



**Clarington Diversity Advisory Committee  
Thursday, October 28, 2021, 7:00 PM – 9:00 PM  
Via Microsoft Teams**

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**Present:** Councillor Ron Hooper  
Sajida Kadri  
Meera McDonald  
Lyndsay Riddoch  
Rajeshwari Saharan  
Yasmin Shafi  
Dione Valentine

**Also Present:** Erica Mittag – Community Development Coordinator  
Guest: Angela Todd Anderson – Anti-Black Racism Subcommittee

**Regrets:** Laila Shafi  
Rachel Traore

The meeting called to order at 7:03 p.m.

**1. Land Acknowledgement Statement**

Meera McDonald read the Land Acknowledgement Statement.

**2. Declarations of Interest**

- No declarations

**3. Review and Approval of Agenda**

Moved by Lyndsay Riddoch, seconded by Yasmin Shafi.

That the agenda of the October 28, 2021 meeting be approved.

**Carried**

**4. Review and approval of previous meeting minutes**

Moved by Councillor Hooper, seconded by Lyndsay Riddoch.

That the minutes of the September 23, 2021 meeting be approved.

**Carried**

## **5. Council Updates**

- Councillor Hooper updates Council passed a 03.95% guideline for budget 2022, outside agencies have capped as well. Final budget early February 2022.
- Clarington has launched a new customer service feature to remove language barriers to make the municipal government more inclusive, translation services video on demand app and call, conferencing feature, provides translation in over 240 languages.
- Capacity and registration fitness training centres are returning to regular limits as of October 29, 2021.
- Electronic self screening introduced at the door in person with QR code
- Mobile COVID Vaccine Clinic at Townline Mall, 1414 Highway 2, Courtice, first and second doses of Pfizer 10:00 a.m. to 4:00 p.m.
- Region of Durham has developed new Equity, Diversity and Inclusion strategy, Anti-Racism platform, safety and well-being plan including Indigenous.
- Update from Hydro, as of November 1, tiered pricing will remain unchanged
- Bowmanville BIA Little West Indies Market in Downtown Bowmanville welcome and opening and set up in downtown core over the past weekend.

## **6. Community Updates**

- Diversity Advisory's support of Pronoun initiative has gained full support of senior leadership team last week, rollout will include training and support. Consider fireside chat with Brad Sensabaugh as a guest with staff.
- Council approved Truth and Reconciliation Commission's Calls to Action for Reconciliation, consult on recommendation with Diversity Advisory and Indigenous groups for how to make meaningful changes and considerations. Looking at Sports Hall of Fame to introduce enhancements, consultation piece will be huge for input and what support would be required.
- 60 Municipal staff attended Indigenous training in Spring and another 60 are participating in the fall session.
- Clarington partnered with the Women's Multicultural Resource and Counselling Centre of Durham who consulted with many employers across Durham Region to look at barriers to employment for racialized groups.

## **7. Moment of Reflection**

- The Diversity Advisory Committee has been asked to provide input and ideas on how we can further the meaning around reconciliation and importance in the Land Acknowledgement statement.
- Consider some ideas and suggestions and gain further information to bring forward at the November meeting for discussion.

## **8. Coalition of Inclusive Municipalities**

- Network of various municipalities who collaborate on anti-racism, inclusion, diversity, equity in labour market, equal opportunity in housing, giving citizens

- a voice, challenging discrimination, promoting respect knowledge, individual and group discrimination
- Councillor Anderson and Councillor Hooper brought forward a motion at Council to direct staff to investigate an application to the Coalition.
  - Seems to be a good fit with the work of the Diversity Committee, and Anti-Black Racism Subcommittee. Would fit well with the anti-racism policy and strategy that are being developed.
  - City of Oshawa has participated in the past and Town of Whitby joined as of May 2021.
  - Part of the application process involves the Municipality pledging to 10 Common Commitments, develop a Diversity & Inclusion plan and report to Coalition and hold 2 meetings/year in addition to sharing/networking opportunities.

Moved by Yasmin Shafi, seconded by Dione Valentine

That Clarington's Diversity Advisory Committee supports that staff investigate the cost and commitments associated with becoming a member with the Coalition of Inclusive Municipalities.

**Carried**

#### **9. Feedback on the Anti-Racism Strategy**

- Strategy was shared with the Diversity Advisory Committee for review and input, to put forward a motion to bring it forward to review by staff
- Share feedback with Meera and Erica. Members will revisit at the November meeting

#### **10. Update on Anti-Racism Policy**

- Clarington staff are currently reviewing the draft anti-racism policy. This policy will address interactions within municipal buildings and will apply to staff, residents, guests, facility renters, spectators; anyone who enters municipal buildings. This would be supported by a public education campaign.
- Existing municipal Harassment policy has been revised (in draft) to include language about racism.
- Existing Patron Code of Conduct will be updated to include language about racism.
- These will come back to the Committee for final input. It will then go to Senior Leadership for review and then to Council for approval.

#### **11. Strategic Partnerships**

- Suggestion for topic/guest speaker
- Committee information handout – reviewed by Municipality Communications
- Erica will send out handout and accompanying language for introductory emails to Members.

## 12. Other Business

- Sponsorship Municipality Symposium – taking place on December 10<sup>th</sup>, focus is combatting hate, oppression across municipalities to collaborate and expect up to 500 people to be in attendance virtually. Audience would include leadership, elected officials and staff for the Municipality, keynote speaker Dr. Barbara Perry leading renowned speaker on hate.
- Previous meeting Committee had requested additional information on the event details and audience, provided some additional background.
- Request for cost of \$500-\$1000 to support 2 speakers, looking to engage through Language Line to request a sign language interpreter.

Moved by Dione Valentine, seconded by Yasmin Shafi

Clarington's Diversity Advisory Committee supports the Municipal Anti-Hate Symposium being held December 10, 2021 and will contribute as a sponsor to a maximum of \$1,000.

**Carried**

Moved by Meera McDonald, seconded by Lyndsay Riddoch

That the meeting be adjourned at 8:42 p.m.

**Next meeting: Thursday, November 25, 2021, 7:00 p.m.**

**Virtually – via Microsoft Teams**