

Equity, Diversity & Inclusion Advisory Council Minutes

Date/Time/Location: April 13, 2021 4:00 – 5:00 PM

To join the Meeting as Participant : Via ZOOM

<https://zoom.us/j/95035879249?pwd=MC9vTjZEUKdvK2VtTjQ3NEF6RWZDZz09>

Meeting ID: 950 3587 9249

Passcode: 990463

One tap mobile

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Invitees: Claudine Cousins, Angelia Brooks, Natasha Brown, Ben Childs, Lorraine Durnford-Hill, Dillon Pilger, Edith Reyes, Julie McAlpine, Julie Robins

Regrets: Desiree McKenzie, Danisha Allen

<u>Item</u>		<u>Discussion topic</u>	<u>Action/ Timeline/ Lead</u>
1		Acceptance of Agenda April 13, 2021	Angelia/Natasha
2		Review minutes from March 9, 2021 meeting	Lorraine/Dillon
3		Introduction of new member Ben Childs – Infant & Child Development Worker	
4		<ul style="list-style-type: none"> Claudine reminded council that it is an action-oriented council and its' purpose is to make recommendations to Board of Directors and the Senior Team of Empower Simcoe 	Claudine
5		<ul style="list-style-type: none"> Edith commented on results of survey which need to drive Empower Simcoe – Council ensures organization is accountable Staff can train staff to incorporate culture 	Edith
6		<ul style="list-style-type: none"> Work Plan was covered point by point – will be presented to Board of Directors at upcoming meeting: April 27, 2021 Definition: can be used as a starting point and measurement for achievement Board of Directors – needs to be more diverse, it is gender balanced, one person supported is a member, Board needs to be aware of the diversity and cultural training Gender pronouns: the use must be understood as to the why and educate and implement across agency Policies: EDIAC lens put over all Empower Simcoe policies Develop: a policy/definition for equity, culture and diversity and review annually Training: include staff, people supported, families and Board Hiring of staff: staff to complement cultural diversity of the needs of the organization 	

