

Minutes

Inclusion and Diversity Advisory Council Meeting

Date/Time/Location: October 6, 2020 – 4:00 – 5:00 PM
Executive Boardroom, via Bluejeans

Invitees: Claudine Cousins, Angelia Brooks, Danisha Allen, Kelly Fitzgerald, Desiree Mckenzie, Natasha Brown, Julie Robins

Regrets: Chao To, Travis Yon

Item		Discussion topic	Action/ Timeline/ Lead
1		<p>Introductions – each member introduced themselves to other members.</p> <p>Danisha Allen – Financial Advisor, living in Barrie for 11 years.</p> <p>Desiree Mckenzie – Accommodations Program, happy to join council.</p> <p>Angelia Brooks – Indigenous Co-ordinator supporting Early/ON. Metis background that she is still discovering.</p> <p>Kelly Fitzgerald – Employed at Living Waters Resorts – vacation place that turned into home. Daughter Emily is supported by Agency.</p> <p>Natasha Brown – SIL Program for 16 years. Guyanese/American/Canadian background and excited to be on Council.</p> <p>Julie Robins – Welcomes opportunity to be Administration support.</p>	Claudine
		<p>Statement from Claudine – Thanks to all members for helping us become a better organization and to help discover the message we want to put out to the world. Employees are number one priority and they must be in tip top condition to assist us deliver excellent service. Council is by consensus for decisions – how Boards are approached, the overall governance of agency. Council will be a true voice of the Agency.</p>	
2		<ul style="list-style-type: none"> Claudine challenged all council members to approach someone to join the council for our next meeting. Recommendations cannot be supervisor/manager/director. New member can be staff, external, families. They will be able to speak their mind and not feel any retribution or influence by supervisors/managers/directors. We want people to be able to discuss their feelings about Empower Simcoe. Council is by invitation only – names brought forward. Membership continuity with 2 year term which will help build council to maintain members. Meeting times are flexible and up to the group to direct movement. “Share the Chair”. 	Increase council membership
3		<ul style="list-style-type: none"> Diversity handout – It is important for us to understand wording and have a common language to help reach our goals. 	Members

		<ul style="list-style-type: none"> Food for Thought - Do members think we should add "EQUITY" to title of council? Equity, Diversity & Inclusion Advisory Council? Please email Julie with Yes or NO asap. 	Email Julie
4		<ul style="list-style-type: none"> Purpose - For our recommendations we must apply to two Boards, Foundation and Agency. Rationale – everyone being able to thrive in their environment. Actions – want to suggest active recommendations for recruitment, panels – every time we interview panel should represent who we are as an agency. Let us be a resource to the agency – council can be included as a component of training and be a representative to Board. Council could be resource for other community groups (Barrie Police, town halls) speaking on diversity – allow us to bring community members to our meetings – invite speakers from various community partners. Share our "Vision Mission Values" when we work with others 	Members
5		<ul style="list-style-type: none"> Draft Terms of Reference – Claudine suggested any feedback/changes for Terms of Reference email to Julie – would like to have approved Terms of Reference for next 2 Board meetings. Revisit Terms of Reference at end of year as it evolves with what is happening in Agency. 	Members Email Julie ASAP
6		<p>5 Minutes per member to discuss topics – will be on Agenda next meeting.</p> <p><i>Desiree McKenzie</i> – Expressed concern over face to face meeting in Boardroom – was assured it has capacity for 8 and we have room maximums per Health & Safety guidelines.</p> <p>Unsure who to recommend for council – perhaps co-worker. Wants to use this council as a learning situation and will advise Julie via email of any suggestions.</p> <p><i>Natasha Brown</i> – Super excited to be on Council – she feels a transition is starting to happen right now – asked Claudine how council came about and Claudine advised item was on Strategic Plan – being a black woman is important as it brings a certain lens to the role of CEO. Third party employees have received derogatory comments, Julie had example of discrimination, we need to know the behavior of others and it shows we have work to do.</p> <p><i>Angelia Brooks</i> – Many years was unaware of indigenous background – knowledge is power and it allows people to know where we came from and how to move forward. Angelia would like to start with children – expose them in a proper way.</p> <p><i>Kelly Fitzgerald</i> – Excited to be doing something positive. Grandmother was Oka from Quebec and there is not much known about that side of the family. Very excited to be a part of council.</p> <p><i>Danisha Allen</i> – Spoke about racial experiences and would like to share and educate so that Barrie can move forward.</p>	Members
7		<p>Where should we begin?</p> <ul style="list-style-type: none"> Do we do a survey? Survey will give us data as a benchmark to drive the Work Plan. Work Plan helps keep us on track, guide us, help us get work done and assists when dealing with Boards. Policies in effect? Processes, practices, leadership, create policy that speaks to diversity? How do we impact? Training – create policies in all departments 	Members

		<ul style="list-style-type: none"> • Education – how do we educate Agency? Through training, recommendation certificate – occurs on a cycle like mandatory trainings, become part of employees file. • Angelia commented that she uses oral storytelling – if you hear stories over and over again then seeds can be germinated. • Desiree suggested involving family members in training – she has experienced doors to the group home being opened by her and families react negatively through body language. • Families want their loved ones to thrive in an inclusive environment. 	Members
8		<p>Next meeting: Will meet more often right now until more members. (next couple of weeks)</p> <ul style="list-style-type: none"> • Draft Work Plan • Finalize Terms of Reference • Determine what survey should look like? Survey Monkey • 1.5 hours for next meeting in November – survey for date to follow • 	Members
		<p>Follow up: Email “Equity” response to Julie</p> <p>Closing Remarks – Claudine - Value of time – most important thing people can give. This council could be a legacy through the tone/environment/framework of culture and what we believe should be there.</p>	Claudine