



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE AGENDA

Tuesday, November 21, 2023 at 7:00 p.m.

By video conference

Any members of the Public wishing to observe the meeting can contact the Clerk's Office at info@dufferincounty.ca or 519-941-2816 x2500 before 4:00 p.m. on the day of the meeting

Call to Order

Land Acknowledgement Statement

We would like to begin by respectfully acknowledging that Dufferin County resides within the traditional territory and ancestral lands of the Tionontati (Petun), Attawandaron (Neutral), Haudenosaunee (Six Nations), and Anishinaabe peoples.

We also acknowledge that various municipalities within the County of Dufferin reside within the treaty lands named under the Haldimand Deed of 1784 and two of the Williams Treaties of 1818: Treaty 18: the Nottawasaga Purchase, and Treaty 19: The Ajetance Treaty.

These traditional territories upon which we live and learn, are steeped in rich Indigenous history and traditions. It is with this statement that we declare to honour and respect the past and present connection of Indigenous peoples with this land, its waterways and resources.

Declarations of Pecuniary Interests

DISCUSSION

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – November 21, 2023
Item #1 – Welcome & Introductions

Rohan Thompson, Director of People & Equity, to provide an opening statement and introductions.

2. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – November 21, 2023
Item #2 – Overview of the DEICAC Onboarding Program

Rohan Tompson, Director of People & Equity, to review the Diversity, Equity and Inclusion Community Advisory Committee onboarding program.

3. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – November 21, 2023
Item #3 – Dufferin County 101 Presentation

Kareema Sookdeo, Diversity, Equity and Inclusion Advisor, to provide an overview of Dufferin County operations.

4. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – November 21, 2023
Item #4 – Review of the DEICAC Terms of Reference

Rohan Tompson, Director of People & Equity, to review the Diversity, Equity and Inclusion Community Advisory Committee Terms of Reference.

5. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – November 21, 2023
Item #5 – Selecting a Chair & Vice Chair

A discussion regarding selection of a Chair and Vice Chair.

6. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – November 21, 2023
Item #6 – Establishing a Meeting Cadence

A discussion regarding meeting frequency.

7. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – November 21, 2023
Item #7 – Equity, Diversity and Inclusion Anti-Oppression Orientation

Ruth Cameron, Ruth Cameron Consulting, to facilitate a discussion about the terminology and concepts related to equity, diversity, and inclusion and how they can be applied and operationalized in the municipal context.

8. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – November 21, 2023
Item #8 – Question & Answer

9. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – November 21, 2023
Item #9 – Closing Statement

Rohan Tompson, Director of People & Equity, with closing remarks.

Next Meeting

To be confirmed
Video Conference



**Diversity, Equity and Inclusion
Community Advisory Committee
Terms of Reference**

Mandate:

The mandate for the committee will be to advise County Council, make recommendations and provide a monitoring and measuring role to help ensure that the County applies a diversity, equity and inclusion lens to its policies, services and programs. The committee will develop an annual work plan focused on goals related to: a) developing and enhancing committee knowledge of effective DEI practices, b) selection of County programs, policies and services for review, and reporting, and c) amplification of community DEI events and initiatives. The committee will report progress on its workplan on an annual basis.

1. Engage in relevant training about reconciliation, diversity, equity and inclusion, anti-racism and anti-oppression issues and strategies for the purposes of orientation and capacity building and knowledge development of effective practices on an annual basis.
2. Provide insight, advice, and make recommendations to County Council relating to the following:
 - identifying systemic barriers faced in accessing county services, information, programs and facilities;
 - strategies for building connections and fostering a deeper sense of inclusion and belonging especially for marginalized groups;
 - proposed County of Dufferin initiatives, services, and policies to meet changing needs of a diverse community;
 - employment and employee awareness policies, initiatives, and programs.
3. Provide recommendations on opportunities for education and awareness programs for the Committee, Council and staff on anti-racism, diversity, equity and inclusion in consultation with the County Administration and within the budget allocated by County Council.
4. In cooperation with County Staff Diversity and Inclusion Committee provide regular updates to County Council that monitor and measure the County's success in

applying a diversity, equity and inclusion lens resulting in implementing real changes to policies, services, and programs.

5. Liaise with organizations and stakeholders, particularly those from marginalized groups including, but not limited to Black, Indigenous, non-white racialized, Two Spirit and LGBTQIA+, disabled, impoverished and newcomer community members from systemically disadvantaged communities to facilitate discussions that promote broader understanding of systemic inequalities and promote engagement between residents of diverse backgrounds and abilities, to generate solutions for removal of barriers to equity.

Composition:

The Diversity, Equity and Inclusion Committee is composed of the following members:

Role	Member
Committee Chair	To be selected annually from within the volunteer / voting members of the committee
Committee Vice-Chair	To be selected annually from within the volunteer / voting members of the committee
Community Members	8-10 volunteer members appointed from the community
Council Representation	2-3 ex-officio, non-voting members of County Council
County of Dufferin Staff Liaison (non-voting)	2 members from the Staff Diversity and Inclusion Committee
Support Staff (non-voting)	Support staff as required

Selection Process:

Community Members will be selected through an application and interview process. The interview panel will include the appointed Council members and a staff representative. Committee members will have the skills, knowledge, and experience to contribute effectively to the committee’s mandate. Committee members must be a County of Dufferin resident, business owner or stakeholder who has an understanding of the impacts of racism and systemic discrimination on marginalized people and meet the following general qualifications:

- be familiar with overall community issues
- have demonstrated knowledge around diversity, equity and inclusion
- be able to build meaningful relationships and connections within the community

Council shall strive to ensure Committee membership reflects the diversity of the community with particular focus given to marginalized groups who have traditionally faced systemic discrimination including but not limited to Black people, First Nations, Indigenous, Inuit and Metis peoples, individuals from non-white racialized communities, disabled persons, impoverished and newcomer community members from systemically disadvantaged communities, and people who identify as Two Spirit or LGBTQ+.

