


Equity, Diversity & Inclusion Advisory Council Minutes

Date/Time/Location: November 7, 2022 - 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: Dillon Pilger

<u>Item</u>		<u>Discussion topic</u>	<u>Action/ Timeline/ Lead</u>
1		Land Acknowledgement Statement Desiree read the Land Acknowledgement Statement.	
Consent Agenda			
2		Acceptance of Consent Agenda – November 7, 2022 <ul style="list-style-type: none"> Agenda Additions: Land Acknowledgement Statement, Members' term on Council Minutes 	<p>Moved: Angelia Second: Edith</p> <p>Moved: Danisha Second: Edith</p>
Business Arising			
3		Presentation to Quality Improvement Steering Committee Danisha reported on the presentation to QISC which went very well. QISC members asked some questions including if EDIAC would look at policies with an EDI lens, if requested. Claudine talked about setting up specific listening session with racialized Empower Simcoe employees and have Council members come and support this.	Add followup to workplan.
New Business			
4		Presentation to Barrie Police Services Claudine provided an overview on the presentation she will be making at a Lunch and Learn to Barrie Police Services on Nov. 30 th to discuss how police can support individuals with disabilities. She will include factual information, examples and educate them how to work with individuals in distress. Edith spoke about unconscious bias in policing and when adding layers re disabilities, the additional challenges this may have for police officers assisting an individual. The ages of black and indigenous people is often overestimated, which can exaggerate the use of force.	<p>Claudine to report back following the meeting.</p> <p>Edith to send video link on the Cruelty of Racism to Julie.</p>

5		Genderless Washrooms In our efforts to make our space safe for all we have changed the washroom signs to be gender neutral at 39 Fraser. Property will also be changing signs at our other buildings, as appropriate. A discussion took place around feeling safe in “stall” washrooms. We have individual washrooms as well as stalls with individual locked doors.	
		Members Term on Council The Terms of Reference indicate membership is for a two year term, renewable for two consecutive terms. Discussion took place if current members wish to remain on Council. Danisha, Angela, Edith and Lorraine confirmed their intent to renew for another two year term, Desiree for one year.  EDIAC Terms of Reference-Final Nov	Julie to make a term chart and send out. Add ToR for review and approval at next meeting.
Workplan			
7	4:45pm	2022-23 Workplan <ul style="list-style-type: none"> Land Acknowledgement Statement – revision re First Nation, Innu and Metis people. Followup from QISC re listening session (with racialized people) Belonging Survey & Org. Self Assessment –Executive Team to retake self assessment May be some tasks from the strategic plan Cross-cultural awareness training – training by BANAC, training through surge, Angelia could come and talk. Anti-black racism training (packaging some mini-trainings) Downey Wenjack Legacy Spaces – safe spaces in Barrie at RVH and Oakley Vigmond Law firm 	Angelia to send information prior to meeting. Connect with HR. Bring updated workplan to next meeting.
		Recruitment of members We would like to add a couple more front-line staff to the Council.	Bring names forward.
		A discussion took place around people sometimes needing a “quiet space” for a few minutes and the challenge when working in a group home. Discussed how someone who needs a little space can be supported.	Discuss with your Supervisor how team members can support each other.
Next Meeting			
		Next Meetings: March 14, 2023, 4:00-5:00pm May 9, 2023, 4:00-5:00pm September 12, 2023, 4:00-5:00pm November 14, 2023, 4:00-5:00pm	