



Whitby Diversity and Inclusion Advisory Committee Agenda

Thursday, December 5, 2024, 7:00 p.m.

Hybrid Meeting

Whitby Town Hall

This Advisory Committee meeting will be held in a virtual meeting format. Members of the public may attend virtually by sending an email clerk@whitby.ca by noon on the business day prior to the meeting 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 your correspondence to the Office of the Town Clerk at clerk@whitby.ca by noon on the day of the meeting. 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 either in-person or virtually**, please submit a Delegation Request Form online to the Office of the Town Clerk by 8:00 a.m. on the day 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. **Declarations of Conflict of Interest**
 3. **Approval of Previous Minutes**
Recommendation:
That the Whitby Diversity and Inclusion Advisory Committee minutes of November 7, 2024 be approved.
 4. **Delegations**
 5. **General Business and Reports**
 - 5.1 Committee Mandate and Work Plan Review
 - 5.2 2024 Committee Events and Activities
 - 5.3 Proposed Committee Cookbook Project

6. Council Update

7. Other Business

8. Next Meeting

Thursday, January 2, 2025 - 7:00 p.m.

9. Adjournment

Recommendation:

That the meeting adjourn.



Whitby Diversity and Inclusion Advisory Committee Minutes

November 7, 2024, 7:00 p.m.
Hybrid Meeting
Whitby Town Hall

Present: Lynn Collins, Chair
Robin Steed, Vice-Chair
Anjali Thorve
Vanessa Drekmann

Regrets: Eva Guta
Jamil Qamar
Angela Thomas

Also Present: Shelby Moffat, Whitby Public Library Representative
Kim Evans, Staff Liaison, Director, Recreation
Heather Ellis, Council and Committee Coordinator (Recording Secretary)

1. Call to Order
2. Declarations of Conflict of Interest

There were no declarations of conflict of interest.

3. Approval of Previous Minutes

Recommendation:

Moved by Vanessa Drekmann

That the Whitby Diversity and Inclusion Advisory Committee minutes of September 5, 2024 be approved.

Carried

4. Delegations

There were no delegations.

5. General Business and Reports

5.1 Event Updates

Anjali Thorve requested that the Town circulate awareness and educational materials about Diwali and how it is celebrated in advance of celebrations. Ms. Thorve stated that a proactive approach may prevent community backlash regarding celebration of cultural events.

Discussion ensued regarding questions to ask Staff in the Communications and Creative Services Division regarding the posting of cultural celebrations on the Town's social media pages. Questions included:

- posting upcoming celebratory events online for public awareness;
- turning off comments on social media posts to limit online hate speech; and,
- including background information about cultural events such as why and how they are celebrated.

Kim Evans advised that the Accessibility Advisory Committee would be assisting with the Sensory Room at the Christmas in the Village event on November 23, 2024. Ms. Evans requested feedback from the Committee regarding providing financial support to purchase items for the Sensory Room.

Robin Steed recommended that the Committee contact the Snooze Room in Pickering and Grandview Kids for ideas and resources.

Recommendation:

Moved by Robin Steed

That \$300 be drawn from the Whitby Diversity and Inclusion Advisory Committee's annual budget to fund the Sensory Room at the Christmas in the Village event.

Carried

5.2 Regional Diversity, Equity, and Inclusion Symposium

Kim Evans provided an update regarding the Regional Diversity, Equity, and Inclusion Symposium. Highlights of the Symposium included:

- resisting backlash and advancing equity;

- equity versus equality;
- presentations from municipal DEI committees; and,
- discussing upcoming goals for the municipal DEI committees.

5.3 Whitby Diversity and Inclusion Advisory Committee Work Plan and 2025 Committee Priorities

Kim Evans requested feedback from the Committee regarding the Committee's Work Plan and 2025 Committee Priorities.

Discussion ensued regarding:

- recommending to Council dates of significance for proclamations;
- guest speakers appearing before the Committee;
- obtaining name badges for Committee members for events;
- giveaways at events such as magnets, notebooks, and bookmarks;
- information to provide residents at Committee booths such as magnets with a QR code link to the Diversity Event Calendar;
- finalizing which events to attend at the beginning of each year;
- distributing engaging materials such life experience stories and recipe cards; and,
- creating a 'Town of Whitby Cook Book' that includes a recipe and a brief life experience story of the person who provided the recipe.

Kim Evans provided a list of 2025 events for Committee members to consider attending, which included:

- the Black History Month Event, Region of Durham, February 5, 2025;
- Youth Pride day with the Region of Durham, Spring 2025;
- Indigenous Peoples' Day, Spring 2025;
- Emancipation Day, Region of Durham, August 1, 2025;
- Harvest Festival, Fall 2025;
- New Resident Bus Tour, Whitby Public Library, Fall 2025; and,

- an education workshop in collaboration with the Whitby Public Library or Accessibility Advisory Committee in Q4 2025.

6. Council Update

There was no Council update.

7. Other Business

There was no other business.

8. Next Meeting

Thursday, December 5, 2024 - 7:00 p.m.

8.1 Black Author Talk Event

Shelby Moffat stated that the Whitby Public Library would be hosting a Black Author Talk event for Black History Month in February 2025. Ms. Moffat requested financial sponsorship from the Committee in the amount of \$200.

Recommendation:

Moved by Robin Steed

That \$200 be drawn from the Whitby Diversity and Inclusion Advisory Committee's annual budget to assist with funding the Black Author Talk event hosted by the Whitby Public Library.

Carried

9. Adjournment

Recommendation:

Moved by Anjali Thorve

That the meeting adjourn.

Carried

The meeting adjourned at 8:37 p.m.