

# Equity and Inclusion Advisory Committee

## Minutes

**Wednesday, November 04, 2020**

**Online Participation at 6pm**

### **Attendance:**

Haley Bateman, Chair  
Marcel Grimard, Vice Chair  
Emily Kovacs  
Nesrine Kandil  
Trecia McLennon  
Fatima Sheikh, representative from Anti-Racism Advisory Committee

### **Absent:**

Esther Wainaina  
Jingjing Ke  
Lina Aristizabal  
Denise Zecchin

### **Staff Liaison:**

Melissa Wenzler

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#### **1. Call meeting to order (Chair H. Bateman)**

The Chair called the meeting to order at 6:03pm

#### **2. Recognition of Traditional Territories**

The Chair acknowledged that the land on which the Equity and Inclusion Advisory Committee meets today is the traditional territory of the Haudenosaunee and Anishinaabe peoples, many of whom continue to live and work here today. This territory is covered by the Upper Canada Treaties and is within the land protected by the Dish with One Spoon Wampum agreement. Today this gathering place is home to many First Nations, Metis, and Inuit Peoples. Acknowledging this is a reminder that our great standard of living is directly related to the resources and friendship of Indigenous people.

#### **3. Amendments to the Agenda**

- The Anti-Racism Advisory Committee is revising the Racist and Hate Incident Response Protocol. The Committee will wait for revisions to give feedback, and the item has been removed from the agenda.

- The Chair introduced Fatima Sheikh as the new representative from the Anti-Racism Advisory Committee

**4. Motion to approve the agenda**

That the agenda of the November 4th, 2020 meeting Equity and Inclusion Advisory Committee be approved.

Moved by T. McLennon, Seconded by M. Grimard

**Carried**

**5. Motion to adopt the minutes of the previous meeting**

That the minutes of the September 8th, 2020 meeting of the Equity and Inclusion Advisory Committee be approved.

Moved by T. McLennon, Seconded by E. Kovacs

**Carried**

**6. Declarations of Interest**

None

**7. Presentations (invited guests)**

None

**8. Business arising from the minutes**

None

**9. Business**

**a. 9.1 Diverse Supplier Policy from the Anti-Racism Advisory Committee for Feedback**

F. Sheikh introduced the policy and spoke about it briefly before inviting feedback from committee members.

Committee members were happy to see the policy and asked questions about how it would be implemented and enforced. F. Sheikh will take the feedback back to the Anti-Racism Advisory Committee.

**b. 9.2 Recovery Plan Feedback**

Committee members suggested various elements such as:

- Offering PPE at no cost to vulnerable populations
- Creating a list of locations where city services are offered
- Access to washrooms and hygiene supports

**c. 9.3 Request to Council through the Social Pillar Committee: (H.**

Bateman left the chair for discussion of the item and M. Grimard assumed

the chair. Following discussion of the item, H. Bateman assumed the chair.)

That Council request a report from staff on the current protections in place to deal with harassment directed at a member of Council and the resources it would require to provide further support to members of Council who are subject to harassment, intimidation and threats.

Moved by T. McLennon, Seconded by N. Kandil

**Carried**

**d. 9.4 Workplan Discussion**

Members gave brief updates about their work. H. Bateman and T. McLennon will assist E. Kovacs with the item Recognizing the Improvement of Equity and Inclusivity in the Community going forward.

**10. Date of next meeting**

Tuesday, January 12, 2021

**11. Motion to Adjourn**

Moved by T. McLennon

**Carried**

The meeting adjourned at 7:01pm