



## Staff Report

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<b>Report To:</b>	<b>General Government Committee</b>	
<b>Date of Meeting:</b>	June 21, 2021	<b>Report Number:</b> CSD-005-21
<b>Submitted By:</b>	George Acorn, Director of Community Services	
<b>Reviewed By:</b>	Andrew C. Allison, CAO	<b>By-law Number:</b>
<b>File Number:</b>		<b>Resolution#:</b>
<b>Report Subject:</b>	2021 Update on Diversity Initiatives and Clarington's Diversity Advisory Committee	

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### Recommendation:

1. That Report CSD-005-21 be received for information.

## Report Overview

This report provides an overview of the work of Clarington's Diversity Advisory Committee (CDAC), as well as initiatives that staff are undertaking to support Diversity and Inclusion in the workplace. The CDAC was formed in 2018 and strives towards a safe, welcoming, and inclusive Clarington by raising awareness and celebrating our community's differences and strengths. The Committee has completed its second full year of operation.

As shown in this report much work has been done and the valuable contribution of the members of the CDAC has been pivotal in this effort. We are also planning on a very busy next 12 months as we move forward on a number of important initiatives.

## 1. Background

- 1.1 The Clarington Diversity Advisory Committee (CDAC) is a resident committee that acts as an advisory body for Council. Its mandate is to provide advice, comments and recommendations on issues affecting diversity in our community, to foster awareness, reduce barriers, promote inclusion, and engage our residents.
- 1.2 The CDAC meets on a monthly basis and while in-person meetings were restricted this past year due to COVID-19, the Committee was able to conduct virtual meetings using the Microsoft Teams platform and will continue to do so until it is safe to return to in person meetings.
- 1.3 The Committee is structured with staggered terms to ensure continuity of their work. Four of the initial members served two-year terms that expired December 31, 2020. These members are thanked for their valuable contributions over the past two years. Members each bring their own lived experiences and community connections. They share their perspectives on issues and opportunities helping to promote diversity in Clarington.

## 2. Diversity Initiatives Update

- 2.1 The CDAC has developed a workplan that outlined their goals and strategies for their success over the past year. Many of their accomplishments are included in this report. In addition to those shared in the report, the Committee provided input on the following:
  - Reviewed a calendar of observances and faith days and provided comment to the Municipality's Clerks Division for reference and consideration when scheduling meetings moving forward

- Recommended that reference to and highlights of the work of the Diversity Advisory Committee and Anti-Black Racism Subcommittee be included on the Committee page on the municipal website
- Recommended a social media plan be developed to recognize special days of observance and recognition of the diversity in our community
- Supported the St. Paul's Circle of Indigenous Friends and Advocates event – Indigenous Event 2020 Pathways to Awareness, Understanding and Right Relations by registering two Committee members for the event
- Recognized Orange Shirt Day on September 30, 2020 and encouraged this as an annual observance
- Provided input, through the consultant, to the municipal Ward Boundary Review
- Through the Communications Division, provided input to the development of the Engage Clarington – Diversity and Inclusion webpage

### **Anti-Black Racism**

- 2.2 On May 25, 2020, George Floyd, a Black man, was killed by a then police officer during an arrest in Minneapolis, Minnesota. Following his death, many protests against police brutality, specifically toward Black people, spread across the United States and around the world.
- 2.3 Shortly after this tragic event, Clarington Council, together with the CDAC, released a statement to the community condemning the senseless death of George Floyd. As part of the commitment to break down walls and eliminate racism in the workplace and in our community and ways to address this important work, the CDAC voted to form a Clarington Anti-Black Racism Subcommittee (CABRSC) in June 2020.
- 2.4 The Subcommittee, a liaison between the community and the CDAC, was formed and held their first meeting in August 2020. Its focus is on developing strategies to address anti-Black racism and other forms of discrimination in our community. This will be accomplished through education and awareness by recommending policies, initiatives, and guidance on the development of a training program.
- 2.5 The CABRSC includes two members of the Diversity Advisory Committee (one of whom acts as Subcommittee Chair), Council Liaison Councillor Ron Hooper, a representative from Clarington Public Library, Clarington residents and is supported by the Staff Liaison.

