



## **Agenda**

### **Equity, Diversity and Inclusion Committee**

**Thursday, December 9, 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](mailto: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 603363587#. 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](mailto:clerksdept@orangeville.ca)

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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:  
  
2021-11-11 Equity, Diversity and Inclusion Committee Minutes
4. **Presentations**  
None.
5. **Items for Discussion and Reports**
  - 5.1. **Community Engagement Survey Draft Review**
  - 5.2. **Working Group: Community Survey**  
Call for interest from members to form working group, who would facilitate the community engagement survey

**5.3. Working Group: Holi Celebration**

Call for interest from members to form working group, who would organize Holi (Hindu festival) in March 2022

**5.4. Consultant Budget Request**

Updates on request to Council for funds on the engagement of a consultant

**6. Correspondence**

None.

**7. New Business**

**8. Date of Next Meeting**

The next meeting is scheduled for Thursday, January 13, 2022 at 6 p.m.

**9. Adjournment**



## Minutes of the Equity, Diversity and Inclusion Committee

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

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

Members Present: Lisa Post  
Joe Andrews  
Sharyn Ayliffe  
Dawn Kelly  
Shawna McNally  
David Nairn  
Sushil Shundil  
Caroline Stacey

Members Absent: Natasha Fisher  
Polvier Folkes-Grandison  
Hazel Mason  
Robin McLean  
Niketa Peters  
Patti Thomas

Staff Present: Andrea McKinney  
Emily White  
Sarah Alexander

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### 1. Call to Order

Meeting called to order at 6:03 p.m.

Co-chair Andrews chaired the meeting for Chair Post.

### 2. Disclosures of (Direct or Indirect) Pecuniary Interest

None.

### 3. Adoption of Minutes of Previous Meeting

**Recommendation: 2021-005**

Moved by Shawna McNally

That the minutes of the following meeting are approved:

2021-09-09 Equity, Diversity and Inclusion Committee Minutes

**Carried Unanimously**

### 4. Presentations

None.

Co-chair Andrews has invited Ms. Nancy Simms, Director of Human Rights, Equity and Inclusion at Humber College, to present at the December Committee Meeting.

## **5. Items for Discussion and Reports**

### **5.1 2022 Work Plan**

Chair Post and Co-chair Andrews requested funds from Council for the overall budget towards hiring a consultant in 2022. The item was added to the 2022 budget; however, the budget has not yet been passed. Council will deliberate over this budget item. There was positive feedback from Council regarding this proposal.

Andrea McKinney, General Manager, Corporate Services, gave an overview of the process of procuring a consultant. Members of the Committee were asked to put forward the names of individuals they knew who may be interested in bidding for the consultant role, should the budget pass.

Co-chair Andrews advised that the proposed post card, expected to be developed by the Committee, should wait until Ms. Nancy Simms presents to the Committee.

Committee discussed whether proposed work plan should be more specific with regards to timelines. The response was that the document is fluid and will change as the Committee moves forward with its plans.

#### **Recommendation: 2021-006**

Moved by David Nairn

That the 2022 Work Plan be approved.

**Carried Unanimously**

### **5.2 2021 Annual Report**

#### **Recommendation: 2021-007**

Moved by Caroline Stacey

That the 2021 Annual Report be approved.

**Carried Unanimously**

### **5.3 2021/2022 Meeting Schedule**

Currently, no meetings are scheduled for next July or August, and the last meeting is scheduled for June 2022.

Chair Post advised that Committees are dissolved after Council elections, and may be re-formed, modified, or dissolved at the start of the next Council term.

#### **Recommendation: 2021-008**

Moved by David Nairn

That the 2021/2022 Meeting Schedule be approved.

**Carried Unanimously**

#### **5.4 Community Engagement Survey**

Discussion on sample surveys from other municipalities. The survey from City of Pembroke was identified as a good example to use as a guide.

