



**Revised Agenda
Equity, Diversity and Inclusion Committee**

**Thursday, February 10, 2022, 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 632592421#. 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. **Closed**

Recommendations:

That a closed meeting of the Equity, Diversity and Inclusion Committee be held pursuant to Section 239 (2) of the Municipal Act for the purposes of considering the following subject matters;

***3.1. Correspondence, Vaccination Policy**

Personal matters about an identifiable individual, including municipal or local board employees, litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board.

4. **Open Meeting**

5. Rise and Report

Recommendations:

That Correspondence, Vaccination Policy regarding personal matters about an identifiable individual, including municipal or local board employees, litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board, be received.

6. Adoption of Minutes of Previous Meeting

Recommendations:

That the minutes of the following meeting are approved:

2022-01-13 Meeting Minutes - EDI

7. Presentations

None.

8. Items for Discussion and Reports

8.1. Updated Community Survey

8.2. Working Group Updates

8.3. Remembrance Day Celebration Ideas

9. Correspondence

9.1. Letter from Ms. Peggy Bond, regarding Town of Orangeville Vaccine Policy

Recommendations:

That the following correspondence is received:

Letter from Ms. Peggy Bond

10. New Business

11. Date of Next Meeting

The next meeting is scheduled for Thursday, March 10, 2022 at 6 p.m.

12. Adjournment



Minutes of the Equity, Diversity and Inclusion Committee

January 13, 2022, 6:00 p.m.

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

Members Present: Councillor Lisa Post
Councillor Joe Andrews
Polvier Folkes-Grandison
Dawn Kelly
Hazel Mason
Shawna McNally
David Nairn
Sushil Shundil
Patti Thomas

Members Absent: Sharyn Ayliffe

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

1. Call to Order

Meeting called to order at 6:00 p.m.

2. Disclosures of (Direct or Indirect) Pecuniary Interest

None.

3. Adoption of Minutes of Previous Meeting

That the minutes of the following meeting are approved:

2021-12-09 Meeting Minutes - EDI

Recommendation: 2022-001

Moved by Hazel Mason

Carried Unanimously

4. Presentations

The Committee welcomed Ms. Nancy Simms, Director, Centre for Human Rights, Equity and Diversity from Humber College.

Ms. Simms presented on Humber College's Centre for Human Rights, Equity and Inclusion, its strategic priorities, programs, and its taskforce. Ms. Simms also presented recommendations for building a strong Equity, Diversity and Inclusion program.

5. Items for Discussion and Reports

5.1 Community Survey Test

Length of draft community survey was approved. Changes to be made to the survey before finalizing:

- ensure that the survey can be accessed on multiple devices
- add more definitions and instructions at the beginning of survey
- ensure that the survey be available in accessible format in compliance with Accessibility for Ontarians with Disabilities Act
- paper copies made available
- add wording on survey regarding technical support being available at the Orangeville Public Library
- add an acknowledgement to the municipalities who provided survey samples

Recommendation: 2022-002

Moved by David Nairn

That the draft community survey have the recommended changes made.

Carried Unanimously

5.2 Updates from Working Groups

Community Survey working group to meet and plan for roll-out of survey, once finalized.

Holi Festival working group held a meeting, action items and meeting minutes shared with Committee. Member Hazel Mason joined the working group. Community partners that could partner with working group could include Theatre Orangeville, Orangeville Public Library, and Celebrate Your Awesome.

5.3 Town Remembrance Day Ceremony

Chair Post and Co-chair Andrews provided an update on discussion with the Orangeville Legion about future Remembrance Day ceremonies.

6. Correspondence

None.

7. New Business

Ontario Pay Equity Office campaign shared with Committee. Link: [Ontario Pay Equity Office](#)

Theatre Orangeville continuing to move forward with equity, diversity and inclusion practices.

Committee members who wish to invite future presenters to meetings may contact Chair Post and Co-chair Andrews to make the arrangements.

8. Date of Next Meeting

The next meeting is scheduled for Thursday, February 10, 2022 at 6 p.m.

9. Adjournment

Meeting adjourned at 7:33 p.m.

Recommendation: 2022-003

Moved by Dawn Kelly

That the meeting be adjourned.

