



Town of Shelburne
Shelburne Diversity Equity and Inclusion
April 21, 2022 | 6:30 pm
Committee Meeting - Agenda
Virtual Town Hall – 203 Main Street East

Minutes

Members in Attendance

David Egbert, Chair
Alethia O'Hara-Stephenson, Vice Chair
Stella Aluze-ele
Karen Lang
Jonathan Lemoine

Council

Deputy Mayor Anderson
Councillor Wegener

Staff

Denyse Morrissey, Chief Administrative Officer
Carol Maitland, Economic Development Officer

Absent

Councillor Fegan (notice provided)

1) Call to Order

Meeting called to order at 6:32 pm

2) Land Acknowledgement Statement

We would like to acknowledge the traditional territory of the Anishinaabe including the Ojibway, Potawatomi and Chippewa and the People of the Three Fires Confederacy.

3) Disclosure of Pecuniary Interest

No Disclosures

- 4) Approval of March 17, 2022 minutes

Recommendation: THAT we approve the minutes from the meeting held March 17, 2022.

Moved By: Alethia O'Hara-Stephenson
Seconded By: Stella Aluze-ele

THAT we approve the minutes from the meeting held March 17, 2022

CARRIED

- 5) Update: DEI Committee vacancies.

The Chair and Vice Chair provided an overview. Three candidates were interviewed for the DEI Committee vacancies: Len Guchardi, Nicholas C. Knight and Vijay Nandkumar.

They recommended that 3 candidates interviewed be approved by the DEI committee to be recommended to Council.

Alethia O'Hara-Stephenson inquired if training would be available for the new committee members and whether the previous training sessions were recorded and could be used. Staff advised that many of previous training sessions were proprietary to an organization and unfortunately not available. Staff suggested using DEI 2022 budget for identified training needs of the new members. Resources available include the Canadian Centre for Diversity and inclusion (CCDI).

Recommendation: THAT we recommend for the consideration and approval of Council, the following candidates to the DEI committee: Len Guchardi, Nicholas C. Knight and Vijay Nandkumar

Moved By: Jonathan Lemoine
Seconded By: Alethia O'Hara-Stephenson

Approved

- 6) Discussion: New Awards for Students – Deputy Mayor Anderson

The Chair recommended that the committee create a budget for project. Deputy Mayor Anderson summarized the intent of awards and the committee still needs to confirm whether there would be permanent awards plaques acquired by the four schools.

The committee discussed the number of awards, costs, plaque size, gift card value, and overall budget for the awards. It was confirmed that each recipient would also receive a DEI t-shirt. Staff advised the committee that the t-shirt costs would also need to be included in the overall project budget.

Recommendation: THAT we recommend a total budget of \$1000 for the new student awards.

Moved By: Stella Aluze-ele
Seconded By: Councillor Wegener

Approved

The Chair asked for volunteers to work on the student awards project. The Chair, Deputy Mayor Anderson, Stella Aluze-ele and Karen Lang volunteered. The committee members will review awards options and report back to the committee at the next meeting

- 7) Update: DEI Logo award event and marketing materials (t-shirts, banner and flag) -Councillor Fegan - Postponed to the next meeting
- 8) Review and Discussion: Town of Shelburne DEI Mission Statement – Chair David Egbert

The Chair provided an overview of the draft mission statement and asked if any revisions were suggested. Questions regarding the significance and need for the term 'racial trauma' were asked. The committee discussed the term, its appropriateness and provided specific examples of racial trauma that have occurred within Shelburne. This included testimonials from the Anti-Black Racism, Racism and Discrimination Task Force. The committee noted how important it is for members to ask questions, be able to have difficult discussions, to listen, have courage, and show understanding.

The committee suggested opportunities to educate the community on the racial trauma issues in Shelburne that may not be evident within the community. Alethia O'Hara-Stephenson indicated similar

discussions are occurring within Upper Grand District School Board.

Councillor Wegener suggested that the committee consider expanding the term to include 'biased and racial trauma' to encompass all groups. Staff suggested adding the term discrimination on the barriers listed.

