



Clarington Diversity Advisory Committee
Thursday, December 16, 2021, 7:00 p.m. to 9:00 p.m.
Via Microsoft Teams

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Present: Meera McDonald
Lyndsay Riddoch
Rajeshwari Saharan (7:20 p.m.)
Councillor Ron Hooper

Also Present: Erica Mittag – Community Development Coordinator
Allison Hector-Alexander – Region of Durham (until 7:25 p.m.)

Regrets: Dione Valentine
Laila Shafi
Rachel Traore
Sajida Kadri
Yasmin Shafi

NO QUORUM – the meeting proceeded with non-business items only

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

1. Land Acknowledgement Statement

Meera McDonald read the Land Acknowledgement Statement.

2. Update on Region of Durham Anti-Racism Task Force

- Allison provided an update on the new Region of Durham Anti-Racism Task Force
- Developed Terms of Reference with centring voices of lived experiences, involvement with Anti-racism initiatives
- 70 applications were received through portal for membership on Task Force
- Metrics were developed and recruitment included a call out to local Mayors for potential candidates, Diversity and Inclusion (D&I) team looked at candidates and eligibility of candidates, looked for lived experiences, previous Board experience, then eligible applicants were forwarded to a three-member committee of Region employees (outside of D&I division). The applicants were narrowed down, and a shortlist were invited to an interview. The interview looked at commitment to Anti-Racism, demonstrated commitment and further knowledge and learning.

- An external vendor completed background checks on all of the candidates, composition of 10 residents, representing various professional groups and associations. The process took much longer than anticipated.
- Held inaugural meeting and are currently identifying priorities and themes to inform the workplan for the Task Force beginning in January 2022.
- Candidates from Clarington's Anti-Black Racism Sub-Committee indicated they did not receive a response from their application. Allison confirmed they maintained communication and final communication was issued in September 2021 to advise candidates who had not selected to advance in the process. D&I team has done a search to ensure all candidates have been responded to but have not identified any gaps through the portal.
- There is not representation across all communities within Durham Region. Many issues this Task Force will be looking at are consistent across municipalities.
- Municipalities can put forward agenda items through diversity@durham.ca, through Councillor Anderson (Council Liaison back-up appointee), or through Erica to Durham Region Diversity Equity and Inclusion Networking group.
- Meetings are open to the public. Members are encouraged to attend to listen to the discussion to gain a better understanding of the work of the Task Force.
- Inaugural members are currently following Term of Council which ends in late 2021. Possibility of recruiting new members this time next year.
- Opportunity to invite Allison back to provide input on 2022 Workplan, and how priorities can be incorporated into the Region of Durham D&I.

3. Community Updates

Updates from Erica Mittag:

- Municipal Anti-Hate Symposium Update: Municipality of Clarington contributed American Sign Language interpreters, 230 attendees at the peak, line up included passionate speakers. Overall, the event was very successful, good conversation and learning. Looking forward to next steps which will involve developing action items in collaboration with the Crown.
- Councillor Hooper forwarded information from Kawartha Conservation Authority which includes some ideas in support of the Land Acknowledgement.
- Local Durham Region Speaker, Aubrey Noronha, of www.hellohope.ca, will be providing two presentations to staff on anti-racism. Session 1 in April / May and a follow-up Session 2 in the Fall. Partnering with other municipalities to extend the reach and opportunity to more staff.

The meeting was adjourned at 7:36 p.m.

Next meeting: Thursday, January 27, 7:00 p.m.

NOTE – Elections to be held at January meeting
Virtually – via Microsoft Teams