

Equity and Inclusion Advisory Committee

Minutes

Tuesday, January 12, 2021

Online Participation at 6pm

Attendance:

Haley Bateman, Chair

Marcel Grimard, Vice Chair

Emily Kovacs

Nesrine Kandil

Trecia McLennon

Esther Wainaina

Jingjing Ke

Denise Zecchin

Sean Vanderklis

Fatima Sheikh, representative from Anti-Racism Advisory Committee

Vacant, representative from LGBTQ2+ Advisory Committee

Absent:

Lina Aristizabal

Staff Liaison:

Melissa Wenzler, GR Advisor

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

The Chair, H. Bateman, called the meeting to order at 6:02pm. H. Bateman left the Chair for personal reasons and M. Grimard, the Vice Chair, assumed the Chair for the remainder of the meeting.

2. Recognition of Traditional Territories

The Chair acknowledged that the land on which the Equity and Inclusion 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

There were no amendments to the agenda.

4. Motion to approve the agenda

That the motion to approve the agenda of the January 12th, 2021 meeting of the Equity and Inclusion Advisory Committee be approved.

Moved by T. McLennon, Seconded by N. Kandil

Carried

5. Motion to adopt the minutes of the previous meeting

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

Moved by T. McLennon, Seconded J. Ke

Carried

6. Declarations of Interest

None.

7. Presentations (invited guests)

None.

8. Business arising from the minutes

None.

9. Business

a. 9.1 Introduction and Welcome of New Committee Member

The Vice Chair welcomed and introduced the new committee member, S. Vanderklis, and invited him to tell the committee about himself. The Vice Chair then asked the other members to introduce themselves as well.

b. 9.2 Anti-Racism Advisory Committee Motion on Hate Speech, for review and feedback

F. Sheikh informed the committee that the Anti-Racism Advisory Committee will be meeting with the Clerk to review. The feedback from the committee was positive. E. Kovacs would like to send ARAC two links from the City of Toronto for informational purposes:

City of Toronto's Social procurement Policy:

<https://www.toronto.ca/business-economy/doing-business-with-the-city/social-procurement-program/>

Anti-racism and Human Rights Policy- City Of Toronto:

<https://www.toronto.ca/city-government/accountability-operations-customer-service/city-administration/corporate-policies/people-equity-policies/human-rights-and-anti-harassment-discrimination-hrap/>

Motion to endorse the Anti-Racism Advisory Committee Motion on Hate Speech
Moved by T. McLennon, Seconded by E. Kovacs

Carried

Motion to send informational links to the Anti-Racism Advisory Committee

Moved by E. Kovacs, Seconded by S. Vanderklis

Carried

c. 9.3 City Recovery Plan Discussion

E. Kovacs had asked the Staff Liaison to distribute a document for review and discussion outlining recovery actions impacting members of equity-seeking groups. Committee members responded favourably to the document. E. Kovacs noted that some items in the document were not municipal responsibilities, but in those instances, the committee could advise Council to advocate to upper levels of government. Committee members asked to circulate the document to other equity-seeking committees: Anti-Racism Advisory Committee, LGBTQ2+ Advisory Committee, and the Accessibility Advisory Committee for input and review.

Motion that the document be circulated to the Anti-Racism Committee, LGBTQ2+ Advisory Committee, and the Accessibility Advisory Committee for input and review, and for Council to consider when items are not municipal responsibility to advocate to upper levels of government.

Moved by E. Kovacs, Seconded by T. McLennon

Carried

d. 9.4 Workplan Discussion

H. Bateman gave an update on workplan items:

- The Accommodation Policy has been completed, presented to Council and included in the budget for 2021.
- Harassment Motion - Investigating the Current Protections in Place
This motion was unanimously approved at Social Pillar Committee and will be brought to Council in January. Niagara This Week, asked for an

interview regarding this motion and H. Bateman met with journalist, Luke Edwards to discuss the spirit of the motion. He also met with Councillor Lori Littleton to learn her perspective on this motion.

<https://www.niagarathisweek.com/news-story/10289367--i-haven-t-seen-anything-to-combat-it-harassment-keeps-women-from-running/>

10. Date of next meeting

Tuesday, February 09, 2021, online participation at 7pm.

11. Motion to Adjourn

Moved by F. Sheikh, Seconded by T. McLennon

Carried

The meeting adjourned at 6:49pm.