Discussion on timeline, purpose, and content of the Committee's community engagement survey. Survey should be developed as soon as possible, ahead of the potential engagement of a consultant in the new year. Purpose of survey should be to drive engagement within the community, and assist a potential consultant with forming a strategy. Survey should be made available and promoted online, and at Town facilities, for residents without access to a computer. For survey content, short answer questions will be more difficult to analyze, therefore the bulk of the survey should be multiple choice.

Secretary and one Committee member to prepare a draft survey, for Committee to review at December 9th meeting.

Discussion on the potential forming of a working group of Committee members to implement the survey, as there is no Town staff member designated to work on this Committee.

#### **5.5 Humber College Equity Diversity and Inclusion Taskforce Resources**

Committee reviewed 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>

Ms. Nancy Simms will speak to the Humber College initiatives and resources at the next Committee meeting.

### **6. Correspondence**

### **7. New Business**

Chair Post advised that a resident had reached out, requesting that the Committee organize a celebration of Holi, a Hindu festival of colours in March. Discussion on whether Committee could form a working group to lead this.

Request for Secretary to send calls for general interest to the Committee for two working groups: one to co-ordinate a celebration of Holli, and one to implement the community engagement survey.

Discussion on the Remembrance Day event in Orangeville held by the Orangeville Legion. Recommendation to suggest making the event more diverse and inclusive. Chair Post and Co-chair Andrew advised that they could discuss this with the Orangeville Legion.

Discussion on whether municipal by-laws can be amended to allow fireworks during Diwali in Orangeville. By-law review to take place in December; this would be an opportunity to make revisions to by-laws to be more inclusive.

Quote shared by Committee member: "We seek diversity to create dignity. We encourage equity to ensure justice. We foster inclusion to ensure belonging."

### **8. Date of Next Meeting**

### **9. Adjournment**

Meeting adjourned at 7:39 p.m.

# Community Survey (Draft)

Created by the Town of Orangeville Equity, Diversity and Inclusion Committee

December 2021

## Introduction

This survey has been developed by the Town of Orangeville's Equity, Diversity and Inclusion Committee. Completion of this survey will help the newly formed Committee to form its objectives and areas of focus for future projects and initiatives.

This survey will take approximately twenty (20) minutes to complete.

Please note that many of the questions contain a "prefer not to answer" option, to allow survey respondents to skip questions if desired. While we will make every effort to protect your personal identity, please be advised that the overall survey results will be available for public viewing.

Completion of this survey may be upsetting, depending on individual survey respondent experience. The purpose of this survey is not to lay blame on an individual or organization, but to identify opportunities to make Orangeville more inclusive, diverse, and equitable.

For information on getting individual support, visit this link:

<https://www.ontario.ca/page/find-mental-health-support>

## Self-Identification Questions

The purpose of this section is to obtain survey demographics information. Please identify if you identify as a member of any of the following groups. If you don't wish to provide this information, please select "I prefer not to answer this question" where applicable.

### 1. Which of the following best describes your residence?

Currently a resident of Orangeville

Currently a resident of the area surrounding Orangeville

Formerly a resident of Orangeville or the surrounding area

None of the above

**2. Please identify your age group:**

17 years or younger

18 - 30 years

31 - 45 years

46 - 60 years

61 years or older

I prefer not to answer this question

**3. Which gender do you most identify with:**

I am male

I am female

I am non-binary

I am Two-Spirit

Not listed

I prefer not to answer this question

**4. Do you identify as a member of the following group:**

I identify as LGBTQIA+

No, I do not identify as LGBTQIA+

I prefer not to answer this question

**5. Do you identify as a member of one of the following groups:**

I identify as a member of one of the the following: Catholic, Protestant, Presbyterian, Anglican, Baptist, Christian reform, other Christian denomination

I identify as a member of the Muslim faith

I identify as a member of the Hindu faith

I identify as a member of the Jewish faith

I identify as a member of the Buddhist faith

No, I do not identify as a member of any of the above groups

I prefer not to answer this question

**6. Do you identify as a member of one of the following race groups:**

Arab

Black

Chinese

Filipino

Indigenous (e.g. First Nations, Métis, Inuk/Inuit)

Japanese

Korean

Latin American

South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)

Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)

West Asian (e.g., Iranian, Afghan, etc.)