Member Expectations:

Committee members are expected to adhere to the following conduct and practices:

- That all committee members, in all forms of communication, when speaking about the work of the committee, or members of the committee do so in a respectful manner
- That committee members address differences of opinions or conflict with other committee members in a respectful manner
- That all committee members respect confidentiality and privacy
- That all committee members are required to attend a minimum of 75% of committee meetings, not inclusive of DEICAC sub-committee meetings.

Conflicts of Interest:

Members should be cognizant of perceived conflicts in terms of issues which may serve to benefit them personally. Members shall not use their status on a Committee for personal or political gain.

Conflicts of interest can be actual and perceived. Proactively managing perceived and actual conflicts of interest are integral to maintaining public confidence in DEICAC's integrity as a Committee of Council.

An actual or real conflict of interest is a situation where an individual's professional or personal self-interest could in fact, motivate them to act in a way that goes against a client, employer's or the public interest, and the individual actually does have the opportunity to take that action, or to make a decision that personally benefits them over other interests. An actual conflict may or not may be recognized by all parties.

A perceived conflict may be where a conflict does not exist, but a reasonable person may think it does, due to proximity in personal or business relationships between the individuals involved in a decision.

Individuals must maintain an arms-length relationship from all other Committee members, and disclose their actual and perceived conflicts of interest prior to engaging in Committee discussions and / or decisions that could result in personal or professional benefit.

Once a conflict, either actual or perceived is declared:

- Individuals must recuse themselves from the pertinent discussion and decision-

- making process and / or,
- if the conflict involves an ongoing relationship that is not arms-length in nature and involves members connected to the committee's work, the individual in conflict must step down from the committee.

Subcommittees and Working Groups:

The Diversity, Equity, and Inclusion Community Advisory Committee may form subcommittees and working groups within its membership as may be necessary to address specific issues within its mandate. Subcommittees shall draw upon members of the Committee and the Chair of the subcommittee shall be a voting member. Subcommittees may also invite community volunteers and stakeholders to participate in specific initiatives.

Remuneration & Expense Reimbursement:

Committee members shall serve without receiving remuneration. Reimbursement for mileage or transportation costs to meetings will be provided in accordance with County policy.

Term of Office:

The Committee members shall be appointed for the Term of Council (4 years).

Meetings:

The committee will meet a minimum of 6 times per year or at the call of the Chair.

Quorum:

Committee quorum requires that the majority of voting members be present. If quorum is not attained within the first 10 minutes, the formal meeting cannot proceed and the support staff member is not required to remain and/or provide notes. If members present choose to remain, they may do so for an information exchange only.

DEICAC November 2023

EDI AOP Orientation



Pre-Meeting Warm Up

- © Who am I?
- © DEI Definitions – Citizen Lab
- © Brief Video – Applying EDI – Greater Houston Partnership
- © Understanding Sovereignty – Treaties in Canada



Ruth Cameron (she / her)



Areas of Research Interest and Consultation:

- Community Based -Research
- Intersectoral Health Equity Interventions, Policy Development
- Intersectional Praxis
 - AR / AOP Organizational Development

Background:

- PhD student – Wilfrid Laurier University
- Non-Profit Executive Director
- African Caribbean Black Network of Waterloo Region, Ontario Advisory Committee on HIV / AIDS, Kitchener Waterloo Ontario Health Team



A quick read – on diversity, equity and inclusion.

© What is the difference between diversity, equity, and inclusion?

<https://www.citizenlab.co/blog/civic-engagement/whats-the-difference-between-diversity-equity-and-inclusion/>

© Citizen Lab produces several valuable resources on citizen engagement and defines DEI in a municipal context.



DEI Definitions – Greater Houston Partnership

- © What is diversity, equity, and inclusion?
<https://www.youtube.com/watch?v=11Zt1vaxOko>
- © A brief video (3 minutes) offers some practical insight into understanding assessing and applying these terms in a local government or geographic context.



Understanding Sovereignty

- © It is imperative that we understand Indigenous sovereignty, and do not subsume it under equity. This requires an understanding of our responsibilities as treaty people, in what is now known as Canada.
- © This brief video (6 minutes) is a start for understanding First Nations and Indigenous Sovereignty
<https://www.youtube.com/watch?v=TpWHkbz4JZA>
- © Video transcript link:
<https://www.canadashistory.ca/explore/first-nations-inuit-metis/canada-in-focus-a-promise-to-share/a-promise-to-share>



Tuesday, November 21st

- © I look forward to meeting with everyone on Tuesday evening, where we will discuss and review a much more comprehensive range of terminology and concepts related to equity, diversity, inclusion, anti-racism, anti-oppression and Indigenous sovereignty – and how they can be applied and operationalized within a municipal context.
- © Have a good weekend!