Carried Unanimously



Humber College's Centre for Human Rights, Equity & Inclusion

January 13, 2022

Nancy Simms, M. A. ADR

Town of Orangeville Land Acknowledgement

We would like to acknowledge the traditional territory of the Anishinaabe people including the Ojibway, Potawatomi and Odawa of the Three Fires Confederacy.



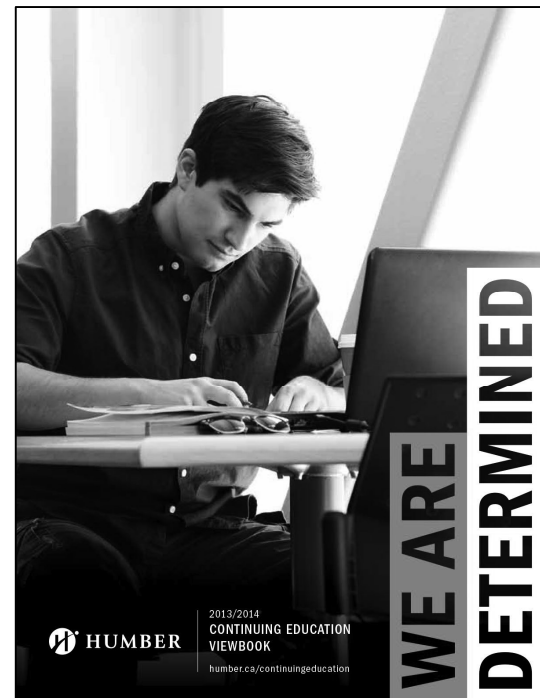
About the Centre

The Centre for Human Rights, Equity & Inclusion (Centre) provides human rights and equity programs and services to the Humber Community.

All Centre initiatives integrate a holistic framework that extends beyond binaries and addresses the simultaneity of the individual's identities and experiences. This intersectional and integrative approach grounded in a practice of care is woven throughout the Centre's programs and services.

Services Provided

1. Education & Training
2. Ensure Legislative Compliance
3. Ensure Timely Human Rights related Complaints Resolution
4. Build and Retain Strategic Relationship & Communication
5. Lead Two Committees: Human Rights, Equity & Inclusion and the AODA Committees
6. Lead the EDI Taskforce



Humber's Strategic Plan 2018 - 2023

Strategic Priority #7

Establish and implement an institutional framework and strategy for equity, diversity and inclusion that addresses the needs of both students and employees.

EDI Taskforce – approximately 50 people

Inclusive of students, employees, alumni, community and industry partners.

Four Program Areas and Five Streams

1. Access & Equity: Employees
2. Access & Equity: Students
3. Curriculum & Programs
4. Campus Culture
5. Communication & Engagement

5

Key Elements of Building an EDI Framework & Strategy







WE ARE
HUMBER

Town of Orangeville EDI – Equity, Diversity & Inclusion Committee

Holi Festival Working Group

Teams Meeting Summary

January 11th, 2022 @ 7pm

Attendees; Councillor Joe Andrews, Sushil Shundil, Patti Thomas

Summary

At the request of EDI committee member Sushil Shundil, the idea to investigate the merits of organizing a local Holi Festival resulted in the formation of a small working group led by EDI – co-chair Joe Andrews.

The first meeting of this working group was held virtually on Tuesday, January 11th @ 7pm.

The intent was to capture as much information regarding what the Holi Festival is, when it is typically held, how to best acknowledge and celebrate it locally, and what is feasible and realistic with a small working group of three EDI committee members.

Sushil provided an understanding of what the Holi Festival is. A description is provided in the footnotes of the summary.¹ He also outlined his involvement with a GTA focused organizing committee and what their plans are to acknowledge the Holi Festival.

The Holi Festival in 2022 will be recognized on Friday, March 18th.

Working group Chair Andrews asked Patti Thomas about the steps she took to organize the local Black Lives Matter event in the spring of 2021. Patti provided great detail and highlighted the importance of other external members of the community to help with the actual event delivery. She also highlighted the support of both the BIA and business community along with other community stakeholders including the Town of Orangeville and OPP.

