

# Minutes

## Equity, Diversity & Inclusion Advisory Council Meeting

**Date/Time/Location:** March 9, 2021 – 4PM  
Executive Boardroom, via Bluejeans

**Attendees:** Claudine Cousins, Angelia Brooks, Danisha Allen, Dillon Pilger, Lorraine Durnford-Hill, Desiree McKenzie, Julie McAlpine, Julie Robins

**Regrets:** Natasha Brown, Edith Reyes

<u>Item</u>		<u>Discussion topic</u>	<u>Action/ Timeline/ Lead</u>
1		Acceptance of Agenda – March 9, 2021	Approved
2		Minutes – no errors/omissions	Approved
3		EDIAC News Release – February 1, 2021	All members
4		<ul style="list-style-type: none"> <li>• Belonging &amp; Inclusion Survey Results – presented via Power Point by Julie McAlpine</li> <li>• Attention should be on the “disagree” and “strongly disagree” responses</li> <li>• Synopsis of responses will be sent to members to provide feedback</li> <li>• Pleased to see staff responded to survey – provides a baseline for where Council can start and can build a Work Plan</li> <li>• Survey should occur annually</li> </ul>	Claudine
5		<ul style="list-style-type: none"> <li>• #ITSTARTS Campaign – video created to share with Simcoe County what Empower Simcoe is doing. Council is active and working.</li> <li>• Video link will be on Empower Simcoe website</li> <li>• Council is here to <b>do</b> and <b>contribute</b> and to learn from each other and help Empower Simcoe and our community move forward</li> </ul>	Jamie Hall
6		<ul style="list-style-type: none"> <li>• EDIAC Council Page on Empower Simcoe website – will contain Terms of Reference, media advisory</li> <li>• Attempt to be a resource for our community – whatever we develop we can share and support other organizations</li> <li>• Bring forward any resources for website that Council can collectively share on website</li> </ul>	Claudine
7		<ul style="list-style-type: none"> <li>• Work Plan- how do we assess our structures, policies and procedures?</li> <li>• Assessment Tool done by CEO and Executive Team, Directors to provide an organizational perspective. Combined with the Belonging &amp; Inclusion survey will help form the basis of Work Plan</li> <li>• One or two council members will present Work Plan to Board of Directors</li> </ul>	Council
8		Organizational Survey – points to cover include : training, gender pronouns,	

		smudging, land acknowledgement, policies and practices, multicultural sharing, unseen disabilities, mental health, paid employment for people supported, communication, hearing from people and their lived experience so people can learn and have a better understanding	
9		Summary: <ul style="list-style-type: none"> <li>• Follow up on suggestions from survey and assessment tool</li> <li>• Results will be added to draft of Work Plan for next meeting</li> <li>• We are starting to do the work and using timelines and timeframes</li> </ul>	
		<i>Next Meeting Tuesday, April 13, 2021 - 4:00 - 5:00 pm</i>	