

Equity, Diversity & Inclusion Advisory Council Meeting Minutes

Date/Time/Location: March 8, 2022 – 4:00pm
Executive Boardroom, via ZOOM

Attendees: Desiree McKenzie (Chair), Edith Reyes (co-Chair), Angelia Brooks, Lorraine Durnford-Hill, Danisha Allen, , Claudine Cousins, Julie McAlpine

Regrets: Dillon Pilger, Natasha Brown

<u>Item</u>	<u>Discussion topic</u>	<u>Action/ Timeline/ Lead</u>
Consent Agenda		
1.	Desiree read the Land Acknowledgement Statement.	
2.	Acceptance of Consent Agenda: <ul style="list-style-type: none"> Agenda – March 8, 2022 Minutes – November 9, 2021 	Moved: Edith Second: Angelina Moved: Danisha Second: Lorraine
Business Arising		
3.	Safer Spaces Training <ul style="list-style-type: none"> The Safer Spaces Training discussed at the November meeting was to start in January but ended up on hold due to the Omicron virus. Communication is forthcoming that training will commence the beginning of April starting with the Senior Leadership Team, both Boards, and EDIAC, and some staff, to will help gauge the amount of time the training takes. 	
4.	Member Recruitment <ul style="list-style-type: none"> Discussed member recruitment at the November meeting. Lorraine did not get anyone interested from Toastmaster. Desiree and Danisha expressed interest in more information about Toastmasters. Discussed who/where we could recruit e.g.. a person we support or family member (Angelia will think about through children's services), community organizations supporting diverse groups (anti-racism group from school board, Making Change, Latin group). Danisha may have a contact who came from Nigeria. Members were asked to think about who else we can approach. 	Julie to followup with Natasha. Lorraine to info on Toastmasters. Julie and Claudine to source out culturally diverse groups/orgs.

New Business			
5.		Community Presentations <ul style="list-style-type: none"> The work EDIAC is doing is helping to support other organizations who are starting out or want to be more intentional. Claudine has joined Community Living Toronto's EDI Community of Practice having conversations with other developmental services agencies to hold the sector accountable. Claudine was also chosen to join the Rotary's EDI committee. Edith shared a story of her application to join Rotary as a newcomer. Claudine spoke at Actions Not Words-A Call for Community Action press conference in relation to the attack on Shak Edwards. Claudine also presented on our EDIAC process and tools to the Health & Social Services Round Table and Fund Developer Network. Edith suggested sharing resources and networking with the Simcoe County Local Immigration Partnership. We are connected to them through the CYFS Coalition and the #ItStarts Campaign. EDIAC will be included in focus groups as we go through the new strategic planning process. 	We are sharing posts from #ItStarts through our social media.
6.		Equity, Diversity, Inclusion Education/Development-Senior Leadership Team (SLT) <ul style="list-style-type: none"> As a precursor to the Safer Spaces training, we have started to develop mini-trainings. We will be starting with micro-aggressions in March with the SLT who can then share it with their teams. The Board is also being trained in March. 	
Workplan Updates			
8.		<ul style="list-style-type: none"> Claudine provided an update on the status of the workplan. A survey was sent to both Boards around diversity. Claudine shared the results of where we are lacking i.e. LGBTQ2, visible minorities (94% white). Being more purposeful in posting for jobs, not just on Indeed. Working on volunteer recruitment, including diverse members. Have created a list of commemorative dates and are recognizing those that are brought forward. Uncompleted work will be brought back to the next meeting as we look at developing a workplan for 2022. Training for the people we support around diversity was discussed. The Believe in Yourself Committee will get training and people supported in group homes where appropriate, can do the training during team meetings. Integrating diverse staff for a more inclusive environment was discussed. 	Add 2022 Workplan to next agenda. Bring forward for discussion with SLT.
Next Meeting			
		<ul style="list-style-type: none"> May 10, 2022, 4:00 – 5:00pm 	Julie will advise if meeting in-person.