Joe Andrews also mentioned that he had contacted Sharon Doherty, Town of Orangeville Manager of Recreation and Events – Community Services prior to this working group meeting to ask what the process would be to organize and schedule a local event and if any support might be available from her department.

Ms. Doherty provided key advice as for the timing and organizing of such an event in approximately 60 days. This was relayed to the working group members. She stressed that it would be very difficult to organize an in-person event due to the various responsibilities required including if permit completion, location determination was necessary. More importantly due to the current state of the pandemic and provincial policies in place, it was also recommended to consider a virtual event.

The remaining working group discussion focused on what a possible local acknowledgement to Holi could be and it was concluded that in order to successfully organize a local event, it required additional individuals to provide support.

Working group Chair Andrews also outlined specific Action items in order to determine if such a virtual celebration can in fact be organized in less than 60 days.

¹ Holi Festival Description – Wikipedia 2022

Cont.

Next Steps

Action Items

1. Sushil will connect within his community to see if there are individuals who would like to join the Orangeville Holi Festival working group. Sushil will relay the names and contact information to Joe Andrews in order for each to be invited to the next working group meeting.
Joe Andrews indicated that he would reach out to Community Ambassador, Simran Bhamu if she would like to join this working group. It has been confirmed she would.
2. Sushil will also investigate any key information from the GTA Rang De Canada Holi Carnival which he is an external member of in order to help with possible organizational ideas for the proposed Orangeville Holi Festival. *Note the GTA event will be delivered virtually.
3. Sushil will provide a short list of potential community sponsors as for immediate and long-term support.
4. Patti will provide an overview and list of contacts she used to organize the Orangeville Black Lives Matter event. This will include a short outline of how the event agenda was crafted and how the event was delivered, and if any other information would be helpful for the organizing of the proposed Holi event.
5. The next Orangeville Holi Festival working group meeting will be held, **Tuesday, January 18th @ 7pm (Teams)**.

The intent of this next meeting is to confirm the desire of organizing an Orangeville Holi Festival and to formulate a Critical Path for the proposed virtual event. Invitations will be sent to potential event volunteers for this next meeting.

What is Holi ¹.

Holi (*/ˈhoʊliː/*) is a popular ancient Indian festival, also known as the "**Festival of Love**", the "**Festival of Colours**" and the "**Festival of Spring**".

It signifies the triumph of good over the evil. It originated and is predominantly celebrated in the Indian subcontinent but has also spread to other regions of Asia and parts of the Western world.

Holi celebrates the arrival of spring, the end of winter, the blossoming of love and for many, it is a festive day to meet others, play and laugh, forget and forgive, and repair broken relationships. The festival also celebrates the beginning of a good spring harvest season.

It lasts for a night and a day, starting on the evening of the Purnima (Full Moon Day) falling in the Hindu calendar month of Phalguna, which falls around the middle of March in the Gregorian calendar.

The first evening is known as **Holika Dahan** (burning of Demon Holika) or **Chhoti Holi** and the following day as Holi.

Holi is an ancient Indian religious festival that has also become popular and celebrated outside of India in countries such as Suriname, Guyana, Trinidad and Tobago, Jamaica, South-Africa,

Mauritius, Fiji, Malaysia, Singapore, the United Kingdom, the United States, the Netherlands, Canada, Australia, and New Zealand.

In recent years, the festival has spread to parts of Europe and North America as a spring celebration of love, frolic, and colours.

Holi celebrations start on the night before Holi with a Holika Dahan where people gather, perform religious rituals in front of the bonfire, and pray that their internal evil be destroyed.

Typically the next morning is celebrated as Rangwali Holi (Dhuleti) – a free-for-all festival of colours,^[16] where people smear each other with colours and drench each other. Water guns and water-filled balloons are also used to play and colour each other. Anyone and everyone is fair game, friend or stranger, rich or poor, man or woman, children, and elders.

The frolic and fight with colours occurs in the open streets, parks, outside temples and buildings. Groups carry drums and other musical instruments, go from place to place, sing and dance. People visit family, friends and foes come together to throw coloured powders on each other, laugh and gossip, then share Holi delicacies, food and drinks.

In the evening, people dress up and visit friends and family.

