



Agenda
Equity, Diversity and Inclusion Committee

Thursday, May 11, 2023, 5:00 p.m.

Electronic and In-Person Participation - Equity, Diversity and Inclusion Committee

The Corporation of the Town of Orangeville
(Chair and Secretary at Town Hall - 87 Broadway)
Orangeville, Ontario

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 jmoore@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 Phone Conference ID: 698 881 837#. 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 department by phone at 519-941-0440 x 2256 or via email at clerksdept@orangeville.ca

1. **Call to Order**
2. **Introductions**
3. **Election**
Recommendations:
The Committee elect ____ as Chair and ____ as Vice Chair.
4. **Disclosures of (Direct or Indirect) Pecuniary Interest**
5. **Adoption of Minutes of Previous Meeting**
Recommendations:
That the minutes of the following meeting are approved:
6. **Presentations**
 - 6.1 **Clerks Division - Committee Training**
7. **Items for Discussion and Reports**
 - 7.1 **Age Friendly Advisory Committee Appointment**
 - 7.2 **Terms of Reference Review**

7.3 2023 Work Plan

7.4 2023 Meeting Schedule

- 8. Correspondence**
- 9. New Business**
- 10. Date of Next Meeting**
To be determined.
- 11. Adjournment**
Recommendations:
That the meeting be adjourned.



Minutes of the Equity, Diversity and Inclusion Committee

June 9, 2022, 6:00 p.m.

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

Members Present: Councillor Lisa Post, Chair
Councillor Joe Andrews, Co-chair
Polvier Folkes-Grandison
Dawn Kelly
Hazel Mason
Shawna McNally

Members Absent: Sharyn Ayliffe, provided regrets
David Nairn, provided regrets
Sushil Shundil, provided regrets
Patti Thomas, provided regrets

Staff Present: 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

Recommendation: 2022-015

Moved by Hazel Mason

That the minutes of the following meeting are approved:

2022-05-12 Meeting Minutes - EDI

Carried Unanimously

4. Presentations

None.

Planned presentation by Makenna Thomas and Angel Powers, who were to present on their high school's Diversity Club to the Committee, was cancelled due to illness.

5. Items for Discussion and Reports

5.1 Working Group Update

The Town of Mono's recently formed Diversity, Equity and Inclusion Committee, reached out to thank Chair Post for sharing the Town of Orangeville community survey sample. Town of Mono Committee to meet every quarter. Discussion on the two Committees working together and finding synergies. Chair Post to meet with Committee in the coming weeks with the Chair to discuss.

5.2 Remembrance Day

No updates. Continue to discuss in future meetings.

6. Correspondence

None.

7. New Business

Reminder that Celebrate Your Awesome is scheduled, in downtown Orangeville, for June 18, 2022.

Reminder that Indigenous People's Day is scheduled, at Alder Recreation Centre, for June 25, 2022.

8. Date of Next Meeting

The next meeting is not currently scheduled due to the pending municipal election.

9. Adjournment

Recommendation: 2022-016

Moved by Hazel Mason

That the meeting be adjourned.

Carried Unanimously



Terms of Reference

Equity, Diversity and Inclusion (EDI) Committee

Date Approved by Council: February 27, 2023

Sunset Date: N/A

Mandate:

The Equity, Diversity and Inclusion (EDI) Committee will serve as a main advisory body to Council on matters and issues related to equity, diversity and inclusivity in the Town. The Committee will consult externally with the community, with a focus on liaising with marginalized groups, groups that have historically experienced discrimination, and internally with staff, to progress EDI initiatives, which includes providing advice, feedback, and making recommendations to Town Council.

The Committee may also direct and monitor community working groups participating in specific projects or initiatives on behalf of the EDI Committee and per the Committee's approved work plan. Any working groups will be established by resolution of the committee. The working group shall report back to the committee, following a working group meeting, at the next regular EDI Committee meeting.

Goals/Objectives:

- Advise on short-term, intermediate, and long-term EDI issues, matters and opportunities to increase the community's equity, diversity and inclusivity
- Develop a work plan to be approved by Council
- Provide advice, feedback and make recommendations to Council on issues and matters related to equity, diversity and inclusivity in the Town
- Identify best practices through research and raise awareness in the community
- Identify systematic and institutional barriers in the Town processes, services, programs or facilities
- Identify barriers in the community that impact the social, health and/or economic well-being of residents and propose solutions
- Provide advice on programs, services and processes from an EDI perspective

Reporting to Council:

The Committee will report to Council through the distribution of minutes as well as present and submit an annual report.

Enabling Legislation, By-Law or Staff Report:

CPS-2022-069, December 12, 2022

Committee Composition:

A total of up to nine (9) members representing diverse backgrounds and groups (national origin, ethnicity, language, race, colour, sexual orientation, gender identity, age, etc.).

- One Member of Council
- Up to 8 members of the public

Skills Requested

- Commitment to addressing equity, diversity, inclusion issues in the community
- experience working on diversity and inclusion issues and/or, lived experience as a member of a group that has historically been discriminated against. Committee members should reside, do business or volunteer in the community.

Administration Section:

Department Linkage and Staff Support:

Corporate Services Department, Human Resources Division and Clerk's Division
Other divisions to provide support, as needed

Meeting Frequency: Quarterly or at the call of the Chair