



## **Agenda**

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

**Thursday, April 14, 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](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 17929130#. 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)

---

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:  
  
2022-03-10 Meeting Minutes - EDI
4. **Presentations**  
None.
5. **Items for Discussion and Reports**
  - 5.1. **Working Group Updates**
  - 5.2. **Remembrance Day Celebration Ideas**
  - 5.3. **Use of Corporate Resources During an Election Policy**  
Distribution of policy: Use of Corporate Resources During an Election Policy, distributed to Committee members on behalf of the Town Clerk's Division.

**5.4. Champion of Diversity Award**

Distribution of information: Committee Members were asked to provide Champion of Diversity Award nomination recommendations to Andrea Shaw, Executive Assistant to Mayor/CAO, by April 11, for Council consideration.

Champion of Diversity Award information can be found by clicking this link.

**5.5. Ontario Anti-Racism Strategic Plan**

Distribution of information: the Province is asking for public input on how to eliminate systemic racism and hate. The deadline to provide input is May 4.

Anti-Racism Strategic Plan public input information can be found by clicking this link.

**6. Correspondence**

None.

**7. New Business**

**8. Date of Next Meeting**

The next meeting is scheduled for Thursday, May 12, 2022 at 6 p.m.

**9. Adjournment**



## Minutes of the Equity, Diversity and Inclusion Committee

March 10, 2022, 6:00 p.m.

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

Members Present: Lisa Post  
Joe Andrews  
Sharyn Ayliffe  
Hazel Mason  
Shawna McNally  
David Nairn  
Sushil Shundil

Members Absent: Polvier Folkes-Grandison, provided regrets  
Dawn Kelly, provided regrets  
Patti Thomas, provided regrets

Staff Present: Sarah Alexander, Human Resources Assistant

---

### 1. Call to Order

Meeting called to order at 6:02 p.m.

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

None.

### 3. Adoption of Minutes of Previous Meeting

**Recommendation: 2022-009**

Moved by Hazel Mason

That the minutes of the following meeting are approved:

2022-02-10 Meeting Minutes - EDI

**Carried Unanimously**

### 4. Presentations

None.

### 5. Items for Discussion and Reports

#### 5.1 Working Group Updates

The Holi Festival Working Group provided an update. The Holi Festival of Colours will begin March 17, logistics were provided to the Secretary to the distribute to the Committee. Local students will drop off "Friendship Rocks" at the Town Hall circle on March 17, which will be displayed in the Town Hall from March 18 - 31. The event will include a Mayor's

Proclamation on March 18. Local businesses and residents will be encouraged to display colours recognizing the Holi Festival of Colours. Committee members are welcome to attend the event, and are asked to share the event details with others.

The Community Survey Working Group provided an update. The community survey is now active, and open to the public until April 14. Committee members are asked to share the details with others. Several community organizations received a copy of the survey. The Town Communications Division advertised the survey to the public. Town facilities also received the survey information, so Town staff can assist members of the public with completing the survey. The working group will meet again to work through the survey data.

**5.2 Remembrance Day Celebration Ideas**

This item shall be kept as an ongoing agenda item for discussion; no ideas were discussed during the March meeting.

**6. Correspondence**

None.

**7. New Business**

Co-chair Andrews shared that the public figure, Mohanji, will be presenting to the Men's Homelessness Committee in the near future. Mohanji is an internationally known spiritual leader and humanitarian. Co-chair Andrews will share more information with the Committee as it becomes available.

Committee members are encouraged to see the production "Things my Fore-Sisters Saw" at Theatre Orangeville, as it is relevant content for the Committee as relates to equity, diversity and inclusion. Secretary asked to contact Committee members unable to attend the meeting to share this information.

The local event, "Celebrate Your Awesome", is scheduled for June 18.

**8. Date of Next Meeting**

The next meeting is scheduled for Thursday April 14, 2022 at 6 p.m.

**9. Adjournment**

**Recommendation: 2022-010**

Moved by David Nairn

That the meeting be adjourned.

**Carried Unanimously**



## **Holi Festival of Colours Friday, March 18<sup>th</sup>, 2022**

### **EVENT BRIEF**

#### **OVERVIEW**

The Town of Orangeville's EDI – Equity, Diversity and Inclusion Committee is proud to announce the first Holi Festival of Colours celebration which will take place on Friday, March 18<sup>th</sup>, 2022 beginning at 9am.

In collaboration with members from our South-Asian community here in Orangeville, the EDI Committee has provided guidance recognizing this celebration locally.

