



**Clarington Diversity Advisory Committee
Thursday, March 25, 2021, 7:00 PM – 9:00 PM
Via Microsoft Teams**

If this information is required in an alternate format, please contact the Accessibility Coordinator at 905-623-3379 ext 2131

Present: Councillor Ron Hooper
Sajida Kadri
Meera McDonald
Lyndsay Riddoch
Laila Shafi
Yasmin Shafi
Rachel Traore
Dione Valentine

Also Present: Erica Mittag – Community Development Coordinator

Regrets: Rajeshwari Saharan

The meeting called to order at 7:08 p.m.

1. Land Acknowledgement Statement

Meera McDonald read the Land Acknowledgement Statement.

2. Review and Approval of Agenda

Moved by Dione Valentine, seconded by Laila Shafi.

Carried

3. Review and Approval of Previous Meeting Minutes

Moved by Lyndsay Riddoch, seconded by Sajida Kadri.

That the minutes of the meeting of February 25, 2021 be approved.

Carried

4. Communications – received for information.

- **Durham Region Transit Commission** is evaluating their Social Equity Policy. They are requesting the input of the public on their draft social equity guidelines

and proposed changes to a few customer policies. Please visit their [website](#) to attend a virtual session or provide your input through their online platform.

- **Their Opportunity** has launched a program “[Hear My Voice](#)” for youth ages 14-19 years in collaboration with Maple Leaf Sports Entertainment Foundation to engage youth in conversation about diversity in our community and to participate in a yoga class. Program has begun, but registration is ongoing.

5. Council & Community Updates

Council Ron Hooper shared:

- There was a flag raising at the Municipal Administrative Centre on March 25, 2021 to mark the Greek bicentennial commemorating 200 years since its independence from the Ottoman Empire. Councillor Hooper attended representing the Diversity Advisory Committee.
- Vaccine Clinic Information – Eligible populations adults 75 and over or 75 this year can be made online at www.durhamvaccinebooking.ca or by calling 1-888-444-5113. Vaccine supply is limited, and appointment availability based on supply. Clarington is providing the vaccination clinic location at Garnet B. Rickard Recreation Complex, but vaccines are being managed by Durham Health.
- [Council Highlights](#) are published on our website on a regular basis to provide updates on recent Council activity.
- [Trees for Rural Roads](#) – Conservation areas provide trees to rural areas to increase our overall canopy. You can choose from variety of trees on rural properties. To learn more and apply by Wednesday, March 31 visit <https://www.clarington.net/en/live-here/Trees-for-Rural-Roads-Program.asp>.
- [Spring Break Camps](#) – info to sign up at www.clarington.net for April 12 -16, 2021. Camp times 8:30 a.m. to 4:30 p.m. 6 to 12 year old children. Covid precautions are in place.
- [Site for Bowmanville Hospital Helipad for Air Ambulance](#) was formerly located at back of Bowmanville Hospital and had some safety concerns. Advancements have been made to the helicopters being used now so looking at bringing them back. An interim pad is being considered just past community gardens on Haines Street. Service had been suspended and once there is a rebuild, they will be able to land on roof of new hospital.

Erica Mittag shared:

- Inclusion Support services for Spring Break Camp: Inclusion support for children who need additional support to be successful when attending camp. Needs can be supported and there is staff that can provide that guidance. Once you register

the child, Erica will coordinate info package as well as meet and greet to ensure successful experience at camp.

- Grandview Community Centre, through funding from the Ministry of Children, Community and Social Services, in partnership with Municipality of Clarington and City of Pickering, offered respite care for families of child/children for diagnoses of autism in 3-hour blocks for Saturdays in March. Families were eligible for one 3-hour block. Within the first seven hours of release, 61 families reached out. Supported locations in Newcastle, Courtice, Oshawa and Pickering. Look forward to offering similar programs and partnerships between Grandview and the Municipality of Clarington in the future.

