Agenda

Equity, Diversity and Inclusion Committee

Thursday, November 21, 2024, 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

Members of the public wishing to view Equity, Diversity, and Inclusion meetings will have the option to attend in-person, or by calling +1 289-801-5774 and entering Conference ID: 889 369 961#

Please note that your full name and comments will be part of the public record and will be included in the minutes of the meeting. Prior to the meeting, written comments may be sent to the Committee Secretary by email at gbrennan@orangeville.ca. Such written comments will become part of the public record.

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 2219 or via email at clerksdept@orangeville.ca.

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1. **Call to Order**

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

3. **Land Acknowledgement**
   We would like to acknowledge the treaty lands and territory of the Williams Treaty Nations and the Mississaugas of the Credit First Nation. We also recognize that Dufferin County is the traditional territory of the Wendat and the Haudenosaunee and is home to many Indigenous people today.

4. **Adoption of Minutes of Previous Meeting**
   Recommendations:
   That the minutes of the following meeting are approved:

   4.1   2024-09-19 - Equity, Diversity, and Inclusion Committee - Minutes

5. **Presentations**

   5.1   **Rosey Kaur, Founder, Early Concepts, The Patka Box Movement Ontario**
   During the Town of Orangeville's June 24, 2024 Council meeting, Ms. Kaur was invited to present to the Equity, Diversity and Inclusion Committee.

5.2   Alethia O'Hara-Stephenson, President, Dufferin County Canadian Black Association

Recommendations:

That the Equity, Diversity, and Inclusion Committee endorse the Dufferin County Canadian Black Association's (DCCBA) Black History Month event in 2025.

5.3   Julie Elsdon-Height, Co-Executive Director, The Brave Canoe, Indigenous Leadership in our Community

6.   Items for Discussion and Reports

6.1   2024-2026 EDI Strategy

Recommendations:

That the 2024-2026 Equity, Diversity, and Inclusion Strategy be approved.

6.2   2025 EDI Committee Meeting Schedule

Recommendations:

That the 2025 Equity, Diversity, and Inclusion Committee meeting schedule be approved.

7.   Correspondence

8.   Announcements

9.   Date of Next Meeting

Tentatively scheduled for Thursday, January 16, 2025, at 5:30 p.m. Subject to Committee approval of the 2025 Meeting Schedule.

10.   Adjournment

Minutes of the Equity, Diversity and Inclusion Committee

September 19, 2024, 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

Members Present:	Councillor J. Andrews, Chair
	C. Aristizabal
	M. Gotuzzo
	H. Mason
	D. Maxey
	D. Nairn
	V. Petho
	P. Thomas
Members Absent:	G. Spence
Staff Present:	G. Brennan, Legislative Assistant, Corporate Services
	J. Lavecchia-Smith, Deputy Clerk, Corporate Services
	N. Leece, Project Co-ordinator, Corporate Services

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1.   **Call to Order**

The meeting was called to order at 5:32 p.m.

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

None.

3.   **Land Acknowledgement**

Councillor J. Andrews, Chair, acknowledged the treaty lands and territory of the
Williams Treaty Nations and the Mississaugas of the Credit First Nation. He also
recognized that Dufferin County is the traditional territory of the Wendat and the
Haudenosaunee and is home to many Indigenous people today.

4.   **Adoption of Minutes of Previous Meeting**

Recommendation: 2024-009

Moved by D. Nairn

That the minutes of the following meeting are approved:

4.1   2024-05-16 - Equity, Diversity and Inclusion Committee - Minutes

Carried

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5. Presentations

With the Consensus of Committee, the matters on the agenda were reordered to hear a delegation from Don Stewart and John Dickason first.

5.1 Delegate - Don Stewart and John Dickason - Dufferin Hi-Land Bruce Trail Club

Don Stewart and John Dickason, Dufferin Hi-Land Bruce Trial Club, provided an overview of the Bruce Trial and shared how the Trial Club and the EDI Committee can collaborate to improve community engagement by:

- Cultivating an inclusive culture and environment at the Bruce Trial Conservancy where staff, volunteers and program participants of all identities are encouraged and feel valued.

- Identifying and working to remove barriers to accessibility and inclusion.

- Include a variety of perspectives, stories, and imagery in their communication plans that actively reflect local communities.

The Committee discussed the social inequities and the systemic barriers that can prevent individuals from exploring nature, or engaging with conservation organizations. The Committee also discussed the various cultural communities and local organizations that could be interested in the programs offered by the Dufferin Hi-Land Bruce Trial Club.