There are a variety of activities planned beginning with the official Proclamation by the Mayor of Orangeville, Sandy Brown on Friday, March 18<sup>th</sup> at 9am outside of Town Hall.

**NOTE**, due to current Public Health directives, this event will still adhere to local guidelines and will feature a small gathering at Town Hall that morning. Since this is the first time the event is being held in our community, it isn't expected members of our community will gather in large numbers. Members of both the business and general community are encouraged to recognize the Holi Festival of Colours at their business or home by placing either the supplied coloured poster or displaying some form of 'colour' in their windows.

#### **Other activities include;**

A YouTube celebration presented by the South-Asian community on the Town of Orangeville's Website airing that same morning after the official Proclamation. This celebration will feature a variety of ways people recognize Holi. The airing of this YouTube celebration will begin at approximately 9:15am on Friday, March 18<sup>th</sup>.

Elementary school students will be dropping off 'Friendship rocks' at the gathering circle outside of Orangeville Town Hall beginning on Thursday, March 17<sup>th</sup> from Noon to 3pm. These Friendship rocks will be on display from March 18<sup>th</sup> to 31<sup>st</sup> in the Town's Atrium.

The Town's Public Library on Mill Street will feature a guest reader on Friday, March 18<sup>th</sup> highlighting the message of Holi. Holi Festival working group member Simran Bhamu will be reciting literature reflecting the Holi Festival of Colours.

## Orangeville Holi Festival Agenda:

### Thursday, March 17<sup>th</sup>, 2022 – Elementary students drop off Friendship Rocks at Town Hall

Time	Activity/Location	Staff/Committee Member
Noon – 3pm	Town Hall – Circle Gather Area	Hazel Mason / Joe Andrews

*Note, the Friendship Rocks will be relocated to the Town's Atrium with signage for display from **March 18<sup>th</sup> to 31<sup>st</sup>**. The Friendship Rocks will be relocated to a Town Park later in the spring.*

### Friday, March 18<sup>th</sup>, 2022 – Official Proclamation – Mayor Sandy Brown – Orangeville Town Hall

Time	Activity/Location	Staff/Committee Member
8:45am	Set-up for Proclamation – (2) tables, sweets, food, etc.	Andrea Shaw, Sushil Shundil, Simran Bhamu
9:00am	<b>Proclamation of Holi Festival</b> Display of Colour, sharing of sweets and food	Mayor Sandy Brown, Councillor Joe Andrews, EDI Committee members

*Note, anyone attending will adhere to Public Health guidelines. The distribution of Holi Colour Powder, sweets and food will be conducted after the official Proclamation.*

For more information on the Holi Festival;

Simran Bhamu – email: [simran.bhamu@gmail.ca](mailto:simran.bhamu@gmail.ca)

Sushil Shundil – email: [shundilsushil@gmail.com](mailto:shundilsushil@gmail.com)

Joe Andrews – Councillor, Town of Orangeville – email: [jandrews@orangeville.ca](mailto:jandrews@orangeville.ca)

## Holi description:

Holi, also known as the festival of colours, has a cultural significance among various Hindu traditions of the Indian subcontinent. It is the festive day to end and rid oneself of past errors, to end conflicts by meeting others and a day to forget and forgive. It is symbolic of the victory of good over evil. It is a time to celebrate with every color of the rainbow!

In 2022, Holi will be celebrated on Mar. 18th.

The Town of Orangeville's EDI Committee is supporting the Holi Festival in 2022.



CELEBRATE EACH OTHER  
ONENESS, LOVE, AND FRIENDSHIP

# HOLI

## FESTIVAL OF COLOURS

“ MAY THE FIRE OF HOLI PURIFY YOUR HEARTS,  
MAY THE COLOURS COLOUR YOUR LIFE,  
MAY THE SWEETS SWEETEN THE JOURNEY OF YOUR LIFE. ”



**BONFIRE  
(CHOTTI HOLI)  
A DAY BEFORE HOLI**

**GULAL**



**SHARING  
SWEETS**



**WATER  
BALLOONS**

# MARCH 18, 2022

**COLOURS  
AND SWEETS  
WILL BE OFFERED**

Holi, also known as the festival of colours, has a cultural significance among various Hindu traditions of the Indian subcontinent. It is the festive day to end and rid oneself of past errors, to end conflicts by meeting others, and a day to forget and forgive. It is symbolic of the victory of good over evil. It is a time to celebrate with every colour of the rainbow!



