

Minutes

Equity, Diversity & Inclusion Advisory Council Meeting

Date/Time/Location: May 11, 2021 – 4PM
Executive Boardroom, via ZOOM

Attendees: Danisha Allen, Angelia Brooks, Natasha Brown, Ben Childs, Claudine Cousins, Lorraine Durnford-Hill, Desiree McKenzie, Dillon Pilger, Edith Reyes, Julie McAlpine, Julie Robins

Regrets:

<u>Item</u>	<u>Discussion topic</u>	<u>Action/ Timeline/ Lead</u>
1	Acceptance of Agenda – April 13, 2021	Angelia Natasha
2	Minutes – no errors/omissions	Natasha Dillon
3	Update from Executive Team Meeting <ul style="list-style-type: none"> • Work Plan was presented and reviewed by Team – received favourably • HR timeline, to create strategy in regards to recruitment, adjusted to March 2022 – this will be supported by Council provided strategy is developed and implemented by deadline • As HR is evaluating and updating policies, the department will follow up on selecting training that will be ongoing • Multi-Cultural sharing – Feature Council in newsletter – date has been adjusted to September 2021 	Claudine
4	Update from Board of Directors Meeting <ul style="list-style-type: none"> • Very impressed with Council and the amount of work already completed • Board supports Council and its' goals concerning training, cultural sensitivity, diversity and inclusion and board will be integrated into training • Governance Committee supports Council and the Board, will ensure work is completed 	Claudine
5	Work Plan <ul style="list-style-type: none"> • Decision on LAS – Child Youth and Family Services Coalition is preferred Land Acknowledgement Statement and now will be put into practice: <p><i>Empower Simcoe acknowledges that we are situated on the traditional land of the Anishinaabe people. The Anishinaabe include the Ojibwe, Odawa, and Potawatomi nations, collectively known as the Three Fires Confederacy. In times of great change, we recognize more than ever the importance to honour Indigenous history and culture and are committed to moving forward in the spirit of reconciliation, respect and good health with all First Nation, Métis and Inuit people and our community as a whole.</i></p>	Claudine Council Council

		<ul style="list-style-type: none"> • Claudine will unveil to Empower Simcoe – it was suggested a tab on website with LAS • Ben expressed an interest in being involved in actioning some aspects of the workplan • Work Plan Strategy # 2 – “where possible” to be removed after discussion by Council. Discussed ways to encourage people to apply and drawing from diverse resources 	<p>Claudine</p> <p>Julie McAlpine</p>
6		<p>Group discussion on micro aggressions and new HR policies, procedures and training</p> <ul style="list-style-type: none"> • Once we have provided training, there is accountability– no one can say that they “didn’t know” (intent vs impact) • The environment that we create will allow individuals to be themselves, be safe and not judged 	
7		<p>Cultural/Diversity Competency Definition</p> <ul style="list-style-type: none"> • Claudine shared some examples of cultural/diversity competency definitions • Discussion that diversity and cultural competency should be two separate definitions: <p>Cultural Diversity is when different races, ethnicities, ages, abilities, languages, nationalities, socioeconomic statuses, genders, religions, and/or sexual orientations are well represented within a community. The group is diverse if a wide variety of groups are represented. It's important not only to have cultural diversity in communities but also in the workplace.</p> <p>Cultural Competency can be defined as the ability to recognize and adapt to cultural differences and similarities. It involves “(a) the cultivation of deep cultural self-awareness and understanding (i.e., how one’s own beliefs, values, perceptions, interpretations, judgments, and behaviors are influenced by one’s cultural community or communities) and (b) increased cultural other-understanding (i.e., comprehension of the different ways people from other cultural groups make sense of and respond to the presence of cultural differences).”</p> <ul style="list-style-type: none"> • Our organization has policies and practices in place so as training is implemented, the structure is there • Succession plan needs to seek diverse pool and we need to recruit diverse and qualified individuals • Training should be mandatory for all – staff, supervisors, managers, Board, Executive team, persons supported, families 	Handout
		<i>Next Meeting Tuesday, September 14, 2021 – 4:00 – 5:00 pm</i>	