



Whitby Diversity and Inclusion Advisory Committee Agenda

Thursday, November 6, 2025, 7:00 p.m.

Hybrid Meeting

Whitby Town Hall

This Advisory Committee meeting will be held in a hybrid meeting format. Members of the public may attend this meeting virtually or in-person. Those wishing to attend the meeting virtually are required to email clerk@whitby.ca by 8:00 a.m. on the day of 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 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 905.430.4300 to speak with a Staff Member.

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 September 4, 2025 be approved.
 4. **Delegations**
 5. **General Business and Reports**
 - 5.1 National Indigenous Veteran's Day
 - 5.2 2026 Committee Work Plan Updates and Planning

5.3 Whitby Public Library Update

6. Council Update

7. Other Business

8. Next Meeting

Thursday, December 4, 2025 - 7:00 p.m.

9. Adjournment

Recommendation:

That the meeting adjourn.



Whitby Diversity and Inclusion Advisory Committee Minutes

September 4, 2025, 7:00 p.m.

Hybrid Meeting
Whitby Town Hall

Present: Lynn Collins, Chair
Eva Guta
Jamil Qamar
Robin Steed, Vice-Chair
Vanessa Drekmann, Vice-Chair

Regrets: Anjali Thorve

Also Present: Councillor Yamada, Mayor's Designate
Erica Mittag, Staff Liaison, Manager, 55+ Recreation,
Accessibility and Diversity
Emma Chester, Youth Council Member
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 Robin Steed

That the Whitby Diversity and Inclusion Advisory Committee minutes of May 1,
2025 be approved.

Carried

4. Presentations

4.1 Allison Hector-Alexander, Director of the Office of Equity, Diversity, and Inclusion, Region of Durham

Re: Diversity, Equity, and Inclusion Update

Allison Hector-Alexander provided a presentation regarding Diversity, Equity, and Inclusion initiatives at the Region of Durham. Highlights of the presentation included:

- details about Durham Region's Diversity, Equity, and Inclusion Program initiatives including internal and community engagement;
- details about strategies for responding to acts of hate in partnership with Victim Services;
- applying for funding through the Canadian Race Relations Foundation to establish a coalition of resources to connect people and create a reporting system for acts of hate;
- developing a community healing guideline and protocols for managing hate crimes;
- information about the Durham Anti-Racism Taskforce;
- working to create a Community Accessibility Plan;
- information about the Regional Accessibility Advisory Committee;
- details about the Durham Local Immigration Partnership;
- details about the Community Safety and Wellbeing Plan; and,
- organizing a 'Situation Table' for handling elevated risk assessment situations.

A question and answer period ensued regarding:

- opportunities to collaborate with the Region on diversity, equity, and inclusion initiatives;
- whether there was a resource database of local diversity, equity, and inclusion community groups; and,
- further details about the Durham Local Immigration Partnership.

5. Delegations

There were no delegations.

It was the consensus of the Committee to hear Item 6.2, National Indigenous Veterans Day, at this time.

6. General Business and Reports

6.1 Committee Sponsorships of Events

Erica Mittag requested volunteers for the Committee's booth at the Harvest Festival. Ms. Mittag requested financial sponsorship in the amount of \$1500 for the New Resident Bus Tour in September, and \$2500 for the National Indigenous Veterans Day activities. She further requested the purchase of a Committee banner for Whitby Diversity and Inclusion Advisory Committee booths in the amount of \$500.

Recommendation:

Moved by Eva Guta

That \$4500 be drawn from the Whitby Diversity and Inclusion Advisory Committee's annual budget to fund the following events and purchases:

1. New Resident Bus Tour, in the amount of \$1500;
2. National Indigenous Veterans Day activities, in the amount of \$2500; and,
3. Whitby Diversity and Inclusion Advisory Committee Booth Banner, in the amount of \$500.

Carried

6.2 National Indigenous Veterans Day

Lynn Collins advised that members of the National Indigenous Veterans Day Planning Subcommittee met with Elder Cowie regarding the National Indigenous Veterans Day celebration and activities. Ms. Collins stated that the next steps were to speak with and invite other Indigenous communities, dignitaries, and Indigenous Veterans to participate in the National Indigenous Veterans Day celebration and activities. She provided details of proposed programming in collaboration with the Whitby Public Library and requested feedback from the Committee.

It was the consensus of the Committee to hear Item 6.1, Committee Sponsorships of Events, at this time.

6.3 October 2, 2025 Joint Accessibility Advisory Committee and Diversity and Inclusion Advisory Committee Meeting

Erica Mittag advised that the next meeting of the Committee would be a Joint Accessibility Advisory Committee and Diversity and Inclusion Advisory Committee meeting on Thursday, October 2, 2025.

6.4 Whitby Public Library Update

There was no Whitby Public Library Update.

7. Council Update

Councillor Yamada provided an update regarding:

- communicating availability of cooling centres for vulnerable residents during heat events;
- the Home Sweet Home Festival;
- the Durham Region Transit initiative offering free transit for Veterans on Remembrance Day; and,
- the Hannover Messe 2025 Final Outcomes and Metrics Report.

8. Other Business

There was no other business.

9. Next Meeting

Thursday, November 6, 2025 - 7:00 p.m.

10. Adjournment

Recommendation:

Moved by Eva Guta

That the meeting adjourn.

Carried

The meeting adjourned at 8:55 p.m.