



Whitby Diversity and Inclusion Advisory Committee Agenda

Thursday, February 2, 2023, 7:15 p.m.

Hybrid Meeting

Whitby Town Hall

This Advisory Committee meeting will be held in a hybrid meeting format. Members of the public will be permitted to attend this meeting virtually or in-person, however, those wishing to attend the meeting virtually are required to email clerk@whitby.ca by noon on the business day prior to the meeting in order to obtain the virtual meeting link.

Should you wish to provide comments regarding a matter being considered below, please submit written correspondence and/or a Delegation Request Form.

- To submit written correspondence, please email the Office of the Town Clerk at clerk@whitby.ca by noon on the business day prior to the meeting. Written correspondence must include your full name, address, and the item on the agenda that your correspondence is related to.
- To speak during the Advisory Committee meeting, please submit a Delegation Request Form online to the Office of the Town Clerk by noon on the business day prior to the date of the meeting. Should you be unable to access a computer, please call 905.430.4315 to speak with a Staff Member in the Office of the Town Clerk.

A Revised Agenda may be published on a later date. Late items added or a change to an item will appear with an asterisk beside them.

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1. **Call to Order**
 2. **Appointment of Chair and Vice-Chair**
 3. **Declarations of Pecuniary Interest**
 4. **Approval of Previous Minutes**

Recommendation:

That the Whitby Diversity and Inclusion Advisory Committee minutes of June 9, 2022 be approved.

5. **Presentations**
6. **Delegations**
7. **General Business and Reports**

- 7.1 Committee Member Introductions
- 7.2 Committee Mandate and 2018-2022 Term Initiatives
- 7.3 Black Poetry Night - Thursday, April 6, 2023 at 7:00 p.m.
- 7.4 New Resident Bus Tour
- 7.5 2023 Dates of Significance

8. Correspondence

9. Council Update

10. Other Business

11. Next Meeting

Thursday, April 6, 2023 at 7:15 p.m.

Hybrid Meeting

12. Adjournment

Recommendation:

That the meeting adjourn.

Present: Mayline Brown
Brianna Nelson, Vice-Chair
Catherine Philogene, Chair
Ayse Yuksel

Also Present: Sharon Meredith, Senior Manager, Recreation
Kim Evans, Staff Liaison, Supervisor, 55+ Recreation Services
Heather Ellis, Council and Committee Coordinator (Recording Secretary)

Regrets: Cheryl Frayne

Call to Order

1. Disclosures of Interest

1.1 There were no disclosures of interest.

2. Approval of Previous Minutes

2.1 Minutes - May 5, 2022

Recommendation:

Moved By Brianna Nelson

That the Whitby Diversity and Inclusion Advisory Committee minutes of May 5, 2022 be approved.

Carried

it was the consensus of the Committee to hear Item 4.1, delegation from Sherwin Barnes, Resident, at this time.

3. Presentations

- 3.1** Jade Schofield, Project Manager, Sustainability and Climate Change Town of Whitby, and Eleri Davies, Consultant, Sustainable Solutions Group
Re: Whitby Climate Change Plan

Eleri Davies provided a presentation regarding the Whitby Climate Change Plan. Highlights of the presentation included:

- the spatial analysis, temporal analysis, financial analysis, and implementation guide for climate change adaptation;
- five key areas of implementation including, an adapted town, adapted buildings and infrastructure, adaptive neighbourhoods, natural spaces, green infrastructure and trees, and heat management; and,
- the mitigation plan which includes Whitby's current greenhouse gas emissions, forecasted energy use and emissions to 2050, and recommended net zero pathway for 2045.

- 3.2** Umwali Sauter, Lakeridge Health Board
Re: Inclusion, Diversity, Equity, and Accessibility Committee Community Outreach Report

Umwali Sauter provided a presentation regarding the Inclusion, Diversity, Equity, and Accessibility Committee Community Outreach Report. Highlights of the presentation included:

- four areas of the summary of findings including the emergency department, attitudinal and communication barriers, advocacy, and accountability;
- improvement actions including patient advocacy, transparency, communication, accountability, and greater support for people in crisis or accessing support; and,
- recommendations such as engaging in relationship and trust building, reviewing emergency department practices with an equity lens, establishing equity training and education, and embedding equity into the recruitment practices.

A brief question and answer period ensued regarding whether staff were reluctant to access translation resources.

4. Delegations

- 4.1** Sherwin Barnes, Resident
Re: Diversity and Inclusion in Whitby

Sherwin Barnes, resident, addressed the Committee and stated that he has experienced issues within the Town. Mr. Barnes raised concerns regarding:

- diversity within the Town;
- racial diversity and addressing issues around individual identity of persons;
- local media articles related to individuals' identities in Town Council;
- issues relating to diversity and local enforcement agencies; and,
- collaborating with the Town, community, and organizations for meaningful outcomes.

Discussion ensued between Members of Committee and Sherwin Barnes regarding:

- reaching out to Town Council; and,
- contacting Durham One as a resource.

It was the consensus of the Committee to hear Item 3.1, Jade Schofield, Project Manager, Sustainability and Climate Change, Town of Whitby, and Eleri Davies, Consultant, Sustainable Solutions Group, at this time.

5. General Business and Reports

5.1 2022 Work Plan

Kim Evans stated that the Ally Videos were in progress, and advised that the intersectionality webinar hosted by Shauna Moore was well received.

5.2 Whitby Diversity and Inclusion Advisory Committee Events

Kim Evans stated that the Committee would be participating in the Poetry in the Square Event. Ms. Evans advised that the event would be held on Thursday August 4, from 6:30 to 9:30 p.m. She stated that the Committee would be handing out bookmarks at the event.

Catherine Philogene stated that the Roebuck Street Placemaking jury to consider artists submissions would be convening on June 16, 2022.

5.3 Town of Whitby's Internal Diversity, Equity, and Inclusion Initiatives: Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Project, Staff Taskforce, and Staff Training

Kim Evans provided an update regarding the Town of Whitby's Internal Diversity, Equity and Inclusion initiatives which included:

- the Women of Whitby (WOW) Mentor-Mentee session;
- the Gay/Lesbian and all Others of Whitby (GLOW) Employee Resource Group (ERG);
- Pride Banners provided by PFLAG would be hung at the Seniors Centre, Town Hall, McKinney Centre, Brooklin Community Centre and Library, and Iroquois Park Sports Centre on June 10, 2022; and,
- an Indigenous Peoples Day Event at Celebration Square on June 18, 2022.

5.4 Diversity, Equity, and Inclusion Information Sharing

Brianna Nelson advised that the Pickering Anti-Black Racism Task Force was hosting an event on civic engagement and voting.

6. Council Update

6.1 There was no Council update.

7. Other Business

7.1 There was no other business.

8. Next Meeting

8.1 To Be Determined

9. Adjournment

9.1 Motion to Adjourn

Recommendation:

Moved By Ayse Yuksel

That the meeting adjourn.

Carried

The meeting adjourned at 9:05 p.m.