Local elementary school-aged children were asked to paint colourful friendship rocks to be placed at Orangeville Town Hall as a way to communicate their understanding of the Holi Celebration. These painted rocks embrace the message of oneness, love and friendship.

CELEBRATE EACH OTHER  
ONENESS, LOVE, AND FRIENDSHIP

# HOLI

## FESTIVAL OF COLOURS

“ MAY THE FIRE OF HOLI PURIFY YOUR HEARTS,  
MAY THE COLOURS COLOUR YOUR LIFE,  
MAY THE SWEETS SWEETEN THE JOURNEY OF YOUR LIFE. ”



**BONFIRE  
(CHOTTI HOLI)  
A DAY BEFORE HOLI**

**GULAL**



**SHARING  
SWEETS**



**WATER  
BALLOONS**

# MARCH 18, 2022

**COLOURS  
AND SWEETS  
WILL BE OFFERED**

Holi, also known as the festival of colours, has a cultural significance among various Hindu traditions of the Indian subcontinent. It is the festive day to end and rid oneself of past errors, to end conflicts by meeting others, and a day to forget and forgive. It is symbolic of the victory of good over evil. It is a time to celebrate with every colour of the rainbow!



Local elementary school-aged children were asked to paint colourful friendship rocks to be placed at Orangeville Town Hall as a way to communicate their understanding of the Holi Celebration. These painted rocks embrace the message of oneness, love and friendship.



## News Release

March 3, 2022

### **Orangeville set to recognize Holi Festival for first time**

Orangeville's Equity, Diversity and Inclusion Committee (EDI) is supporting the area's first Holi Festival of Colours celebration, set for March 18, 2022 beginning at 9 a.m. In collaboration with members from the South Asian community in Orangeville, the EDI Committee has provided guidance recognizing this celebration locally.

Holi, also known as the festival of colours, has a cultural significance among various Hindu traditions of the Indian subcontinent. It is the festive day to end and rid oneself of past errors, to end conflicts by meeting others, and a day to forget and forgive. It is symbolic of the victory of good over evil, and it's a celebration with every colour of the rainbow.

Activities kick off with the official proclamation by Mayor Sandy Brown on March 18 at 9 a.m., in front of Town Hall. This is followed by a YouTube celebration, highlighting a variety of ways people recognize Holi.

Elementary school students will drop off 'Friendship Rocks' at the Town Hall circle on March 17 from 12-3 p.m. The Friendship Rocks will be displayed in the atrium of Town Hall from March 18-31.

The Orangeville Public Library at 1 Mill Street will feature a guest reader on March 18 highlighting the message of Holi.

Members of the business community and Orangeville residents are encouraged to display colours recognizing the Holi Festival of Colours.

"In collaboration with our South Asian community, I am thrilled to bring the Holi Festival to Orangeville," said Orangeville Councillor Joe Andrews, Chair of the Holi Festival working group and co-chair of the EDI Committee. "In these times, we all need a way to embrace the changing of the season and the opportunity to be kind to each other through the celebration of colour."

Councillor Lisa Post, co-chair of the EDI Committee, said she's thrilled they could partner with community members to bring this event to life. "Celebrating our diversity through events like this brings us closer together and creates a space for learning and respect for our cultural differences."

## News Release

For more information on the Holi Festival, please contact one of the organizers: Simran Bhamu at [simran.bhamu@gmail.com](mailto:simran.bhamu@gmail.com), Sushil Shundil at [shundilsushil@gmail.com](mailto:shundilsushil@gmail.com) or Joe Andrews at [jandrews@orangeville.ca](mailto:jandrews@orangeville.ca).



## **Corporate Policy**

### **Use of Corporate Resources During an Election**

**Department:** Corporate Services

**Approved** by Council on January 24, 2022  
Resolution No. 2022-026

#### **1. Policy Statement**

The Municipal Elections Act (the Act), 1996, as amended, establishes regulations governing campaign finance for candidates running in a municipal election. Section 88.18 of the Act provides for the establishment of rules and procedures with respect to the use of municipal or board resources during the election campaign period.

The Election Finances Act, 1990, as amended, and the Canada Elections Act, 2000, as amended, establish regulations for candidates and parties running in provincial and federal elections. Section 29 (1) of the Election Finances Act and Section 363 (1) of the Canada Elections Act prohibit a corporation from making campaign contributions to any candidate, political party, nomination or leadership contestant, or constituency association in a provincial or federal election.

As a campaign contribution may take the form of money, goods or services, any use of corporate resources for campaign related purposes is not permitted, unless otherwise stated in this policy.

