

Equity, Diversity & Inclusion Advisory Council Minutes


Date/Time/Location: September 13, 2022 - 4:00 – 5:00 PM in person or virtual

To join the Meeting :

<https://us06web.zoom.us/j/87234371550?pwd=K2NsWCtXZnY4UCtPcERsVEtON1BwQT09>

Meeting ID: 872 3437 1550

Passcode: 244586

<u>Item</u>		<u>Discussion topic</u>	<u>Action/ Timeline/ Lead</u>
		Land Acknowledgement Statement Danisha read the Land Acknowledgement Statement.	Danisha
Consent Agenda			
1		Acceptance of Consent Agenda – September 13, 2022 Angelia questioned what members' term is on the Council. <ul style="list-style-type: none"> Agenda Minutes 	Julie will review. Moved: Natasha Second: Danisha Moved: Danisha Second: Natasha
Business Arising			
2		Member Recruitment We are still trying to source new members. The person who was interested is currently busy and will advise when they become available. Reached out to YMCA Immigration Services and LIP.	Let Julie know if have other sources.
New Business			
3	4:10pm	Valuing EDI – Core Competency  Valuing EDI- Core Competency.docx Claudine was part of a keynote panel at Community Living Ontario discussing EDI and valuing this as a core competency. A discussion ensued if this is something that our agency should adopt as a core competency. Claudine spoke about the agency using core competencies and it being embedded in everything we do.	Send out core competency dictionary to Council members. EDIAC supports moving this forward.
4	4:20pm	Setting Intention Discussed setting context at the front end of conversations, need to set intention; being aware it can be uncomfortable, but are creating safe spaces for people. It relates to RESPECT i.e. understanding not shaming/blaming. Claudine outlined the 7 “snippets” that have been created (e.g. Micro-aggression) and will be rolling out. It's about having ongoing conversations with time to reflect; moving people forward in a learning way.	Will use these intentions when roll out the snippets.

5	4:30pm	Resources/Minutes for Website/SharePoint The Quality Improvement Steering Committee (QISC) which is made up of Managers and the Quality and Innovations Dept. has requested EDIAC Council minutes be posted on the website and SharePoint so they can support the work we do. We could also include relevant podcasts. It is through this group that we would communicate intentions, valuing EDI through newsletters, website/SharePoint.	Julie to arrange to have minutes shared.
6	4:40pm	Presentation to Quality Improvement Steering Committee (QISC) QISC has also requested a presentation on EDIAC, our work (workplan) and how they can help share or embed EDI into the organization, for their November meeting. The slide deck will be shared with all members for their input.	Danisha, Natasha & Angelia will present. Claudine/Julie/Edith will create the presentation. Julie will confirm the presentation date/time.
Workplan			
7	4:45pm	2022-23 Workplan It is hoped everyone will be available to meet <u>in-person</u> for the November meeting to update/add to the workplan. We have done a lot of work on our workplan but our work is ongoing. <ul style="list-style-type: none"> • Belonging Survey/Organizational Survey –add to 2022-23 workplan and send out again so can see if moved the bar. • Council Membership Council members shared comments on being proud and grateful to serve on the Council and appreciative of everyone's efforts.	Attend in-person (if possible) for the Nov. 7 th meeting.
Next Meeting			
		Next Meetings: November 7, 2022, 4:00-5:00pm March 14, 2023, 4:00-5:00pm May 9, 2023, 4:00-5:00pm	