



Corporation of the Town of Shelburne
Diversity Equity and Inclusion Committee Minutes

April 15, 2021
6:30 pm

Town of Shelburne
Electronic Participation
Virtual Town Hall
203 Main Street East, Shelburne

Members in attendance:

Deputy Mayor Anderson
Councillor Fegan
Councillor Wegener
David Egbert
Karen Lang
Jonathan Lemoine
Tonja McFarlane
Marcia Murdock
Alethia O'Hara-Stephenson
Soha Soliman
Harleen Toor

Staff present:

Denyse Morrissey, CAO
Jennifer Willoughby, Clerk
Carol Maitland Economic Development and Marketing Coordinator

1. Call to Order

Electronic participation DEI Committee meeting called to order at 6:30 pm by Deputy Mayor Anderson.

This meeting will be held electronically in accordance with Section 238(3.1) of the Municipal Act which provides that a member of Council, of a local board or of a committee of either of them, can participate electronically.

In-person attendance at this meeting will not be permitted

2. Land Acknowledgement Statement

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

3. Disclosure of Pecuniary Interest

No Disclosures

4. Introduction of Committee Members

Committee members introduced themselves

5. Committee Terms of Reference – Mandate and focus of the Committee, Roles and Expectations

Councillor Fegan provided an overview of the Diversity, Equity, and Inclusion Committee (DEI)

[Terms of Reference](#) and mandate, which is to:

- a) Advise Council
- b) Continue the work of the Anti-Black Racism, Racism and Discrimination Task Force, as noted in their [recommendations](#) brought forward to Council on October 5, 2020.

Councillor Fegan recommended committee members review the terms for reference and keep them close. He also stressed the importance of the committee bringing ideas and working together to form recommendations, that can be brought back to council.

Councillor Fegan suggested committee members must be the 'catch' and voice for the community.

Councillor Fegan outlined the rules and meeting protocol of the committee

Deputy Mayor Anderson extended greetings to the Committee on behalf of Mayor Wade Mills and Council

Deputy Mayor Anderson discussed the importance of understanding existing policies, in order to make changes, suggestions or recommendations to Council. Through his discussion with the Mayor and other Councilors on the committee, they feel the best way forward is for the committee to understand the services the Town provides (CDRC, Fire, Library etc.) and their DEI policies. Based on the information provided by the services, the committee would make recommendations and or suggestions.

Deputy Anderson suggested over the term of the committees that representatives of the different departments meet with the committee to speak about their Diversity Equity and Inclusion policies, which would provide the committee with an understanding of their services.

He stressed the import role of the committee, to removing barriers and to make sure services are equitable to everyone residing in our community.

6. Presentation of October 2020 Task Force Recommendations

Deputy Mayor Anderson provided the History of the Anti-Black Racism and Racism and Discrimination Task Force and the establishment of the DEI Committee. He also addressed Council's and staff commitment to the DEI Committee.

Deputy Mayor Anderson discussed the allocation of funds which will help the committee realize the initiatives that the DEI committee will embark upon.

7. General Information

Ms. Maitland provided an overview Town of Shelburne Task Force and DEI Committee webpage

Deputy Mayor Anderson acknowledge the work done on the website to integrate and reflect an inclusive community

Deputy Mayor Anderson discussed highlights that have been implemented because of the work done by the Anti-Black Racism and Racism and Discrimination Task Force:

- Translation tool added to the www.shelburne.ca website
- Street Naming in the new subdivision will represent our local Indigenous Peoples
- Parkette named after early Black settlers William and Mary Ghant
- A section of the Community garden named after the No. 2 Construction Battalion the first all-Black battalion in Canadian military history

8. New Business

The CAO provided an overview of the protocol to elect the Chair and Vice Chair. She also discussed the role and responsibilities of the Chair and Vice Chair.

The Committee will choose the Chair and Vice Chair at the May 20, 2021

CAO noted video recordings of DEI Committee meeting, as part of the committee's obligation to accountability and transparency. All meetings are posted to YouTube to inform the community of the committee's discussions and direction.

CAO briefly discussed networking opportunities through the introduction the Shelburne DEI committees to Dufferin County and Orangeville DEI committees, over the next year.

Mrs. O'Hara-Stephenson requested the committee acknowledged the work done by the Anti-Black racism Task Force

The Committee discussed the pros and cons of Live Streaming meetings direct to YouTube vs uploading a recorded video to YouTube. The committee voted on their preference and decided to upload recorded video to YouTube.

9. Date and Time of Next Meeting – May 20, 2021

10. Adjourn

Meeting adjourned at 7:25 pm