



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE AGENDA

Wednesday, January 13, 2021 at 7:00 p.m.

By video conference

Call to Order

Land Acknowledgement Statement

Declarations of Pecuniary Interests

REPORTS

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – January 13 2020
Item #1 – Diversity, Equity and Inclusion Community Advisory Committee Minutes
– December 9, 2020

Minutes of the Diversity, Equity and Inclusion Community Advisory Committee meeting from December 9, 2020 for information.

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – January 13, 2020
Item #2 – Discussion Items

Discussions facilitated by Annemarie Shrouder:

- Foundational pieces to frame committee work
- Working groups/subcommittees

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – January 13, 2020
Item #4 – Committee Chair Selection

Discussion to consider a process for choosing a committee Chair.

Next Meeting

Wednesday, February 10, 2021 at 7:00 p.m.



**DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY
COMMITTEE MINUTES**

Thursday, December 9, 2020 at 7:00 p.m.

The Committee met at 7:00 p.m. by video conference.

Council Members Present: Councillor Steve Anderson
Councillor Sandy Brown
Councillor Laura Ryan

Members Present: Althea Casamento
Jordan Dedier
Sabina Greenley
Christie Lazo
Trisha Linton
Alethia O'Hara-Stephenson
Jim Waddington

Staff Present: Sonya Pritchard, Chief Administrative Officer
Kareema Sookdeo, Human Resources Generalist
Angela Pollard, Community Services Worker

Members Absent: Phil Dewar (prior notice)
Preeya Rateja (prior notice)

CALL TO ORDER

Councillor Brown called the meeting to order at 7:02 pm.

Members of the Committee introduced themselves and shared why the work of the committee was important.

LAND ACKNOWLEDGEMENT STATEMENT

Councillor Brown shared the Land Acknowledgement statement.

DECLARATIONS OF PECUNIARY INTEREST

There were no declarations of pecuniary interest.

REPORTS

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – December 9, 2020
Item #1 – Review of County Services

Sonya Pritchard, Chief Administrative Officer, outlined the services offered by the County of Dufferin.

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – December 9, 2020
Item #2 – Committee Purpose Review

Discussion facilitated by Annemarie Shrouder

The committee worked to create a set of guidelines to frame their work moving forward. The overarching principle to remember and incorporate into the work as a committee is to maintain empathy and compassion. A copy of the draft guidelines are attached.

Review of Committee Mandate and Terms of Reference

The committee discussed the general purpose and the need to set some early priorities. There was general consensus that the work would be divided into two areas: County services and employment and the community as a whole. It was also agreed that surveys would be needed to gain better insight into the needs and priorities of the community to help focus the work.

The committee will have a budget of \$20,000 to support the work.

The Committee moved into break out groups to discuss specific areas of the mandate adopted by County Council.

Group 1 raised the following issues concerning the Part 1 of the mandate to provide insight, advice, and make recommendations to County Council.

- There are pros and cons to proceeding with a survey
 - Logistics challenges to roll out
 - Time
- Need to establish the foundation from county perspective
 - Staff demographics
 - Policies

- How we hire/select board members
- representation
- Opportunities to have a multicultural calendar/celebrating holidays
- What is the understanding of County demographics (present and historically) to move forward well
- Is it possible to move forward with known/important issues first instead of survey?
- How do we work inclusively without being so focused?

Group 2 discussed Parts 2 and 3 of the mandate and raised the following items for consideration:

- Using connections within community is important/ useful
- Need to have committee branding (what is the perception, does it work for everyone?)
- Advocacy is an important piece but need parameters
- Raising awareness to address “not an issue for me, so it’s not an issue”
- Who do we connect with?
- Colleges, school boards, other connections for outreach
- Groups who are not top of mind (mental illness, terminal illness, ESL, newcomers)
- Need a foundation and clarity of purpose
- Other committees are doing similar work – how can we collectively work together (may help with focus/inclusion)
- Shelburne task force may be a good jumping off point

Group 3 discussed Parts 4 and 5 of the mandate and shared the following with respect to developing a D&I policy and collaborating with the staff D&I committee:

- Have realistic expectations to ensure slow and steady progress
- Solid foundation is needed to start the work
 - Survey is a good idea, but after things are in place to ensure we are getting the right data
 - Audit – outside company that is unbiased will help with buy-in. also what D&I is and why change is needed is part of getting buy-in
- Staff D&I committee is at learning stage
- Want/need to be subject matter experts in the space first, in order to help to facilitate change

Next Steps

For the next meeting committee members are asked to:

- Consider what the foundational pieces are, for you
- Discuss what you notice/what and who is on your radar that could inform working groups or subcommittees
- Consider a process for choosing a Chair

ADJOURNMENT

The meeting adjourned at 9:00 p.m.

NEXT MEETING: Wednesday, January 13, 2020 at 7:00 p.m.
Video Conference

Respectfully submitted,

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Councillors Anderson, Brown, and Ryan
Diversity, Equity & Inclusion Community Advisory Committee

Guidelines for DEI Committee Work

Respect

- Respect
- Listening
- Challenging ourselves to have hard conversations with each other respectfully
- Honesty

Valuing Lived Experience

- Valuing lived experience
- Intersectionality
- Awareness of the space we take up and others lived experience
- Awareness of and challenging our own assumptions/perceptions

Be open

- Observe the monologue – open to other ideas and perspectives, observe your own bias
- Not to make assumptions
- Remain open as a group
- Be open to ideas and perspectives
- Challenging ourselves to have hard conversations with each other respectfully

Creating / maintain safe spaces for sharing

- Nurturing a safe space – create a space for participation
- Positive intent – remembering we are coming from a good place / trying our best (esp. when stories are shared).
- Practice mindfulness re: questioning, especially regarding stories and lived experience
- Different ideas are good. Challenge is fine.
- Challenging ourselves to have hard conversations with each other respectfully and avoid "Group Think" and to take a broader perspective to capture the full spectrum of everything involved in inclusion (i.e. not to forget ageism, disabilities, etc. instead of just race which is the current hot topic)
- Practice self-care (step away if you need to)
- Have some fun!

Practical Action Items

- Coming away with tangible action items to work on
- Awareness of/ surfacing challenges and recommendations to create change