



Agenda
Equity, Diversity and Inclusion Committee

Thursday, October 19, 2023, 5:30 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

Prior to the meeting, written comments may be sent to the Secretary of the Equity, Diversity and Inclusion Committee by email to nleece@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, 457303536#. 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 2219 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:
 - 3.1 **Minutes - Equity, Diversity and Inclusion Committee - 2023-09-21**
4. **Presentations**
 - 4.1 **Delegate - Oscar Vigil - Executive Director, Hispanic Canadian Heritage Council**
 - 4.2 **Tim Kocialek, General Manager, Infrastructure Services & Tony Dulisse, Manager, Transportation Services - Community Crosswalks Report Update**
5. **Items for Discussion and Reports**
 - 5.1 **Workplan - Final Version**
 - 5.2 **EDI Community Group Report**
6. **Correspondence**
None.

7. Announcements

8. Date of Next Meeting

The next meeting is scheduled for Thursday November 16th at 5:30 p.m.

9. Adjournment

Recommendations:

That the meeting be adjourned at _____.



Minutes of the Equity, Diversity and Inclusion Committee

September 21, 2023, 5:30 p.m.

Electronic and In-Person Participation - Access Orangeville
The Corporation of the Town of Orangeville
(Chair and Secretary at Town Hall - 87 Broadway)
Orangeville, Ontario

Members Present: Councillor Andrews
C. Aristizábal
D. Maxey
D. Nairn
G. Spence
V. Petho

Members Absent: H. Mason
M. Gotuzzo
P. Thomas

Staff Present: K. Landry, Acting General Manager, Corporate Services
N. Leece, Legislative Assistant

1. Call to Order

Councilor Andrews, Chair, called the meeting to order 5:33 p.m.

2. Disclosures of (Direct or Indirect) Pecuniary Interest

None.

3. Adoption of Minutes of Previous Meeting

Recommendation: 2023-006

Moved by D. Nairn

That the minutes of the following meeting are approved:

Minutes - Equity Diversity and Inclusion Committee - June 15, 2023

Carried

3.1 Minutes - Equity Diversity and Inclusion Committee - June 15, 2023

4. Presentations

4.1 Delegate - Jessie McGibbon, Manager, Communications, Town of Orangeville

Jessie McGibbon, Manager, Communications, Town of Orangeville provided an overview of the Communications team, lines of business, social channels and engagement tools. Ms. McGibbon shared that

enhancing external Equity, Diversity & Inclusion (EDI) Communications is a goal. Opportunities for Communications support are to be incorporated into the Committee Workplan so initiatives can be appropriately resourced and budgeted.

A list of 2023 Proclamations that are currently listed on the Town website was provided to all Committee members. Additional research to determine dates of significance pertinent to the Orangeville community is ongoing.

Note: Proclamation ceremony for Hispanic Latin American Heritage Month is taking place at Town Hall on Friday October 13th at 3 p.m.

4.2 Delegate - Katrina Lemire, Manager, Economic Development & Culture, Town of Orangeville

Katrina Lemire, Manager, Economic Development & Culture, Town of Orangeville discussed the request for alternative ideas to support community groups who currently have designated crosswalks in Town.

The Committee discussed possible negative perceptions to removing crosswalks and sourcing alternative public art opportunities.

Note: EDI Committee Chair will forward concerns to the Transportation & Infrastructure Services department. The Committee has requested to be notified when the report on the matter of crosswalk alternatives comes back to Council.

5. Items for Discussion and Reports

5.1 Age Friendly Advisory Committee Appointment

Recommendation: 2023-007

Moved by D. Maxey

That the Committee appoint Vivian Petho to the Age Friendly Committee.

Carried

5.2 Equity, Diversity and Inclusion Strategy - Dufferin County

The Committee discussed feedback on reviewing Dufferin County EDI strategies. Discussion regarding possible Consultant support would be useful, however, a specific scope of work needs to be identified.

Note: Staff to review the EDI Consultant budget item and determine an accurate scope of work statement to be populated to reflect an external focus as opposed to internal.

5.3 Dufferin County Equity Audit

The Committee discussed feedback on reviewing the Dufferin County Equity Audit.

5.4 SharePoint Library

Committee members were reminded of the SharePoint Library resource available to them.

5.5 Work Plan 2023

The Committee reviewed work completed so far by Hazel Mason and discussed the pros and cons of working with other EDI Committees and

potential mandate revisions to include all groups recognized by the Ontario Human Rights Commission.

Note: Staff to meet next week to assign Workplan details and share a final version with Committee members.

Recommendation: 2023-008

Moved by D. Nairn

The Committee endorsed the Workplan as presented.

Carried

5.6 Proposed 2024 Meeting Schedule

A proposed 2024 meeting schedule to be confirmed in the next meeting.

6. Correspondence

The Committee acknowledged the Dufferin County Equity Strategic Plan 2024 - 2027.

7. New Business

The Committee discussed service dogs, guest speakers, neurodiversity training & upcoming autism walk events.

8. Date of Next Meeting

The next meeting is scheduled for October 19, 2023, at 5:30 p.m.

9. Adjournment

Recommendation: 2023-009

Moved by D. Nairn

That the meeting be adjourned at 7:48 pm.

Carried

EQUITY, DIVERSITY & INCLUSION WORKPLAN 2024



PROJECT	DESCRIPTION	STRATEGIC PLAN GOAL	STRATEGIC PLAN OBJECTIVE	BUDGET	FREQUENCY	LEAD	STATUS	DEADLINE	COMMENTS
Enhance EDI Community Engagement	Establish allyship between various community organizations with an EDI focus and create a central database.	Community Vitality	Vibrancy	\$2,000	Ongoing	Chair, Vice Chair	In Progress	Q4 2024	Communications to provide support.
EDI Study / Strategy	Develop/create the framework for the hiring of a consultant to conduct a community focused EDI strategy.			\$80,000	Once	Chair, Vice Chair, CAO, Mayor, GM's	Not Started	Q4 2024	Capital project funds. Procurement & Communications to support. \$10,000 is currently in the Capital Program, additional \$70,000 as part of 2024 Budget ask.
Community Wellness	Advocacy to establish further mental health strategies and support in collaboration with other community organizations and agencies.		Well-Being	\$1,000	Ongoing	TBD	Initiated	Q4 2024	As Part of Town advocacy efforts further dialogue will be taking place with ministries.