- 2.6 To support this work, the Subcommittee has / is:
- Developed a social media engagement plan with a focus on allyship and anti-racism that is being implemented through Clarington's Communications Team
  - Providing expertise and input towards the development of an anti-racism strategy
  - Providing guidance towards an anti-racism/anti-discrimination training program
- 2.7 In August 2020, Members of the CDAC attended a meeting with a representative of the Durham Black Accountability Coalition to understand their proposed ways to address systemic anti-Black racism within Clarington and the Region as a whole.
- 2.8 In March 2021, the CDAC, through their Subcommittee and in partnership with the Clarington Public Library, hosted a virtual panel discussion "Clarington Comes Together: Join the Conversation to Support our Black Community" with panelists discussing strategies to support Black residents in areas of education and career development, mental health and policing. 61 people registered for the event; at its peak, there were 36 attendees online.

### **Symbols of Hate**

- 2.9 Throughout this past year, staff, Council and the Diversity Advisory Committee have been working on ways to address symbols of hate in our community.
- 2.10 After much research and consideration, Resolution #GG-334-21 was approved. Through this resolution, advocacy to higher levels of government will be pursued to review current statutes and legislation and address the root causes of hate activity.
- 2.11 In addition to the advocacy component, the above Resolution provided direction to develop an anti-racism policy that would clarify the Municipality's expectation of tolerance for those working at and using Municipal-owned facilities and spaces, and is being developed in partnership with staff, the Diversity Advisory Committee, and the Anti-Black Racism Subcommittee.

### **Future Direction**

- 2.12 The Diversity Advisory Committee has developed a workplan to guide their work through 2022. In addition to the work outlined above that is yet to be finalized, the following key deliverables are included in the workplan:

- Develop a training / awareness strategy for Council, staff and the community. In September 2020, the CDAC received funding in the amount of \$20,000 from the Municipality towards this work. Additional funds have been applied for through the Government of Canada's Community Support, Multiculturalism and Anti-Racism Initiatives Program to create tools and training sessions that promote and engage in discussions on multiculturalism, diversity, racism, and discrimination in our community. A decision on this application is anticipated by the end of June 2021 (pending delay of the award due to the pandemic).
- Test and implement Diversity Lens tool (currently in draft format) which will allow staff and Council to see things from a new or different perspective and create awareness of diversity in the development of policies and programs.
- Collaborate with other levels of government and local organizations, to identify strategies and goals for engagement. Initial conversations have been made towards this effort with the Region of Durham and Durham Regional Police Services and will continue throughout the year.

### **3. Staff Initiatives to Support Diversity and Inclusion**

#### **Diversity and Inclusion Staff Team**

- 3.1 In July 2020, an internal Diversity and Inclusion Staff Team was formed to extend the reach of diversity and inclusion across the corporation. The team represents a cross-section of municipal business units that play a variety of roles.
- 3.2 This team acts as diversity and inclusion champions for their department by actively planning, promoting, and implementing workplace initiatives and activities to encourage employee involvement and learning.
- 3.3 To promote diversity and inclusion, the staff team contributes related material to a monthly employee e-newsletter, creates learning materials and resources in recognition of significant observances including Orange Shirt Day, Black History Month, National AccessAbility Week, including Red Shirt Day, and Pride Month.
- 3.4 The Diversity and Inclusion Staff Team prepared a multi-language resource for staff to support communication with customers in languages other than English. This also included COVID specific multi-language resources. An on-demand translation service, which includes American Sign Language, is currently being sourced for implementation in 2021.

- 3.5 Staff have participated in discussions and focus groups with the Women’s Multicultural Resource and Counselling Centre of Durham to support their project: “Challenge Racism – What to do Steps” which will address barriers to employment for minorities in Durham Region, with a goal to increase resources, campaigns and services to address these barriers at a local and regional level.

**Canadian Centre for Diversity and Inclusion**

- 3.6 This past year, the Municipality of Clarington completed their first year as an Employer Partner with the Canadian Centre for Diversity and Inclusion (CCDI). This membership demonstrates our commitment to promoting diversity and inclusion and has provided our staff team and Council with access to a variety of resources and opportunities to support their learning, understanding and growth.
- 3.7 Throughout the balance of 2020 and into 2021, we have seen an increase in the usage and access to the resources available through CCDI:

Resource	2020 (April to December)	2021 (January to April)
Knowledge Repository Users	16	17
Number of Downloads	37	54
Number of Clicks	308	335
Webinar Registrations	110	64
Conference Registrations	1	6
Community of Practice Registrations	3	Not Available

