



THE CORPORATION OF THE TOWN OF GEORGINA

EQUITY & DIVERSITY ADVISORY COMMITTEE

MINUTES

Wednesday, February 10, 2015

4:30 PM

Committee Room, second floor

1. CALL TO ORDER

The meeting was called to order at 4:34 PM.

2. ROLL CALL

The following Committee members were present:

Karen McGill

Heather Kemp

Jeanne Faria

Alicia Lauzon Diversity, Equity and Inclusion Specialist, YRP

The following staff members were in attendance:

Sarah Brislin, Committee Services Coordinator

Phil Rose-Donahoe, Manager of Cultural Services

The following Committee members were absent:

Regional Councillor Danny Wheeler

Courtney Baumhard

The following member of the community was present:

Samantha Lindsay, Human Resources and Volunteer Program Coordinator for Sandgate Women's Shelter of York Region Inc.

3. INTRODUCTION OF ADDENDUM ITEMS

Chair, Karen McGill requested the addition of a discussion of bursaries under Item 10, Other Business.

4. APPROVAL OF AGENDA

Moved by Jeanne Faria, Seconded by Alicia Lauzon

RESOLUTION NO. GEDAC-2016-0010

That the February 10, 2016, Georgina Equity and Diversity Advisory Committee meeting agenda be approved as presented.

Carried.

5. DECLARATIONS OF PECUNIARY INTEREST AND GENERAL NATURE THEREOF – *None*.
6. ADOPTION OF MINUTES

(1) Tuesday, January 12, 2016.

Moved by Alicia Lauzon, Seconded by Jeanne Faria

RESOLUTION NO. GEDAC-2016-0011

That the minutes of the Georgina Equity and Diversity Advisory Committee for January 12, 2016, meeting be adopted.

Carried.

7. DELEGATIONS/SPEAKERS

(1) Request from Sandgate Women's Shelter of York Region.

Samantha Lindsay, Human Resources and Volunteer Program Coordinator for Sandgate, has emailed regarding their position on the previous GEDAC Committee. Committee Services Coordinator, Sarah Brislin advised that the Committee's Terms of Reference had been changed to reduce the number of members. Sandgate is still very interested in participating and would like the Committee to request Council reinstate a designated member of their organization.

The Committee discussed with Samantha Lindsay the involvement of Sandgate as a member of the former Georgina Equity and Diversity Committee.

Moved by Jeanne Faria, Seconded by Alicia Lauzon

RESOLUTION NO. GEDAC-2016-0012

That Georgina Equity and Diversity Advisory Committee endorse Sandgate's interest in participating in the Committee and request that Council amends the current Terms of Reference and reinstate the appointment of a designated member from Sandgate to the Committee.

Carried.

8. PRESENTATIONS - *None*.

9. CONSIDERATION OF REPORTS ON THE AGENDA

- (1) Multi-Cultural Reference Group. Phil Rose-Donahoe, Manager of Cultural Services, to provide a verbal update if available.

Phil Rose-Donahoe, Manager of Cultural Services, advised that the minutes have not yet been circulated.

- (2) York Region Refugee Sponsorship Info Fair, February 2, 2015.

Committee member, Heather Kemp advised that she attended both the Keswick and Sutton Refugee welcome group & meetings hosted by the Georgina Public Library; and the Sponsorship Information Fair hosted by York Region.

Heather reported back to the Committee, regarding the Keswick and Sutton Refugee welcome group & meetings, the following:

- The meetings were educational regarding the sponsorship program and commitments required, what constitutes adequate housing, and what the boundaries are.
- The meeting provided the opportunity for groups to see what resources and community groups are available in the area.
- The meeting provided the opportunity for groups to see what skills and fundraising opportunities were available in the area.
- That there was the potential for a charitable license and fundraising opportunities to support refugees.

The following was reported to the Committee, regarding the Sponsorship Information Fair hosted by York Region:

- Phil Rose-Donahoe, Manager of Cultural Services, had provided material to be handed out.
- Since the meeting, there have been follow-up inquiries from other people who attended the fair.
 - There was particular interest in the ROC and the team building opportunities for refugees and sponsorship families.
 - There was a gentleman hoping to start a College in Georgina; Heather provided him with Economic Development Manager, Karyn Stone's contact information.

- The York Region Local Immigration Partnership is overseeing the process
 - There is one family from Syria in Georgina.
- It was a valuable experience but also a missed opportunity to display all that Georgina has to offer.
 - Other groups had great displays and presentations demonstrating all that that they offered.

In addition to the verbal report, Heather circulated a map and list of attendees (attached).

The Committee thanked Heather for attending both functions and for her report.

Phil Rose-Donahoe, Manager of Cultural Services, suggested he could bring an example of a display to a subsequent meeting and that the GEDAC could work on a display that could be used to better position the Committee for future functions of a similar nature.

Karen McGill advised in previous years there were functions which had a team approach with the Committee and Town Staff attending together. The Committee members could respond to inquiries about the GEDAC, and the Town Staff could respond to inquiries about the Town.

