

**THE CORPORATION OF THE TOWN OF GEORGINA****EQUITY & DIVERSITY ADVISORY COMMITTEE****MINUTES**

Tuesday, April 6, 2016
4:30 p.m.
Council Chambers

1. CALL TO ORDER

The meeting was called to order at 4:36 PM.

2. ROLL CALL

The following Committee members were present:

Karen McGill

Heather Kemp

Courtney Baumhard

Regional Councillor Danny Wheeler

Alicia Lauzon Diversity, Equity and Inclusion Specialist, YRP

The following staff members were in attendance:

Sarah Brislin, Committee Services Coordinator

Cathy Tustin, Human Resources Generalist

The following Committee member was absent with regrets:

Jeanne Faria

3. INTRODUCTION OF ADDENDUM ITEMS**4. APPROVAL OF AGENDA**

Moved by Regional Councillor Danny Wheeler Seconded by Alicia Lauzon

RESOLUTION NO. GEDAC-2016-0018

That the April 6, 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) Meeting minutes from February 10, 2016.

Moved by Alicia Lauzon Seconded by Regional Councillor Danny Wheeler

RESOLUTION NO. GEDAC-2016-0019

That the minutes of the Georgina Equity and Diversity Advisory Committee for February 10, 2016, be adopted as presented.

Carried.

Note: There are no minutes for March as the March 2016 meeting was cancelled.

7. DELEGATIONS/SPEAKERS – *None*.
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. – *None*.
10. COMMUNICATIONS
 - (1) Ontario Acting to End Violence Against Indigenous Women
 - (2) Ontario Apologizes for 1912 Law on French in School
 - (3) Ontario Establishing an Anti-Racism Directorate
 - (4) Ontario Helping Refugees Resettle Integrate and Contribute
 - (5) Ontario Implementing New Indigenous Training and Education Requirements
 - (6) Governments of Canada and Ontario Announce an Agreement Towards Improving Pensions for Canadians
 - (7) Improving Access to Services for Young Children and Their Families
 - (8) Applications for Parents Reaching Out Grants Now Open
 - (9) Ontario Investing \$1.6 Billion in Sports Centre for At-Risk Youth
 - (10) Ontario Investing \$92 Million to Create Jobs and Retrofit Social Housing
 - (11) Province Seeking Public Feedback on its Strategy for a Safer Ontario
 - (12) Six Nations Polytechnic Aboriginal Institute to Offer Standalone Degree Program
 - (13) Bringing the Magic of Indian Film to Ontario
 - (14) Toronto Star Articles on York Region District School Board

a. (<http://www.thestar.com/yourtoronto/education/2016/02/22/york-region-school-board-directors-10-year-contract-raises-questions.html>)

b. (<http://www.thestar.com/yourtoronto/education/2016/02/23/racial-incidents-ignored-by-york-board-families-say.html>)

Moved by Alicia Lauzon Seconded by Regional Councillor Danny Wheeler

RESOLUTION NO. GEDAC-2016-0020

That Georgina Equity and Diversity Advisory Committee receive communication items 10(1) to (14), as listed below:

- (1) Ontario Acting to End Violence Against Indigenous Women
- (2) Ontario Apologizes for 1912 Law on French in School
- (3) Ontario Establishing an Anti-Racism Directorate
- (4) Ontario Helping Refugees Resettle Integrate and Contribute
- (5) Ontario Implementing New Indigenous Training and Education Requirements
- (6) Governments of Canada and Ontario Announce an Agreement Towards Improving Pensions for Canadians
- (7) Improving Access to Services for Young Children and Their Families
- (8) Applications for Parents Reaching Out Grants Now Open
- (9) Ontario Investing \$1.6 Million in Sports Centre for At-Risk Youth
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b. (<http://www.thestar.com/yourtoronto/education/2016/02/23/racial-incidents-ignored-by-york-board-families-say.html>)

Carried.

11. OTHER BUSINESS

- (1) 'Music in the Streets' festival June 25, 2016.