6. Faith Days and Scheduling of Meetings

Members reviewed the chart of observances and recognition that was shared at the previous meeting. Members shared no further considerations so the chart will be shared with the Municipality's Clerks Division for reference and consideration of scheduling of meetings moving forward.

7. Update on Anti-Black Racism Subcommittee

Members discussed the possibility of a new Chair for the Anti-Black Racism Subcommittee. The Terms of Reference had been shared previously with Members. Dione Valentine was put forward as a Chair and is reviewing opportunity and will advise by March 31st, 2021.

There was a request to include section on Engage Clarington Diversity Page re: Anti-Black Racism Subcommittee Work

Moved by Rachel Traore; seconded by Meera McDonald

That staff be directed to investigate the opportunity to include reference to and highlights of the work of the Anti-Black Racism Subcommittee on the Diversity Advisory Committee page on the municipal website.

Carried

Members were encouraged to provide any questions for the panelists for the upcoming Virtual Event being held March 31, 2021. Topics include mental health, police services, support to Black community on career development and education.

Consider what type of information or resources would you like to gain or take away from the session when thinking about questions to submit.

Members shared some question ideas and will forward to Erica for inclusion. Email any questions to Erica Mittag by March 26.

Registration is still available through the Clarington Public Library website. The event will be recorded and will be hosted on Clarington Public Library YouTube channel to view later if unable to attend.

8. Symbols of Hate

The Working Group as voted on last meeting met to discuss scan of activities in other municipalities and discuss proposals for recommended action items in Clarington.

Working group has come up with the following list of recommended action items (attached) for consideration and approval.

Moved by Rachel Traore; seconded by Dione Valentine

That the recommendations presented by the working group related to symbols of hate be approved pending input from the Anti-Black Racism Subcommittee. If no significant changes are recommended, the recommendations will be shared with Council through a staff report, otherwise the recommendations will be brought back to the Diversity Advisory Committee for consideration.

Carried

9. Ideas for 2021 Workplan

Members reviewed the 2021 / 2022 Workplan. The review included updating the status of the items; the revised workplan will be shared with Members and at an upcoming meeting, members will provide recommendations to prioritize or defer items on the workplan.

10. Other Business - All

Rachel suggested a consistent content for communication on the purpose of the Diversity Advisory Committee. This information is currently found on the Clarington website, [Diversity Advisory Committee page](#). Erica to share minutes of both Diversity Advisory Committee and Anti-Black Racism Subcommittee with members of both groups.

[Community Diversity Survey](#) was discussed last November to re-launch the initiative. Due to lockdowns, this was delayed, however the survey is live once again. Erica will provide update at next meeting.

That the meeting be adjourned at 9:03 p.m.

Moved by Rachel Traore, seconded by Sajida Kadri.

Next meeting: Thursday, April 22, 7:00 PM

Virtually – via Microsoft Teams

Clarington Diversity Advisory Committee 2021 / 2022 Work Plan

	Action	Working Group	Budget	Timing	Status	Notes
1	Recommend policies and provide advice to the Municipality of Clarington on Diversity and Inclusion					
1.1	Provide a lens to Council activities on Diversity issues	Erica / Laila / Sajida / Councillor Hooper		Draft for March 2021	In progress	Draft lens developed for review. Next step to further expand and test.
1.2	Develop a training / awareness program for: <ul style="list-style-type: none"> • Council • Municipal staff • Community 	Erica / Meera	\$20,000	Fall 2020	In progress	Funding application currently on file through CSMARI Depending on timing of notice of approval, decisions will have to be made on how to move forward with existing funds
1.3	Collaborate with other levels of government and local agencies (ongoing)	Lyndsay / Dione / Erica			Not started	Looking forward to opportunities to partner with new Diversity Equity and Inclusion division at the Region of Durham. Anticipating support for region-wide initiatives for greater cohesion and collaboration. (identify the levels of government, identify strategies for engagement, community partners – who do we engage with / who could we engage with, identify goals for engagement)
2	Raise awareness by celebrating our community's differences and strengths					
2.1	Recognize local and national celebrations and incidents through development of a communication plan for Mayor / Council	Meera/Rachel Lauren /Anti-Black Racism Subcommittee		Spring 2021	In progress	Underway with support from Anti-Black Racism Subcommittee and Clarington Communications (with involvement from Accessibility Coordinator)