Mr. Stewart and Mr. Dickason shared details of the Bruce Trial Day event occurring on Sunday, October 6, from 10 a.m. to 2 p.m. The event will take place at the Split Rock Narrows Reserve, 7554372 2nd Line EHS, Mono, ON.

5.2 Jordyn Lavecchia-Smith, Deputy Clerk, Corporate Services, Town of Orangeville - Committee Governance

Jordyn Lavecchia-Smith, Deputy Clerk, Corporate Services, provided the Committee with a Committee Governance Refresher presentation. Mrs. Lavecchia-Smith discussed the various Boards, Committees, and Task Forces that advise Council on important matters. She shared details on the roles and responsibilities for Committee Members, the Chair, the Staff Liaison, and the Committee Secretary. She advised the Committee on the effectiveness of having an agenda, and how that contributes to the efficiency of a meeting. Mrs. Lavecchia-Smith clarified the decision-making process for when a motion is up for consideration, and the various outcomes when a motion is being voted on. Mrs. Lavecchia-Smith advised the Committee on next steps and plans for 2025.

6. Items for Discussion and Reports

6.1 Cultural Event - Sub-Committee Formation

Councillor J. Andrews, Chair, highlighted that Dufferin County hosts an annual Multicultural event. He outlined that the 2024 event was held on June 8 and outlined the opportunity for the Committee to collaborate with the County for the 2025 event. The Committee discussed the possibility of forming a sub-committee to liaise with the County on planning the 2025 event. The Committee will revisit this topic during a future meeting.

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6.2 EDI Initiatives and Potential Landscape Investment Updates - Natalie Leece, Project Co-ordinator, Corporate Services, Town of Orangeville

Natalie Leece, Project Co-ordinator, Corporate Services, provided the Committee with an overview of the Town's 2024-2026 EDI Strategy. Ms. Leece shared details surrounding the strategies guiding principles, including maintaining a continuous learning mindset, and providing an EDI lens to everything the Town sets out to accomplish.

Ms. Leece discussed the following EDI Initiatives in relation to the multi-year EDI Strategy:

- Partnering with agencies and relevant stakeholders to implement best practices

- Creating collateral communication materials and/or sending Town staff to EDI training sessions

- Documenting and organizing community workshops and or a speaker series focused on EDI topics

- Potential investments to landscape to honour community groups, and

- Notable historical or cultural events that hold substantial importance.

Ms. Leece shared details of two (2) potential landscape investments; an Indigenous Plaque and a Community Recognition Bench as a symbol of recognition and support. The Committee asked questions and provided comment on locations within the Town to erect the Community Recognition Bench. The Committee highlighted the importance of community consolation for all EDI initiatives. Ms. Leece clarified to the Committee that decisions regarding desired design for the plaque and bench are being led by the community to ensure active representation of the respective community groups.

Recommendation: 2024-010

Moved by D. Maxey

That staff be directed to provide ongoing updates on the potential two landscape investments; and

That staff ensure that community consultation be continued throughout the duration of the implementation of the Town's 2024 - 2026 EDI Strategy.

Carried

6.3 The Rethinking of Corporate EDI Commitments

Councillor J. Andrews, Chair, provided an update on the comparison of the Town of Orangeville's EDI initiatives in relation to other municipalities. He highlighted the importance of collaboratively working towards building a more inclusive community and highlighted the work the Committee and Town have accomplished to date.

7. Correspondence

None.

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8.   Announcements

Details to the following events were shared:

- The Brave Canoe - National Day of Truth and Reconciliation - Orange Shirt Day (Every Feather Counts) - Saturday, September 28, 2024.

- Autism Speaks Walk - Sunday, September 29, 2024. Location - Fendley Park, 11 Fendley Road from 10 a.m. to 12:30 p.m.

- Rooted in Community Food Drive - Saturday October 5, 2024.

- Hispanic Latin American Heritage Month Proclamation - Friday, October 11, 2024. Location - Town Hall, 87 Broadway starting at 12:30 p.m.

- Solomon's Howl-O-Ween Dog Parade - Fundraiser for Autism Dog Services (ADS) - Sunday, October 20, 2024. Location - 120 Diane Drive from 1 p.m. to 4 p.m.

- Authors on Stage - Tanya Talaga - Wednesday, November 6, 2024. Location - Opera House, 87 Broadway from 7 p.m.- 9 p.m.