Committee members discussed plans for the festival:

- Committee members suggested different groups that might be offered a spot on the either one of the Committee's stages.
 - Cathy Tustin offered to contact the Latin dancers
 - Heather Kemp offered to reach out to high schools

- Karen McGill suggested the Chinese dragon
- Cathy Tustin offered to contact Irish dancers in Newmarket
- Karen McGill offered to look into Mexican folk dancers
- The Committee discussed breaking up the day for the dancers, with 2 stages and 12 routines per stage (over a 4 hour period) dancers would be asked to perform twice.
- Dancers would be required to bring their own music, costumes, props, and equipment.
- Karen McGill offered to draft a letter for Committee member Alicia Lauzon (representative of the York Region Police, Diversity Equity and Inclusion Bureau), who advised she would require a letter requesting approval to attend the event.
- Karen McGill advised the Committee that the Chippewa 'Big Drum' was available for a fee of \$500.00 and that the Chippewa dancers were \$125.00 each.

The Committee reviewed their budget and considered other upcoming expenses such as the cost of flyers, the potential banner, and the upcoming personality test.

Moved by Regional Councillor Danny Wheeler Seconded by Alicia Lauzon

RESOLUTION NO. GEDAC-2016-0021

That Georgina Equity and Diversity Advisory Committee request the Georgina Town Council approve the Committees participation in the Music in the Streets Festival, hosted by Connors Music on June 25, 2016.

Carried.

Moved by Regional Councillor Danny Wheeler Seconded by Alicia Lauzon

RESOLUTION NO. GEDAC-2016-0022

That Georgina Equity and Diversity Advisory Committee approve 4 Chippewa Dancers at a cost of 125.00 per dancer and the Chippewa Big Drum at a cost of \$500.00 to participate in the Music in the Streets Festival on June 25, 2016.

Carried.

- (2) Refreshed Diversity PDF (GEDAC flyer) members are to continue to email Phil Rose-Donahoe, Manager of Cultural Services, their suggestions for the flyer.

Moved by Alicia Lauzon Seconded by Regional Councillor Danny Wheeler

RESOLUTION NO. GEDAC-2016-0023

That the Georgina Equity and Diversity Advisory Committee approve the amended diversity PDF (GEDAC flyer) and request Council's endorsement.

Carried.

- (3) Town of Georgina Draft Diversity and Inclusivity Policy for the Committee review comments and Council recommendation.

The Committee reviewed the Policy and suggested the following changes:

- Under the heading *What diversity and inclusion means for the Town of Georgina*, the first bullet state;
 - Embracing workforce diversity – age, gender – gender identity, race, national or ethnic origin, language, religion, political beliefs, sexual orientation, physical and mental abilities.
 - Under the heading *Why diversity and inclusion are important:*
 - Where the paragraph refers to the vision of GEDAC. Refer to the purpose which is defined in the Committee's terms of Reference
 - Under the heading *How we support diversity and inclusion at the Town of Georgina;*
 - The first paragraph reflects the membership construction of the previous Georgina Equity and Diversity Advisory Committee and should be amended to reflect the current membership construction as per the most up to date terms of reference.
 - The fourth paragraph the last sentence be amended to state "We do not discriminate unfairly on grounds of age, gender – gender identity, race, national or ethnic origin, language, religion, political beliefs, sexual orientation, physical and mental ability.
- (4) Team building and other collaboration opportunities, a continued discussion from February 10, 2016, meeting.

Item to be discussed at subsequent meeting with Phil Rose-Donahoe, Manager of Cultural Services

- (5) Update regarding the endorsement of the request from Sandgate Women's Shelter of York Region. The Selection Committee has endorsed this request. The request is expected to go to Council April 6, 2016.

Sarah Brislin, Committee Services Coordinator, advised the request from Sandgate Women's Shelter of York Region to be appointed to GEDAC was approved by Council.

(6) Personality Test

Karen McGill, Chair advised that the Personality Test is booked for May 10, 2016, and that six (6) additional people have requested to participate which include: Councillor Frank Sebo, Chair Paul Nicholls of the Georgina Library Board, and four people from GTTI.

Sarah Brislin advised that a confirmation invitation would be sent out to participants closer to the date of the test.

(7) Welcome Campaign quote - pull up the banner, posters other formats.

The Committee requested this be discussed with Phil Rose-Donahoe, Manager at the next meeting with respect to the Music in the Streets Festival.

12. CLOSED SESSION – *None*

13. MOTION TO ADJOURN

Next meeting Tuesday, May 10, 2016

Moved by Regional Councillor Danny Wheeler Seconded by Alicia Lauzon

RESOLUTION NO. GEDAC-2016-0024

That the Georgina Equity and Diversity Advisory Committee April 6, 2016, meeting be adjourned at 5:50 PM.

Carried.

Karen McGill
Chair

C. Sarah A. Brislin
Committee Services Coordinator