

Equity, Diversity & Inclusion Advisory Council Minutes

Date/Time/Location: May 9, 2023 - 4:00 – 5:00 PM in person or virtual
39 Fraser Court, Boardroom

Present: Angelia Brooks, Edith Reyes, Danisha Allen, Natasha Brown, Claudine Cousins, Julie McAlpine

Regrets: Lorraine Durnford-Hill, Desiree McKenzie

<u>Item</u>		<u>Discussion topic</u>	<u>Action/ Timeline/ Lead</u>
		Land Acknowledgement Statement Edith thanked everyone for the volunteer appreciation event. Natasha read the Land Acknowledgement Statement.	
Consent Agenda			
1	4:00pm	Acceptance of Consent Agenda – May 9, 2023 <ul style="list-style-type: none"> <u>Agenda</u> Moved by Edith, seconded by Danisha <u>Minutes of March 14, 2023</u> Moved by Danisha, seconded by Angelia Recruitment was discussed at the last meeting. Claudine has asked Directors to look at sourcing people supported, families or other interested individuals.	Anyone who indicates an interest will be brought forward to the committee.
Business Arising			
3	4:05pm	Chair Position Thank you to Danisha (Chair) and Natasha (Co-chair) who have volunteered to co-chair for the year.	
New Business			
4		Ontario Human Rights Commission (OHRC) 2023-25 Strategic Plan Claudine flagged the release of the OHRC's strategic plan and its emphasis on Belonging and Intersectionality which are at the centre of Human Rights work, and building relationships/ partners, for Council's information.	If anything relevant comes up, will share with Council.
5		Land Acknowledgement Statement <ul style="list-style-type: none"> Innuit means people (plural). Suggest statement reads First Nation, Innuit and Metis people. Tamara and Corrie have put forward a French version of the LAS, line by line English/French. Loses it meaning this way, suggest it be in English then French in complete statements. Discussed adding Treaties to our LAS, to make them more respectful. There are different treaties in other 	Angelia to ask that the French statement come to the Council so it can be sent out across agency. Add treaties, create LAS for Barrie and

		areas. Use appropriate treaty based on where hosting the meeting.	Orillia, one in French and one in English.
6		Empower Simcoe Fund Additions – Islamic Investment Principles Fund Claudine advised of an addition of an investment option through Desjardins of an Islamic Investment Principles Fund so individuals who cannot make money off investments can choose this as an option.	
7		How to be a DEI Changemaker as a Direct Service Professional Training Natasha spoke about the training she attended. A lot of what they talked about we were already doing i.e. policies, surveys, etc.	
8		Agency/CEO Activities Empower Simcoe is celebrating our 70 th anniversary. Held flag raisings in Barrie and Orillia for Community Living Month. We are also creating a cookbook and members are welcome to submit a recipe. Our Signature event is on July 23 rd at Rounds Ranch in Elmvale. Claudine advised she has joined the Ethnic Mosaic Alliance, working with the Simcoe County Local Immigration Partnership, looking to build a multi-cultural centre as a place where people can belong/connect with each other and services. Claudine is also the Chair of Rotary's DEI committee.	Julie to send link to cookbook and flyer to Council members.
Workplan			
9		2022-23 Workplan <ul style="list-style-type: none"> <u>Belonging and Inclusion Survey</u> The Initial survey done in 2021 has provided us with a baseline. A sub-committee met to review the survey and made some changes which will be incorporated and then sent out to employees. Will then compare results with original survey. <u>Organizational Self Assessment</u> Claudine reviewed the survey results from the Executive Leadership team. We moved up from 27 to 50 points. Board diversity was noted as an area of focus. 	Julie to send survey out in August.
Next Meeting			
		Next Meetings: September 12, 2023, 4:00-5:00pm November 14, 2023, 4:00-5:00pm	