9.   Date of Next Meeting

The next meeting is scheduled for November 21, 2024, at 5:30 p.m.

10.   Adjournment

Recommendation: 2024-011

Moved by P. Thomas

That the meeting be adjourned at 7:23 p.m.

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Carried

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SUMMARY OF 2024 - 2026 EQUITY, DIVERSITY & INCLUSION (EDI) INITIATIVES

The Town approved $80K for an EDI Strategy. After consulting EDI experts & best practices, we determined that success requires sustained, long-term funding and an iterative approach.

Our focus will be raising awareness and building capacity to deliver EDI initiatives while calling on Dufferin County for action in Orangeville.

Community Engagement Opportunities	EDI INIATIVIES 2024 - 2026	Timeline (2024 Q4 – 2026 Q4, by month)	Estimated Spend
	PARTNER WITH AGENCIES & RELEVANT STAKEHOLDERS TO IMPLEMENT BEST PRACTICES — There is a wealth of readily available documentation that outlines impactful work accomplished by EDI professionals.		**$ 10,000.00**
◆	Research & municipal benchmarking for policy development*	X (January 2025 – December 2026)	$ -
◆	Research & explore implmentation of data collection tools**	X (January 2025 – December 2025)	$ 10,000.00
	COMMUNICATIONS ENHANCEMENTS — This focus area seeks to integrate an EDI perspective into all our initiatives and explore training opportunities for staff.		**$ 30,000.00**
	EDI training for All Staff	X (January 2025 – December 2025)	$ 15,000.00
◆	Apply an EDI lens to everything we do (ex. enhancements to Town collateral & external communications)	X (July 2025 – December 2026)	$ 15,000.00
	COMMUNITY CONVERSATIONS — Host & co-host community forums and events, promote and enhance existing library initiatives, and seek partnership opportunities with ongoing efforts led by Dufferin County.		**$ 30,000.00**
◆	Research & support co-curated events with community partners	X (January 2025 – December 2026)	$ 10,000.00
◆	Research, support and promote Library initiatives	X (January 2025 – December 2026)	$ 10,000.00
◆	Opportunities for engagemnet will be built into everything we do	X (January 2025 – December 2026)	$ 10,000.00
	POTENTIAL LANDSCAPE INVESTMENTS — Landscape investments, defined as physical additions to the environment that honor EDI principles, can take various forms, such as plaques, benches, decals etc. To support these efforts, the EDI framework has allocated funds for exploring meaningful landscape investments in collaboration with our community partners.		**$ 10,000.00**
◆	Community Consultation	X (January 2025 – May 2025)	$ -
◆	Implementation	X (June 2025 – March 2026)	$ 10,000.00
	KEY DATES OF SIGNIFICANCE — Defined as notable historical or cultural events that hold substantial importance***. Key dates of significance will remain a priority throughout the EDI framework, with many already supported through existing library programming and proclamations.		**$ -**
◆	National day for Truth & Reconciliation - September 30	X (September 2025; September 2026)	$ -
◆	Black History Month - February	X (February 2025; February 2026)	$ -
◆	International Women's Day - March 8th	X (March 2025; March 2026)	$ -
◆	National Indigenous History Month / Peoples Day - June 21st	X (June 2025; June 2026)	$ -
◆	Celebrate Your Awesome / PRIDE Season - June	X (June 2025; June 2026)	$ -

Total Estimated Spend:	**$ 80,000.00**
Funds Available:	**$ 80,000.00**
Variance:	**$ -**

NOTES:

*Examples of potential Policies to be developed: EDI Policy for Staff & Volunteers, Accessibility Standards, More Inclusive Benefits Provisions, Observances of Religious Holidays etc.

**Data collection tools could include the collection of socio-demographic data (such as race, gender & disability) on a voluntary basis, and/or internal/external surveys.

***These dates are not a comprehensive list of all the EDI dates of significance supported by the Town.

2025 EDI Meeting Schedule

Per the Committee's Terms of Reference, the EDI Committee is to meet quarterly, on the third Thursday of the respective month at 5:30 p.m.

2025 Meeting Dates

- Thursday, January 16, 5:30 p.m.
- Thursday, March 20, 5:30 p.m.
- Thursday, May 15, 5:30 p.m.
- Thursday, September 18, 5:30 p.m.
- Thursday, November 20, 5:30 p.m