

Minutes

Wednesday, November 03, 2021

Electronic Meeting at 5:45 pm

Attendance:

Liam Coward
Marissa Daniels
Enzo De Divitiis
Rick Kennedy
Stephanie Vail

Absent:

David Hall
Committee Member, name removed

Staff Liaison:

Shannon McHugh – Manger, Diversity, Equity and Inclusion

1. Call meeting to order (Chair)

R. Kennedy called the meeting to order at 5:45 pm.

2. Recognition of Traditional Territories

S. Vail acknowledged that the land on which the LGBTQ2+ 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

R. Kennedy put forward two additions to the agenda:

- Update from S. McHugh regarding conversion therapy motion from last meeting
- Acknowledgment of Trans Day of Remembrance

4. Motion to approve the agenda

Moved by L. Coward

THAT the Agenda for the November 3, 2021 meeting of the LGBTQ2+ Advisory Committee be approved as amended.

Carried as Amended

5. Trans Day of Remembrance

R. Kennedy acknowledged that Trans Day of Remembrance is honoured annually in Ontario on November 20. The day was created to acknowledge the indifference, prejudice and hatred that has contributed to anti-trans violence. It is a day to publicly mourn and otherwise honour the lives of those who might otherwise be forgotten and gives trans people and their allies a chance to stand together in vigil.

6. Motion to adopt the minutes of the previous meeting

R. Kennedy noted that he was not officially Chair at September 1, 2021 meeting and reference to the Chair calling the meeting to order should be changed to Acting Chair. R. Kennedy noted that there are no October minutes because the meeting was cancelled due to lack of quorum.

Moved by E. De Divitiis

THAT the minutes from the September 1, 2021 meeting of the LGBTQ2+ Advisory Committee be adopted as amended.

Carried

7. Declarations of Interest

There were none.

8. Committee Updates – Vacancies and Attendance – R. Kennedy

R. Kennedy indicated there are three vacancies on the committee. Recruitment is underway and recommendations will be put forward at the Social Sustainability Committee Meeting on November 4, 2021 to then be approved by Council.

R. Kennedy noted ongoing issue with attendance. Quorum was not achieved in August or October (October was cancelled in advance). The committee discussed how to resolve this issue. Ideas discussed included revisiting meeting time to make sure it is still convenient for everyone, holding meetings even without quorum (without making decisions) to allow for attendance tracking, cancelling the meeting in advance if there is known not to be quorum and calling another meeting if warranted.

9. Update from Staff Liaison regarding Conversion Therapy

S. McHugh updated the Committee that its motion regarding conversion therapy was discussed at the October 18, 2021 meeting of Council. S. McHugh will be reporting back to Council with a memo regarding how the City could take steps to acknowledge the harmful effects of conversion therapy by banning the practice of it. The Committee was asked to send S. McHugh any research they might have completed to date.

10. Business arising from the minutes

a) Creating Safer Spaces – R. Kennedy

R. Kennedy presented literature from the Registered Nurses Association of Ontario regarding a definition of 'safer space'. The Committee agreed that this is a helpful definition, and that continuous reflection and involvement is needed when discussing creating 'safety'.

S. McHugh provided an update from staff regarding safer spaces at beaches. Beach Ambassadors do not receive specific training related to diversity, equity, and inclusion. The Beach Ambassador program was a new one for 2021 mostly in response to Covid-19 and was a pilot project. There is no confirmation to date that the City will be hiring beach ambassadors for summer 2022.

The Committee discussed adding 'creating safer spaces' to the workplan. It was suggested that this issue fits into current workplan item 'Gender and Sexual Diversity Training'.

b) Equitable Recovery Subcommittee – Update – L. Coward

L. Coward updated the Committee on the work of the Equitable Recovery Subcommittee. Committee feedback has been received and will be implemented into the next draft where appropriate. The draft will be finalized and presented to Social Pillar.

c) Social Category Update

Deferred to next meeting. Committee members will send their list of social organizations to Staff Liaison. Staff Liaison will send the Region's compiled list to Committee members.

d) Business Category Update

Deferred to next meeting.

e) Review and Update of Draft Workplan – R. Kennedy

The Committee discussed the need for reviewing division of work especially after vacancies are filled.

a. Environmental Scan

This will be reviewed but is currently a group effort.

b. Gender and Sexual Diversity Training

This will be reviewed but is currently led by L. Coward with M. Daniels assisting. To date, a list of organizations has been compiled who provide training and noted it is connected to work being completed by the Equity and Inclusion Advisory Committee.

c. Gender Inclusive Washrooms Project

This will be reviewed but is currently led by M. Daniels. To date, preliminary research has been compiled. S. McHugh indicated that the description of this item is not filed in on the draft workplan. Committee asked S. McHugh to inquire of staff of what if any steps City is taking on this issue.

d. Recognition of Days of Significance to Members of the LGBTQ2+ Communities

This will be reviewed but is currently led by R. Kennedy. The Committee reviewed draft list prepared by R. Kennedy. Additional days to be considered: March 31, Trans Day of Visibility; June 12, Pulse Remembrance Day; and December 1, World Aids Day. S. McHugh indicated that the description of this item is not filled in on the draft workplan.

e. Rainbow Crosswalk (as directed by Council).

This workplan item is complete.

11. Business

a. 11.1 Meeting Schedule – R. Kennedy

The Committee discussed whether to meet annually in August and December because of quorum concerns and when the Committee's term officially ends. S. McHugh will report back to Committee regarding term end date.

12. Date of next meeting

Wednesday, December 01, 2021 at 5:45pm. World Aids Day will be acknowledged at next meeting.

13. Motion to Adjourn

Prior to adjournment, S. Vail shared that a community event is being planned for Trans Day of Remembrance on November 20, 2021 and details will be posted on social media.

Moved by M. Daniels

THAT the November 3, 2021 meeting of the LGBTQ2+ Advisory Committee be adjourned.

Carried

The meeting was adjourned at 7:14 pm.