Recommendation: THAT we recommend the Town of Shelburne DEI Mission Statement:

"Our vision is to develop and nurture a community where everyone can reach their full potential. Our goal is to empower all members of our community in order to remove barriers throughout our town caused by social injustice, inequality, discrimination and racial trauma. We are committed to engaging the voices of our community to promote equality and compassion for all."

Moved By: Alethia O'Hara-Stephenson
Seconded By: Jonathan Lemoine

Approved

- 9) Committee Matrix – Update/Review) - Sub-working Groups Reports and Updates¹¹.

The Chair provided an update on the ^{XX} Date subgroup meeting.

The groups reviewed several key DEI dates. The chair will share the dates with the committee on the shared google drive. The Chair asked committee members to review the event dates and make revisions if any dates were missing.

The subgroups also discussed the creation of smaller groups to manage various heritage events including Orange Shirt Day 2022, Black History Month 2023, Santa Claus Parade, and the Shelburne Farmers Market.

Alethia O'Hara-Stephenson suggested Emancipation Day (August 1) be added to the list for event planning. The tentative date for the event is August 2, 2022 and the event would be an opportunity for the DEI committee to partner with Dufferin County Canadian Black Association (DCCBA).

Alethia O'Hara-Stephenson indicated the event will be virtual, with subject matter speakers, and a video with people sharing their

thoughts on the Emancipation Day, similar to the Black History Month event. She will provide a potential budget for the event at the May 2022 DEI meeting.

Councillor Wegener suggested National Indigenous Peoples' Day event, June 21, 2022, be acknowledged and added to the event list. Jonathan Lemoine will work with Councilor Wegener to brainstorm and develop a plan. The tight timelines were noted.

The Chair asked if the Town already had plans for the event. Staff confirmed we have social media posts were scheduled and that heritage events would also be included in the Shelburne Free Press - monthly Town page.

Jonathan Lemoine suggested using artwork from local artist and or celebrating local indigenous people for the event and social media post. The Chair asked Jonathan Lemoine if a video could be created for Indigenous Peoples Day, similar to previous heritage event videos.

Councillor Wegner suggested the committee discuss a budget for National Indigenous People Day at the May 2022 meeting, giving them a month to create a plan before confirming a budget.

Deputy Mayor Anderson updated the committee on the Three Sisters Garden that has been reserved at the Shelburne Community Garden. A planting ceremony is being organized by the Dufferin County Cultural Resource Circle, date to be determined. He suggested the ceremony would be another cultural opportunity for the committee. He advised he would share the event date when it is confirmed.

Alethia O'Hara-Stephenson suggested Sikh heritage month, staff advised that there was a flag raising and social media post for the event.

The Chair updated the committee on a paid marketing opportunity on the train mural refurbishment across from Town Hall and potentially adding the DEI logo. More information on this will be provided.

The Chair will email a list of the discussed events, and asked committee members to volunteer to participate and help support the events.

The Chair asked Karen Lang to review possible event(s) that recognize disabilities. Karen Lang suggested that this could be difficult as there are many disability groups.

The Chair suggested that the sub-working group meetings be held between regular DEI meetings, to work through the DEI matrix and facilitate discussion, they are not mandatory, and quorum is not required. The next sub-group meeting is scheduled in 2 weeks – Thursday May 5, 2022, 6:30PM

10) 2022 Budget update – Chair

The Chair briefly discussed the budget and advised the committee that Staff will provide the committee with a monthly budget update.

11) New Business

Staff provided an update on the DEI award logo winner presentation. The certificate of appreciation will be presented by the Mayor at the May 9, 2022, Council meeting. Councilor Fegan will be arranging additional presentations of the gift certificate and T-shirt.

At the request of Chair, an image of the DEI T-shirts was shared with the committee. The Chair discussed the style, printing and costs of the t-shirts. The Chair will update the committee with costs for their review and discussion at the next DEI meeting.

12) Confirm Date & Time of Next Meeting – May 19, 2022

13) Adjourn Recommendation: BE IT RESOLVED THAT we now adjourn to reconvene at the call of the Chair.

Moved By: Councillor Wegener
Seconded By: Stella Aluze-ele

Meeting adjourned at 7:57 pm.