

## Equity, Diversity & Inclusion Advisory Council Minutes

**Date/Time/Location:** March 14, 2023 - 4:00 – 5:00 PM in person or virtual  
39 Fraser Court, Boardroom

**Present:** Desiree McKenzie, Angelia Brooks, Edith Reyes, Lorraine Durnford-Hill, Danisha Allen, Claudine Cousins, Julie McAlpine

**Regrets:** Natasha Brown, Dillon Pilger

**Guest:** Jenna Wickens, Mature Minds Coordinator, Catholic Family Services of Simcoe County

<u>Item</u>		<u>Discussion topic</u>	<u>Action/ Timeline/ Lead</u>
		<b>Land Acknowledgement Statement</b> Desiree read the Land Acknowledgement Statement.	
1		<b>Presentation: Ageism</b> Jenna Wickens from Catholic Family Services was welcomed and gave a very interesting presentation on Ageism and its impact. Jenna will send out the videos and links referenced in her presentation and suggested readings included: Breaking the Age Code This Chair Rocks: A Manifestation Against Ageism	Jenna Wickens, Catholic Family Life
<b>Consent Agenda</b>			
2		<b>Acceptance of Consent Agenda – March 14, 2023</b> <ul style="list-style-type: none"> <li>Agenda Moved by Edith, seconded by Lorraine</li> <li>Minutes of November 7, 2022 Moved by Angelia, seconded by Danisha</li> </ul>	
<b>Business Arising</b>			
3		<b>Chair Position</b> The term for chairing the committee is one year. Desiree has now completed her term as chair and we are looking for interest for the coming year.	Advise Claudine or Julie if interested.
4		<b>Recruitment of New Members</b> The committee previously discussed adding some front-line staff to the committee. We will also look for representation from the Believe in Yourself Committee/people we support, families. Also looking at external members.	Communicate out to staff, people we support, for interest in joining the committee.
<b>New Business</b>			
		<b>Land Acknowledgement Statement (LAS)</b> Angelia has been doing some work on our current LAS and we will bring this back to the next meeting for discussion.	Bring forward.

		<p>The following agenda items were briefly touched upon by Claudine and will be brought back to the next meeting for more discussion.</p> <ul style="list-style-type: none"> <li>• Ontario Human Rights Commission – New 3 Year Strategic Plan</li> <li>• Empower Simcoe Fund Additions - Islamic Investment Principles Fund</li> <li>• How to be a DEI Changemaker as a Direct Service Professional Training (Natasha)</li> </ul>	Bring Forward
		<p><b>Agency DEI Activities</b>  Claudine talked briefly about some of the agency activities we have been involved with recently, including Black History Month, discussion at the Quality Improvement Steering Committee and Snippet Trainings.</p>	
<b>Workplan</b>			
7		<p><b>2022-23 Workplan</b></p> <ul style="list-style-type: none"> <li>• <u>Belonging and Inclusion Survey</u>  Claudine discussed the two surveys which were important steps in grounding the initial work of the Council and setting benchmarks. A working group (Angela, Edith, Danisha) will meet to look at the current Belonging survey and will make recommendations for any updates, changes, etc. Next steps will include sending out the survey to staff and reviewing and comparing the results.</li> <li>• <u>Organizational Self Assessment</u>  The organizational self assessment survey will go to the Executive Team so we can compare the results from the initial survey also.</li> </ul>	<p>Julie to set up a meeting for the working group in April to finalize survey.</p> <p>Take survey to Executive Team meeting.</p>
<b>Next Meeting</b>			
		<p><b>Next Meetings:</b> May 9, 2023, 4:00-5:00pm  September 12, 2023, 4:00-5:00pm  November 14, 2023, 4:00-5:00pm</p>	