Inclusion Committee

Meeting Schedule

Location as listed on each meeting agenda

Second Thursday of each month

Date	Time
3-Jun-2021	6 p.m.
9-Sep-2021	6 p.m.
14-Oct-2021	6 p.m.
11-Nov-2021	6 p.m.
9-Dec-2021	6 p.m.
13-Jan-2022	6 p.m.
10-Feb-2022	6 p.m.
10-Mar-2022	6 p.m.
14-Apr-2022	6 p.m.
12-May-2022	6 p.m.
9-Jun-2022	6 p.m.
July, August - TBD	TBD
8-Sep-2022	6 p.m.