Equity, Diversity, and Inclusion Committee Community Survey

February 2022

Survey Information

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 survey questions contain a "prefer not to answer" option, to allow survey respondents to skip questions if desired. Please be advised that the overall survey results will be available for public viewing. The Committee will make every effort to protect respondent identity when reviewing survey results during Committee meetings.

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>

If you are interested in completing this survey, please do so by **March 31, 2022**. Please submit one survey per respondent only, using one of the following methods:

- Submitted online, via **this link** access the Microsoft Forms version
- Submitted via email to Sarah Alexander, Secretary of the Equity, Diversity and Inclusion Committee, to salexander@orangeville.ca
- Submitted to the Orangeville Town Hall, 87 Broadway, addressed to Sarah Alexander, Secretary of the Equity, Diversity and Inclusion Committee.

For technical support, please contact the Orangeville Public Library.

The following terms will be used in this survey:

- **Discrimination:** 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.
- **Intentional:** a deliberate message, statement, or action.
- **Unintentional:** not done on purpose by the perpetrator.

Accessibility Accommodations

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Acknowledgements

The Equity, Diversity and Inclusion Committee gratefully acknowledges the following Committees, municipalities, and municipal staff, for providing resources to assist with the development of this survey:

- The Regional Municipality of Niagara Diversity Equity and Inclusion Advisory Committee
- The Diversity Advisory Committee of the City of Pembroke
- The Georgina Equity and Diversity Committee

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 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, the word "discrimination" is used 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 deliberate 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?

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: _____

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?

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. Are you aware that the Town of Orangeville has formed an Equity, Diversity and Inclusion (EDI) Committee?

- ☐ Yes
- ☐ No

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

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

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 other 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? If so, please include your contact information in the next question.

- ☐ Yes
- ☐ No

Respondent Contact information (optional)

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

Dear Chair and EDI Committee:

January 31, 2022

My concerns are relevant to your committee's mandate of equity, inclusivity, diversity and integrity.

I have been unfairly and unlawfully dismissed as co-chair of the Joint Accessibility Committee (JAAC) for the Town of Orangeville due to my upheld Charter right to medical privacy. I have been on this committee for almost 4 years and previously served on the Dufferin County's Accessibility committee. I did not disclose my vaccination status when this new policy came into effect last year, and thus was dismissed from the Committee. As a health care professional regulated by the Regulated Health Protection Act (RHPA), I am obligated to protect my patient's medical privacy under the PIPEDA(2000) and PHIPA(2004) and expect my medical privacy to be respected as well under these afore mentioned Federal and Provincial acts.

My concern is that the Town's current mandatory vaccine policy and mandatory medical disclosure violates the Town's mission of supporting "Inclusion, equality and diversity". I know this application is not in the traditional sense of religion, creed, gender or race, but medical discrimination has an ugly history in modern Canada and is recognized as a form of discrimination.

My request to your committee is to.

1. Intercede and send a letter to Town Council acknowledging receipt of a resident complaint regarding EDI to the Town regarding their current mandatory vaccine policy related to COV19 vaccines.
2. Suggest alternatives to the Town to ensure their policy is not discriminatory. For example, offer testing to those unvaccinated and those who choose to keep their medical information private.
3. Recommend against both staff or volunteer dismissal based on medical discrimination that is not supported by the most recent science. Current evidence shows that the vaccinated and unvaccinated both equally transmit the virus and get infected.
4. Recommend that Counsellor Taylor engage in some appropriate education or apologize and rescind the following uttered statement. This was recorded in the January 27th, 2022 council meeting; "The reality is if it {the pandemic} was almost over and we were in our buildings, I wouldn't be comfortable having people who weren't fully vaccinated into those offices..." Source, The Orangeville Citizen January 13, 2022. This statement incites fear, and promotes hate of the unvaccinated, which is not factually supported at this time. This is reminiscent of the inhumane treatment, discrimination and comments the HIV-positive people in Canada had to endure during the 1980 and 90's.

Thank you for your time and attention to this important matter and please don't hesitate to contact me for further discussion. Please keep me updated with your action plan and I would like a written response to this letter within 2 weeks after your meeting.

Most sincerely,

Peggy Bond, Registered Physiotherapist
Previous Co-Chair of the Joint Accessibility Committee