White

Another race category not described above

I prefer not to answer this question

**7. Do you identify as a member of the following group:**

I identify as a person with a disability

No, I do not identify as a person with a disability

I prefer not to answer this question

**8. What is the highest level of education you have completed?**

Less than high school

High school or equivalent (GED)

Registered Apprenticeship, trades, or other certificate

College, CEGEP, University or other diploma

College or University Degree

Graduate/Professional Education

I prefer not to answer this question



**9. What is your current employment status?**

Employed

Self-Employed

Not employed and looking for employment

Not employed and not looking for employment

Student

Retired

I prefer not to answer this question

## **Experience Questions**

This section asks you to identify if you're ever personally experienced discrimination in a public setting in Orangeville, or the surrounding area. In this section, discrimination is defined in the context of when a person was made to feel unwelcome or unwanted because of race, religion, culture, disability, age, gender, or other circumstance. Discrimination can include but is not limited to *physical assault, sexual harassment, threatening behaviour, verbal abuse, hate speech, insulting comments or actions, barriers to participation, teasing, mocking and/or bullying*.

Note: we will differentiate between "intentional" and "unintentional" discrimination in this section.

An "intentional" act would be a message, statement, or action, that made you feel unwelcome and targeted by the perpetrator.

An "unintentional" act would be a circumstance where you were made to feel unwelcome, but it was perhaps not deliberate on the part of the perpetrator.

**10. Generally, how safe/comfortable do you feel in Orangeville to express your personal identity, on a scale of 1 to 5? (1 = not safe or comfortable at all, 5 = highly safe and comfortable)**

1

2

3

4

5

**11. For local employees/business owners: generally, how safe/comfortable do you feel at your workplace to express your personal identity, on a scale of 1 to 5? (1 = not safe or comfortable at all, 5 = highly safe and comfortable)**

1

2

3

4

5

N/A - do not work in Orangeville / not currently working

**12. For local students: generally, how safe/comfortable do you feel at your school to express your personal identity, on a scale of 1 to 5? (1 = not safe or comfortable at all, 5 = highly safe and comfortable)**

1

2

3

4

5

N/A - not a student / not enrolled in an Orangeville school

**13. Have you ever personally experienced intentional, overt discrimination (for any reason) in a public setting? If you believe you've experienced unintentional discrimination, please select "no" (this will be addressed in another question).**

Yes, I have experienced overt, intentional discrimination in a public setting

No, I have never experienced this.

I prefer not to answer this question

**14. If you answered “yes” to Question 13, please select the basis of the discrimination (select all that apply):**

Race  
Ethnicity  
Indigenous Identity  
Gender  
Gender Identity  
Gender Expression  
Sexual Orientation  
Religion  
Age  
Ability/Disability  
Mental Health  
Education  
Income Level  
Rural Location  
Housing Status  
Other, please specify: \_\_\_\_\_  
Prefer not to answer

**15. If you answered “yes” to Question 13, please identify where you experienced the intentional discrimination. Please select all that apply.**

Public facility such as an arena, library, or other Town-owned facility  
Restaurant  
Grocery store, other retail store, or shopping mall  
Parking lot  
Outdoor setting such as a street, sidewalk, or crosswalk, park or soccer field  
Public Washroom  
Healthcare setting  
Police or justice system setting  
My workplace  
Locally-based social media platform  
Other public setting

**16. If you feel comfortable doing so, could you provide some examples of the experiences referenced in Question 13?**

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**17. Have you ever experienced discrimination that was perhaps *unintentional*, in a public setting?**

Yes, I have experienced unintentional discrimination.

No, I have never experienced any of this.