### **Indigenous Cultural Awareness**

- 3.8 Through Resolution #GG-468-19, Council approved the use of a Land Acknowledgement Statement at public regular and special Council and Standing Committee meetings, at civic celebrations and other official events hosted by the Municipality. As part of this resolution, staff were directed to develop a training plan, in collaboration with the Diversity Advisory Committee and representatives of our local Indigenous community, to provide Indigenous cultural awareness for Council and staff.
- 3.9 To this end, training sessions were designed, in collaboration with the CDAC, to provide participants with some background and a greater understanding of Indigenous Peoples, the United Nations Declaration of the Rights of Indigenous Peoples, colonization, treaties, territorial acknowledgement, Michi Saagiig Culture and the importance of taking actions towards Reconciliation.
- 3.10 These sessions were provided by the Enwayaang Institute for Professional Learning, Chanie Wenjack School of Indigenous Studies at Trent University and included many guest presenters from the local Indigenous community. A four-part series was offered to 60 staff and Members of Council throughout February and March of 2021. Future sessions are planned for Fall 2021 so that more will have the opportunity to participate and learn.
- 3.11 Through the Indigenous cultural awareness training sessions, participants learned about the significance of offering tobacco, a custom that is shared by many Indigenous peoples. Tobacco is offered for many reasons and is appropriate when asking for assistance from an Indigenous elder, knowledge keeper or person of the Indigenous community. For consideration of staff or Members of Council who may be making a request of our Indigenous community, materials, and instructions to guide one in the making of a “tobacco tie” are now available. The Community Development Coordinator is also available as a resource for staff.

### **Leading Equitable and Accessible Delivery**

- 3.12 Accessibility and Inclusion have long been “check box” exercises for many organizations. When that is the case, there is a risk of inconsistency in application, and these important factors are not embedded in long-term strategies.
- 3.13 The Municipality of Clarington is collaborating with the Abilities Centre to go through the Leading Equitable and Accessible Delivery (LEAD) process. LEAD is a methodology and mindset used to help governments and organizations embed inclusion and accessibility in all aspects of their operations to ensure that accessibility and inclusion do not become a “check box.”

- 3.14 Clarington is the first municipality to partner with the Abilities Centre to embrace the LEAD initiative. This initiative will help Clarington prioritize and include accessibility and inclusion in all facets of strategic planning, day-to-day operations, and organizational culture. Through our involvement in the LEAD process, the Municipality of Clarington is showing we are committed to ensuring that people of all ages and abilities enjoy the same opportunities as they live, work, play, visit and invest in our community.
- 3.15 In April 2021, a working group comprised of various levels of staff and representatives from the CDAC and Accessibility Advisory Committee including their Council Liaisons was formed to be involved in the process. The Abilities Centre staff guided the working group through a facilitation exercise that identified our focus areas and will inform some recommendations and action items that will be reviewed by the working group later in June 2021. It is anticipated that these recommendations and action items will be presented to Council this fall.

### **Inclusion Support**

- 3.16 Over the past few years, the Community Services Department has offered support to participants in our camp programs who require assistance to be successful at camp. Inclusion staff are involved in the program planning, preparation, and implementation of daily camp activities, while working one on one with camps to achieve our inclusion goals, making all children successful.
- 3.17 Our inclusion staff and overall camp team have been supported by external agencies such as Abilities Centre Durham Behaviour Management Services and Grandview Children's Centre for additional guidance and training on topics of inclusion to increase their level of comfort and knowledge.
- 3.18 In February 2021, Grandview Children's Centre approached the Municipality of Clarington and City of Pickering to propose a partnership by way of offering a free respite program through the month of March for families who have a child(ren) with a diagnosis of Autism Spectrum Disorder and their siblings from the same household. Grandview Children's Centre had received unexpected funding from the Ministry of Children, Community and Social Services but due to the pandemic did not have the human resources to implement a program which prompted the partnership opportunity.
- 3.19 Free respite programs were offered in municipal recreation facilities in Clarington and Pickering as well as the Grandview Children's Centre facility in Oshawa. These programs were supported by Clarington staff and with this support, respite was provided for 70 children and youth throughout the month of March.
- 3.20 This partnership has opened the conversation to possible future joint and crossover programming to provide more families and children in need in our community opportunities to participate.



### **Future Direction**

- 3.21 The Diversity and Inclusion Staff Team has developed a workplan to outline their goals for the coming year. They are planning to share a brief survey with staff in all Departments to collect feedback to better understand any existing gaps and opportunities, as well as strengths and resources, to inform and support their workplan.
- 3.22 The team is currently investigating the use of gender pronouns in the workplace as well as an inclusive language resource.

### **4. Concurrence**

Not Applicable.

### **5. Conclusion**

It is respectfully recommended that the report on the update of the activities of the Diversity Advisory Committee and staff be received for information.

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Attachments:

Not Applicable

Interested Parties:

There are no interested parties to be notified of Council's decision.