#### **2. Purpose**

The purpose of this policy is to provide a framework regarding the use of the Town's corporate resources in an election campaign by members of Council, members of committees, members of boards, candidates, registered third parties and Town employees.

This policy ensures compliance with the Municipal Elections Act, the Election Finances Act and the Canada Elections Act and supports and maintains accountable and transparent election practices.

#### **3. Definitions**

**"the Act"** means the Municipal Elections Act, 1996, as amended.

**"Campaign Materials"** means any materials that promote or oppose a **Candidate** including but not limited to literature, banners, posters, pictures, buttons, clothing, or other paraphernalia and may be in any media format, including but not limited to, print, displays, radio or television, or online including websites and social media.

**“Campaign related activities”** means any activity that is meant to elicit support or opposition of a **candidate**.

**“Candidate”** means a **person** who is running or has expressed an intention to run in a municipal, provincial or federal election including a **person** seeking to influence other **person(s)** to vote for or against a candidate or any question or by-law submitted to the electors.

**“Corporate resources”** means **Town property**, assets, equipment, technology, hardware, software, software licenses, vehicles, supplies, services, **employees**, or any resource that belongs to or is funded by the town and includes, but is not limited to the Town logo, crest, coat of arms, flag, slogan, uniform, badge or other similarly branded corporate resources or property.

**“Election”** means any municipal, provincial or federal election including by-elections.

**“Employee”** means any individual working for or receiving compensation from the Town, including those in full-time, part-time, seasonal or contract positions and volunteers while they are acting in an official capacity with the Town.

**“Person”** means an individual, sole proprietorship, partnership, limited partnership, trust, corporation, and an individual in his or her capacity as a trustee, executor, administrator, or other legal representative.

**“Registered Third Party”** means an individual, corporation or trade union that is registered under section 88.6 of the Act.

**“Town Property”** includes lot, land, building, facility or structure owned by the Town but does not include property owned by a corporation of which the Town is the sole shareholder or that is owned by the Town and leased to another **person** or entity for a period of twenty-one (21) years or longer.

#### 4. Scope

This Policy applies to the use of corporate resources.

#### 5. Policy

This policy does not prevent members of Council from conducting their regular duties as political representatives for their constituents. Members are responsible for ensuring any activities funded by the Town are not related to **campaign related activities**. Committee and Board members who are involved in **campaign related activities** are to ensure that they are not doing so within their official capacity as a member.

#### 6. Town Property

- 6.1 No **person** shall conduct **campaign related activities** on **Town Property** that contains a Town building, this includes inside and outside of the building, except as follows:

- All-candidate meetings, if rented in accordance with the Town's rental procedures, provided that all **candidates** for an office are invited to attend the event by the event organizers. **Campaign materials** may only be distributed in the designated rented meeting space.

**6.2** No **campaign related activities** are permitted to take place at any function hosted by the Town whether held on **Town property** or not.

## **7. Communications and Technology**

**7.1** No **person** shall use **corporate resources** for any communications related to any **campaign related activities**, including the town website, social media, domain names, and other corporate systems, or any material produced, printed, displayed or distributed by the Town, except as follows:

- Links to the Town's website are permitted by a **candidate** or **registered third party** election website solely for the purpose of providing the public information about the election or for sharing Town program/service information.

**7.2** Websites and domains that are operated or funded by the Town shall not include any **campaign materials** or links to any websites which include **campaign materials**.

**7.3** From the first day of the nomination period in a municipal election, all links to social media accounts and personal external websites of current members of Council will be removed from Town run or funded websites and domains.

## **8. Employees**

**8.1** With respect to elections, **employees** are expected to promote the principles of transparency, impartiality, respect, and accountability.

**8.2** Further to the Employee Code of Conduct, the following applies to all **employees**:

- **Employees** may not engage in any **campaign related activities** during their working hours or for time they are receiving remuneration from the Town. This includes, but is not limited to, providing any **election** related administrative support to **candidates**.
- **Employees** may engage in **campaign related activities** as long as those personal activities are kept separate from their official positions and duties. **Employees** must ensure that their political activities do not create a perceived or actual conflict of interest in their day-to-day work.
- While engaging in **campaign related activities**, **employees** shall not utilize **corporate resources**.

**8.3** No **person** shall use the services of Town **employees** for any campaign related activities during hours in which **employees** receive any remuneration from the Town.



## **9. General**

- 9.1 Candidates** shall not submit a complaint to the Town on behalf of other people during an election campaign.
- 9.2** Election signs may only be displayed in accordance with the Town's Election Sign By-law.