I prefer not to answer

**18. If you answered “yes” to Question 17, please select the basis of the discrimination (select all that apply):**

Race

Ethnicity

Indigenous Identity

Gender

Gender Identity

Gender Expression

Sexual Orientation

Religion

Age

Ability/Disability

Mental Health

Education

Income Level

Rural Location

Housing Status

Other, please specify: \_\_\_\_\_

Prefer not to answer

**19. If you answered “yes” to Question 17, please identify where you experienced the unintentional discrimination. Please select all that apply.**

Public facility such as an arena, library, or other Town-owned facility

Restaurant

Grocery store, other retail store, or shopping mall

Parking lot

Outdoor setting such as a street, sidewalk, or crosswalk, park or soccer field

Public Washroom

Healthcare setting

Police or justice system setting

My workplace

Locally-based social media platform

Other public setting

**20. If you feel comfortable doing so, could you provide some examples of the experiences referenced in Question 17?**

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**21. Have you ever witnessed *intentional* discrimination in Orangeville?**

Yes

No

**22. If you answered “yes” to Question 21, please select the basis of the discrimination (select all that apply):**

- Race
- Ethnicity
- Indigenous Identity
- Gender
- Gender Identity
- Gender Expression
- Sexual Orientation
- Religion
- Age
- Ability/Disability
- Mental Health
- Education
- Income Level
- Rural Location
- Housing Status
- Other, please specify: \_\_\_\_\_
- Prefer not to answer

**23. If you answered “yes” to Question 21, please identify where the incident occurred.**

**Please select all that apply.**

- Public facility such as an arena, library, or other Town-owned facility
- Restaurant
- Grocery store, other retail store, or shopping mall
- Parking lot
- Outdoor setting such as a street, sidewalk, or crosswalk, park or soccer field
- Public Washroom
- Healthcare setting
- Police or justice system setting
- Their workplace
- Locally-based social media platform
- Other public setting

24. If you feel comfortable doing so, could you provide some examples of the experiences referenced in Question 21?

25. Have you ever witnessed *unintentional* discrimination in Orangeville?

Yes

No

26. If you answered “yes” to Question 25, please select the basis of the discrimination (select all that apply):

Race

Ethnicity

Indigenous Identity

Gender

Gender Identity

Gender Expression

Sexual Orientation

Religion

Age

Ability/Disability

Mental Health

Education

Income Level

Rural Location

Housing Status

Other, please specify: \_\_\_\_\_

Prefer not to answer

**27. If you answered “yes” to Question 25, please identify where the incident occurred.**

**Please select all that apply.**

Public facility such as an arena, library, or other Town-owned facility

Restaurant

Grocery store, other retail store, or shopping mall

Parking lot

Outdoor setting such as a street, sidewalk, or crosswalk, park or soccer field

Public Washroom

Healthcare setting

Police or justice system setting

Their workplace

Locally-based social media platform

Other public setting

**28. If you feel comfortable doing so, could you provide some examples of the experiences referenced in Question 25?**

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## Opinions/Views/Suggestions

**29. Based on your experience, please rate Orangeville on a scale of 1 - 5 with regards to how inclusive it is. (1 = not inclusive at all, 5 = highly inclusive.)**

1

2

3

4

5

**30. Did you know that the Town of Orangeville has an Equity, Diversity and Inclusion (EDI) Committee?**

Yes

No



**31. Based on your experience, which of the following areas that you feel the Town's Equity, Diversity and Inclusion Committee should focus its efforts on? Please select all that apply.**

Age  
Ancestry  
Citizenship  
Racism  
Disability  
Gender  
Sexual orientation  
Anti-Indigenous racism  
Anti-Black racism  
Anti-Asian racism  
Anti-Semitism  
Islamophobia  
Economic marginalization/poverty

**32. In your experience, what barriers would community members face if they wish to improve equity, diversity and inclusion in Orangeville? Please select all that apply.**

Lack of awareness or education  
Lack of diverse events in Orangeville  
Fear of discrimination  
Individual attitudes  
Other barriers not listed here  
No barriers

**33. Are there any events or holidays that you would like to see celebrated by the general public in Orangeville? Please list them here.**

**34. Do you have any suggestions for the EDI Committee regarding steps to be taken within the community to address discrimination?**

**35. Would you be willing to be contacted by the Orangeville EDI Committee for further follow-up questions?**

Yes - please provide contact information  
No

Thank you for participating in the Town of Orangeville Equity, Diversity and Inclusion Committee's community survey.