Phil Rose-Donahoe advised that he would look into the inquiries on the ROC and potential collaborative efforts with Economic Development and Parks and Recreation.

Moved by Alicia Lauzon, Seconded by Jeanne Faria

RESOLUTION NO. GEDAC-2016-0013

That Georgina Equity and Diversity Advisory Committee receive item 9(2) the verbal report from Heather Kemp, member, regarding the Keswick and Sutton Refugee welcome group & meetings and the Sponsorship Information Fair hosted by York Region

Carried.

10. COMMUNICATIONS

- (1) Investing in Ontario's Community Agencies
- (2) Ontario Formally Recognizing Black History Month.

- (3) Ontario Helping Northern Rural and Remote Communities Address Violence Against Women

Pages 13-4

- (4) Ontario Increasing Wages For Early Childhood Educators

Pages 15-16

- (5) Ontario Investing \$53.5 Million in Non-Profit Organizations

Pages 17-19

- (6) Province Completes Design of the Ontario Retirement Pension Plan

Pages 20-21

- (7) Three Young Leaders Receive Lincoln M. Alexander Award

Moved by Jeanne Faria, Seconded by Alicia Lauzon

RESOLUTION NO. GEDAC-2016-0014

That Georgina Equity and Diversity Advisory Committee receive communication items 10(1) to (7).

Carried.

11. OTHER BUSINESS

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- (1) The Music in the Streets Festival June 25, 2016. Email from staff member Cathy Tustin, Human Resources Generalist, with a list of potential businesses to approach.

Committee members discussed emailing suggestions to the Committee Service Coordinator for the next meeting.

The Committee discussed the following considerations for the upcoming event

- The importance of keeping the community identity for events celebrating diversity/multi-culturalism, and representing the members who live in the community.
- Continuing to contact the high school dance instructors
- Contacting the Chippewas, and providing a stipend for performing.
- Using advertising money for banners and posters
- The benefits of inviting experienced performers
- The benefits of inviting new performers.
- Investigating the cost of food.
- Karen McGill, Chair, to supply the tents for the event
- Splitting the groups up throughout the day
- Being inclusive of migrant workers

- Having the LGBTQ display
- Representing the predominant ethnic groups in the community

Moved by Jeanne Faria, Seconded by Alicia Lauzon

RESOLUTION NO. GEDAC-2016-0015

That Georgina Equity and Diversity Advisory Committee members email their suggestions to Karen McGill, Chair, to be discussed at the next Committee meeting.

Carried.

- (2) Phil Rose-Donahoe to present refreshed Diversity PDF (GEDAC Flyer) if available.

The Committee members were given the updated flyer (attached). Members were asked to review the flyer and submit their comments to Phil Rose-Donahoe.

- (3) Welcome Campaign quote - pull up banner, posters other formats. Phil Rose-Donahoe to provide a verbal update if available

Phil Rose-Donahoe, Manager of Cultural Services, advised that he had not yet received the quotes for the banners.

Committee Services Coordinator advised that Economic Development relayed the message that they would be purchasing new banners and wanted to know if GEDAC wanted to replace their old banners. Economic Development suggested the Committee choose primary colors if they do purchase new banners because the other colors fade quicker. They expect longer use out of flags that are primary colors.

The Committee asked Sarah Brislin, Committee Services Coordinator, to investigate how much the previous banners cost.

- (4) Personality Test. Committee members were polled to determine the best date. 6 of the 9 invited participants responded. Based on responses the following dates are deemed to be the best options:

- April 6, 2016
- May 10, 2016
- September 13, 2016
- October 11, 2016

Members were given options of 4:30, 5:00, or 7:00 p.m. Respondents indicated 4:30 p.m. would be the best time for the test to begin.

Moved by Jeanne Faria, Seconded by Alicia Lauzon

RESOLUTION NO. GEDAC-2016-0016

That Karen McGill, Chair, book the Personality Dimensions Test for the Georgina Equity and Diversity Advisory Committee for April 6, 2016.

Carried

(5) Karen McGill, Chair, proposed that the Committee consider a new initiative that would grant a Bursary to a graduating high school student. She suggested that the Bursary would not be based on grades like scholarships and other bursaries and that instead, there would be a contest for a reflection paper on personal experience with adversity.

The Committee discussed the idea and considered the following

- Stipulations that would need to be met before the money was released
- The goal would be reaching young people and raising awareness
- The suggested amount was \$500.00 to come potentially from the advertising budget.
- The Committee could advertise on Social Media, the Town Website, and in high schools
- The Committee could see if Rogers or the local papers would cover it.

The Committee suggested Committee members independently research similar bursaries and grants and bring back information for further discussion at a subsequent meeting.

11. CLOSED SESSION - *None*.

12. MOTION TO ADJOURN

Next meeting Tuesday, March 1, 2016

Moved by Jeanne Faria, Seconded by Alicia Lauzon

RESOLUTION NO. GEDAC-2016-0017

That the Georgina Equity and Diversity Advisory Committee February 10, 2016, meeting be adjourned at 5:34 PM.

Carried.

Karen McGill
Chair

C. Sarah A. Brislin
Committee Services Coordinator