

Equity, Diversity & Inclusion Advisory Council Meeting Minutes


Date/Time/Location: September 14, 2021 – 4PM
Executive Boardroom, via ZOOM

Attendees: Angelia Brooks, Natasha Brown, Claudine Cousins, Lorraine Durnford-Hill, Dillon Pilger, Edith Reyes, Julie McAlpine

Guest: Jamie Hall, Communications and Marketing Manager

Regrets: Danisha Allen, Desiree McKenzie

<u>Item</u>	<u>Discussion topic</u>	<u>Action/ Timeline/ Lead</u>
Consent Agenda		
1	Claudine read the LAS and shared her reflection on recent traumatic events.	
2	Acceptance of Consent Agenda: <ul style="list-style-type: none"> Agenda – September 14, 2021 Minutes – May 11, 2021 	Moved: Angelia Second: Dillon
Business Arising		
	<ul style="list-style-type: none"> None 	
New Business		
3	EDIAC Meeting Support <ul style="list-style-type: none"> Claudine advised Julie Robbins has moved to Nova Scotia and Julie McAlpine will provide administrative support to the Council. 	
4	Truth and Reconciliation Day – Sept. 30 <ul style="list-style-type: none"> Angelia brought this item forward for discussion. Truth and Reconciliation Day (originally Orange Shirt Day) is Sept. 30. This has been designated a Federal holiday for Federal employers and employees. The Provincial Government has not made this a holiday. Empower Simcoe has recognized September 30th in the past and will continue to support it with a communication/information. Links and information are appreciated. EarlyON is having an Orange Shirt Day on Oct. 1st with activities taking place through a project with Simcoe North, E3 and Empower Simcoe. 	Send any ideas to Julie to incorporate.
5	Email Signature Line <ul style="list-style-type: none"> Communication has been sent to all staff and both Boards around gender inclusivity and the voluntary use of pronouns in email signature lines. We also received some feedback from a staff with regards to including pronunciation of unusual names in the signature line. 	
6	EDI Policy <ul style="list-style-type: none"> An EDI policy was created, and approved by the Board in July. Agency policies have been reviewed with an EDI lens and linked to this new 	

		<p>policy, or will be, when they come up for renewal.</p> <ul style="list-style-type: none"> We continue to share our EDI tools, eg. Policy, workplan, etc. externally. 	
7		<p>EDI Statement for Job Postings</p> <ul style="list-style-type: none"> All job postings now include an updated EDI statement, aligning with the policy, highlighting how welcoming and inclusive we are. 	
8		<p>Mosaic Flag</p> <ul style="list-style-type: none"> Employees were asked to share their heritage from which a mosaic flag was created and can be viewed on the agency's EDIAC page. This will be updated as our agency continues to grow. 	
9		<p>Commemorative Dates</p> <ul style="list-style-type: none"> Sharing resources through a community calendar. Jamie brought forth some commemorative days/weeks for Council's consideration for inclusion in the communication calendar.  <p>Empower Simcoe Suggested Commemorative</p>	
		<p>Profile of Council Members</p> <ul style="list-style-type: none"> Jamie is working with Dillon and Angelia to create a higher profile of the Council internally and externally which will appear in October's Meaningful Life, social media, etc. It would be great to profile the whole Council as to who they are and why they are interested in the Council to continue to grow our presence. Council members were asked to consider being profiled. Edith and Lorraine expressed interest. It would be great when focusing on special months to get thoughts/reflections from Council members and how as a Council we are trying to educate the organization and community. 	<p>Advise Jamie if interested. Jamie will reach out to members to get their voices.</p>
Workplan			
		<ul style="list-style-type: none"> Claudine provided an update on the work that has been actioned on the workplan. Council members were impressed with the work done to date. Leads for tasks are Senior Leadership Team. Discussed resources that are available to be leveraged from other organizations, on-line, etc. for education/training. One source suggested was from Ontario Human Rights Commission "Call It Out". 	<p>Claudine to ensure work moves forward.</p>
Next Meeting			
		<ul style="list-style-type: none"> Consider what days/months to go into Community Calendar from an EDI perspective Profile of Council – how to push work out to educate and build capacity Send any additional agenda items to Julie. 	
		Tuesday, November 9, 2021 – 4:00 – 5:00 pm	