2.2	Raise awareness of the Diversity Advisory Committee in the community through a social media campaign				In progress	Combined with above initiative
2.3	Committee participation with interactive activities at local events	In partnership with Accessibility Advisory Committee		2021?	Deferred	Currently on hold due to COVID-19; investigate other ways and prepare for future (to be discussed at a later time)
2.4	Providing presentations to schools / groups on Diversity information (i.e. community demographic info, video) (age appropriate, with supporting training materials)				Deferred	On hold pending discussions with the school boards to see what resources they have access to and what the gaps are
3	Create a safe, welcoming and inclusive Clarington					
3.1	Survey our community to determine programs needed and identify gaps and how best to serve them	Erica / Rachel / Councillor Hooper		November 2019 Spring / Summer 2021	In progress	Initial Survey complete Relaunch when community opens up again
3.2	Seek to find out why people love living in Clarington and feel included / connected				In progress	Included in above
3.3	Collaborate with local agencies (i.e. Clarington	Raj		Spring 2021	In progress	Work in Progress Consider new resident welcome initiative

	Tourism, Clarington Board of Trade) to share information about the Committee with new Clarington residents					Consider information hub for new residents (Clarington Tourism / Clarington Communications) Collaboration with Tourism Advisory Committee working group
4	Symbols of Hate					
	(Refer to the recommendations from working group)				Not started	

That Clarington Council, in recognition of the power that symbols can have on the psychology and well-being of community members, request that the Association of Municipalities of Ontario (AMO) petition the Provincial government on behalf of Ontario municipalities to enact legislation that would enable municipalities to make enforceable decisions regarding symbols deemed unacceptable by the local community. Such consideration to also include a review of statutes where hate speech and symbols may be identified as illegal;

That the Municipality of Clarington, as a member of the Federation of Canadian Municipalities (FCM), support the Town of Collingwood's motion for FCM to advocate to the Federal Government in the development of legislation that would clarify and strengthen the definition of hate speech and symbols, including explicit recognition of the psychological harm that can be caused by hateful symbols, and work with all levels of government in addressing the root causes of hate speech;

And that this motion be forwarded to AMO and FCM as well as our local area Members of Parliament and Members of Provincial Parliament for their information.

That the Diversity Advisory Committee, in partnership with staff, be directed to prepare an anti-racism policy that would apply to all staff, Members of Council, and all visitors to Municipal-owned facilities and spaces. The Anti-Racism Policy would make clear the Municipality's expectation of tolerance for those working at and using Municipal-owned facilities and spaces. This Policy can be displayed at all facilities so that users are aware of the expectations under the Policy and the consequences for not adhering to it.

That once these action items are approved for direction, the Mayor and Members of Council of the Municipality of Clarington, in partnership with Clarington's Diversity Advisory Committee, release an Official Statement to share some context about this issue and demonstrate how we are working together to promote a community where every individual regardless of race, ethnic origin, gender identity or sexual orientation is welcome and racism, discrimination, intolerance and the promotion of hatred through symbols or statements have no place in our community.

Other action items the Committee will pursue:

- Engage with the Region of Durham to discuss ways to consistently address issues surrounding racism and discrimination, including symbols of hate, across all municipalities in the region;
- Engage with Durham Regional Police Services to better understand hate symbols and hate activity and how they are addressed in our community; and
- Engage with local school boards to see if there are programs in place within the schools that could be adapted for community education on matters surrounding bullying and hate activity.