

Equity and Inclusion Advisory Committee

Minutes

Tuesday, February 09, 2021

Electronic Meeting at 7pm

Attendance:

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

Absent:

Jingjing Ke
Lina Aristizabal
Esther Roselyn Wainaina

Staff Liaison:

Melissa Wenzler, Government Relations Advisor

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

The Chair, H. Bateman, called the meeting to order at 7:03pm.

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

None.

The

Equity and Inclusion Advisory Committee
is an Advisory Committee of City Council



4. Motion to approve the agenda

That the agenda of the February 9th, 2021 meeting Equity and Inclusion Advisory Committee be approved.

Moved by M. Grimard, Seconded by T. McLennon

Carried

5. Motion to adopt the minutes of the previous meeting

That the minutes of the January 12th, 2021 meeting of the Equity and Inclusion Advisory Committee be approved.

Moved by T McLennon, Seconded by D. Zecchin

Carried

6. Declarations of Interest

None.

7. Presentations (invited guests)

None.

8. Business arising from the minutes

H. Bateman left the Chair for personal reasons and M. Grimard, the Vice Chair, assumed the Chair for the remainder of the meeting.

E. Kovacs asked if motions from the previous meeting had been forwarded as requested, and if the Anti-Racism Advisory Committee had reviewed the items. The Staff Liaison confirmed that items were forwarded, and F. Sheikh (ARAC Representative) let the committee know the Anti-Racism Advisory Committee has not yet met for the month.

9. Business

a. 9.1 Workplan 2020: Annual Report & Outstanding Items

i. Equity and Inclusion Training: E. Wainaina, J. Ke, and N. Kandil

The committee asked that the Staff Liaison confirm the status of the Diversity, Inclusion and Gender Equity role.

Motion that the Equity and Inclusion Advisory Committee recommend that City Council, for the term 2018-2022, take mandatory equity and inclusion training and anti-racism training by the end of 2021, and that going forward, this training be part of new council term orientation.

Moved by S. Vanderklis, Seconded by T. McLennon

Carried

Motion to send the request for mandatory equity and inclusion training and anti-racism training for the members of Council to the Anti-Racism Committee and LGBTQ2+ Committee for feedback before going to council.

Moved by H. Bateman, Seconded by T. McLennon

Carried

ii. Friendly and Accessible Community Signage: M. Grimard and N. Kandil

M. Grimard informed the committee the City's communication strategy is still in draft form.

iii. Recognizing the Improvement of Equity and Inclusivity in the Community: E. Kovacs and D. Zecchin

E. Kovacs sent a draft document to committee members for review.

Motion for the draft document to be sent to other equity-seeking committees for input and review.

Moved by E. Kovacs, Seconded by D. Zecchin

Carried

Motion to work with staff as appropriate to identify where the awards should be seated with current awards programs, such as the Volunteer Awards.

Moved by E. Kovacs, Seconded by D. Zecchin

Carried

iv. Review Leadership Accord for Gender Diversity: H. Bateman

H. Bateman reviewed the accord for committee members.

Motion that the Equity and Inclusion Advisory Committee would like City Council to reaffirm its commitment to the necessary staffing and resources as it relates to training, capacity, policy building and implementation of diversity, equity and inclusion.

Moved by E. Kovacs, Seconded by T. McLennon

Carried

Motion that the Equity and Inclusion Advisory Committee requests an update/presentation on the status of the City's implementation of the Leadership Accord for Gender Diversity

Moved by H. Bateman, Seconded by T. McLennon

Carried

b. 9.2 Workplan 2021: Discussion

The Committee agreed that:

- Ongoing items will continue in the 2021 workplan
- The Committee will follow up on an equitable recovery plan for the City

10. Date of next meeting

Tuesday, March 09, 2021, electronic participation at 7pm.

11. Motion to Adjourn

Moved by S. Vanderklis

Carried

The meeting adjourned at 8:09pm