



DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY COMMITTEE MINUTES

Tuesday, March 12, 2024 at 7:00 pm

The Committee met at 7:00 pm by video conference.

Members Present: Sharon Cadeau
Jordan Dedier
Trisha Linton
Councillor Lisa Post
Councillor Darren White

Members Absent: Arvandi Nalisa Komal (prior notice)
Patti Thomas
Councillor Shane Hall

Staff Present: Rohan Thompson, Director of People & Equity
Kareema Sookdeo, Diversity, Equity & Inclusion
Advisor
Michelle Hargrave, Administrative Support Specialist

The Diversity, Equity and Inclusion Advisor called the meeting to order at 7:04 pm.

LAND ACKNOWLEDGEMENT STATEMENT

The Diversity, Equity and Inclusion Advisor shared the Land Acknowledgement Statement.

DISCUSSION

1. DIVERSITY, EQUITY & INCLUSION COMMUNITY ADVISORY – March 12, 2024
Item #1 – Strategic Plan

Ruth Cameron, Ruth Cameron Consulting, noted the meeting would be regarding the Committee's strategic plan, including:

- Priority setting
- Planning
- Scheduling
- Reporting

Ruth reviewed the vision and mission statement of the Committee, as well as the strategic priorities identified in the Committee's strategic plan. The Committee reviewed the goals and objectives currently listed in the strategic plan.

Ruth provided a sample annual work plan, noting it would contain a quick short-term goal, a mid-range activity, a progress indicator for a longer-term task, and an accountability activity/reporting task.

Committee members took some time to review the Dufferin County Strategic Plan, noting the compliment between the Diversity, Equity and Inclusion Community Advisory Committee Strategic Plan and the County Strategic Plan.

The Committee suggested goals that could be considered for their workplan, including:

- Work to support the housing strategy or waste services
- Support goals of the age friendly action plan
- Support the diverse senior population through community support services programs
- Invite Community Services to attend a Committee meeting to speak about how services are delivered
- Help departments, such as Waste Services, to produce service documents in other languages to reach a more diverse audience and allow residents to learn in their first language if it is not English
- Host an event to celebrate differences of those employed at the County of Dufferin

Ruth noted she will be forwarding questions for Committee members to reflect on before the next meeting.

ADJOURNMENT

The meeting adjourned at 8:58 pm.

Next Meeting: April 4, 2024 at 7:00 pm
W. & M. Edelbrock Centre, 30 Centre Street, Orangeville ON