

# Equity and Inclusion Advisory Committee

## Minutes

**Tuesday, November 09, 2021**

**Electronic Meeting at 7:00 pm**

### **Attendance:**

Essra Abdelsamed  
Haley Bateman  
Liam Coward  
Nesrine Kandil  
Emily Kovacs  
Katherine Ramkhelawan  
Nina Jain-Sheehan  
Trecia McLennon  
Vicki-Lynn Smith

### **Absent:**

Marcel Grimard  
Jingjing Ke

### **Staff Liaison:**

Shannon McHugh, Manager of Diversity, Equity and Inclusion

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

H. Bateman called the meeting to order at 7:04pm.

H. Bateman made the following remarks before formally starting the meeting:

- A search is being conducted of the Mohawk Institute Residential School grounds
- Remembrance Day approach, should be framed with an equity lens and a useful essay has been prepared by the Kojo Institute
- The renovations are complete at the Niagara Folks Arts Multicultural Centre

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

H. Bateman 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**

H. Bateman requested that a discussion of the reimbursement policy be added to the agenda.

E. Kovacs requested that a discussion of the Canadian Centre for Policy Alternatives Alternative Budget be added to the agenda for information purposes.

**4. Motion to approve the agenda**

Moved by T. McLennon, Seconded by E. Kovacs

THAT the agenda for the November 9, 2021 meeting of the Equity and Inclusion Advisory Committee be approved as amended.

**Carried**

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

Moved by T. McLennon, Seconded by L. Coward

THAT the Minutes of the October 12, 2021 meeting of the Equity and Inclusion Advisory Committee meet adopted.

**Carried**

**6. Declarations of Interest**

There were none.

**7. Committee and Vacancy Updates (H. Bateman)**

H. Bateman updated the Committee that a name was put forward to fill the vacancy on the Committee at the November 4, 2021 meeting of the Social Sustainability Committee. This will go through Council and Clerks and hopefully a new member will join soon.

H Bateman received a resignation from M. Grimard before tonight's meeting.

H. Bateman wants to remain on the Committee but step down as Chair and asked members to consider putting their names forward at the January meeting. S. McHugh will send the Advisory Committee Handbook by email for reference regarding responsibilities of role of Chair.

## **8. Business arising from the minutes**

### **a) Private Watson Monument (H. Bateman)**

H. Bateman confirmed that she sent a letter to Mayor and Council as moved at last meeting and some positive feedback was received from some members of Council.

## **9. Business**

### **a. 9.1 Workplan Items**

#### **i. Equity and Inclusion Training (T. McLennon, N. Kandil, J. Ke)**

T. McLennon updated the Committee on this workplan item. The Committee discussed how to move forward with this item given that it was included in the workplan before the role of Manager of Diversity, Equity and Inclusion was put in place and there may be overlap.

Some considerations discussed included:

- There are potential links to workplan items of the LGBTQ2+ and Anti-Racism Advisory Committees
- Potential Trainer Options included Rainbow Health which offers Trans Awareness Training and the Kojo Institute
- Whether or not training considered should be for staff or council or both and the timing of potential training
- Conducting a review of the Code of Conduct for Councilors

#### **ii. Friendly and Accessible Signage (N. Kandil, M. Grimard, N. Jain-Sheehan, K. Ramkhelawan)**

N. Kandil is stepping down from this work plan item to focus on others. The information has been passed to N. Jain-Sheehan and K. Ramkhelawan for follow up.

#### **iii. Equitable Recovery Plan (H. Bateman, E. Kovacs, L. Coward)**

The Sub-Committee had its final meeting to review the input from the equity-seeking committees. A final draft of the recovery plan will

be completed and then presented to the Social Pillar and hopefully Council.

- iv. Support for Newcomers (N. Kandil, E. Kovacs, T. McLennon, E. Abdelsamed)

This working group continues to meet and discuss this workplan item. Further meeting is required to determine next steps to present a proposal to the Committee.

E. Kovacs brought forward the City of Toronto's 'Integrated Cities Charter' which includes advocacy for the support of newcomers. S. McHugh will circulate this document to be discussed at a future meeting.

H. Bateman requested that a discussion of the reimbursement policy be added to the agenda.

E. Kovacs requested that a discussion of the Canadian Centre for Policy Alternatives Alternative Budget be added to the agenda for information purposes.

#### **10. Reimbursement Policy (H. Bateman)**

H. Bateman reminded the group of the City's Reimbursement Policy and Expense Form (online) and encouraged members to make use of it if applicable. S. McHugh will circulate this policy.

#### **11. Canadian Centre for Policy Alternatives, Alternative Budget (E. Kovacs)**

The Canadian Centre for Policy Alternatives has created an Alternative Federal Budget using an equity lens that E. Kovacs presented for informational purposes. S. McHugh will circulate this document when received from E. Kovacs.

#### **12. Date of next meeting**

The Committee discussed whether to meet on December 14, 2021.

Moved by T. McLennon, Seconded by N. Jain-Sheehan

THAT the Equity and Inclusion Advisory Committee next meet on January 11, 2022 at 7:00pm.

**Carried**

**13. Motion to Adjourn**

Moved by T. McLennon, Seconded by VL. Smith

THAT the Equity and Inclusion Advisory Committee adjourn its November 9, 2021 meeting.

**Carried**

The meeting adjourned at 8:38pm.