



Town of Shelburne
Diversity Equity and Inclusion Committee
Minutes

November 21, 2024
6:30 pm
Electronic Participation

Members in Attendance: Chair Councillor Len Guchardi
Vice Chair Francis Manyanga
Deputy Mayor Shane Hall
Councillor Walter Benotto
Stella Aluz-ele
Dulice Benjamin
Mandeep Singh

Staff Attending: Denyse Morrissey, Chief Administrative Officer
Alice Byl, Deputy Clerk/Committee Coordinator

1. Call to Order

Land Acknowledgement:

We would like to begin by respectfully acknowledging that the Town of Shelburne resides within the traditional territory and ancestral lands of the Anishinaabe, including the Ojibway, Potawatomi, Chippewa and the People of the Three Fires Confederacy.

These traditional territories upon which we live, work, play and learn are steeped in rich indigenous history and traditions. It is with this statement that we declare to honour and respect the past and present connection of Indigenous peoples with this land, its waterways and resources.

Chair Len Guchardi called the meeting to order at 6:30 pm.

2. Adoption of Agenda

Motion # 1

Moved By Deputy Mayor Shane Hall

Seconded By Vice Chair Francis Manyanga

BE IT RESOLVED THAT the Diversity, Equity and Inclusion Committee Agenda for November 21, 2024 be adopted as presented.

Carried

3. Declaration of Pecuniary Interest

Members of the Committee are required to state any pecuniary interest in accordance with the Municipal Conflict of Interest Act.

No disclosures.

4. Adoption of Minutes - Diversity, Equity and Inclusion Committee Meeting - October 17, 2024

Motion # 2

Moved By Councillor Walter Benotto

Seconded By Vice Chair Francis Manyanga

BE IT RESOLVED THAT the minutes from the Diversity, Equity and Inclusion Committee meeting held October 17, 2024 be adopted as presented.

Carried

5. General Information - Discussion Items

1. Black History Month February 2025

Chief Administrative Officer Denyse Morrissey provided an update on the plans from the Dufferin County Canadian Black Association (DCCBA). The DCCBA February 2025 Black History event may be held at the theatre in Orangeville on Saturday, March 1. Staff noted that this might be in coordination with the Town of Orangeville DEI and the Museum of Dufferin. If the event is held in Shelburne, it will be at the Grace Tipling Hall on a Sunday in February 2025.

The Committee discussed the Orangeville location for this event. There concerns included travel, and accessibility for Shelburne residents to attend. The committee also expressed their concerns that the event

should not be taken out of Shelburne. It was also suggested that potential onsite event with virtual access should be reviewed.

Overall the Committee indicated that they would prefer the event be continued to be held in Shelburne for Shelburne. The organization that we partner with is based in Orangeville. An update on their program will be provided via email once received from DCCBA.

The Committee discussed instead having our own Black History Month event in February 2025 and assigning an event budget to host this independent event.

2. Exploring DEI Educational and Forum Opportunities

Based on the two events held by Dufferin County in September and October 2024 in at the Menora Park in Mono Staff suggested that the Committee might want to consider offering similar education events in 2025. The Committee discussed hosting potential topics such as Diwali and Eid, anti-black racism, Muslim community education, empowering youth, and having these sessions hosted by the DEI members.

The budget for this initiative will need to be reviewed.

3. 2025 Work Plan

In addition to continuing with the DEI hosted event for National Day of Truth and Reconciliation/Orange Shirt Day, and potentially implementing other educational forums or events, the Committee discussed participating in Canada Day, the Economic Development Committee Breakfast and other Town hosted events.

Questions were asked about the Town of Shelburne's Staff diversity and representation, with specific concerns with senior management. Staff indicated that there are approximately 50 full time staff and they will provide follow up information on the Town's general diversity initiatives including information from the Staff census and how that aligns with the national census for Shelburne.

4. Small Towns, Big Ideas – conversations series and DEI committee educational opportunity

Chair Councillor Len Gucahrdi provided an update on the events that have happened.

6. New Business

1. Request to Review Implementation of an African Ancestral Acknowledgement

The Committee discussed implementing the African Ancestral Acknowledgement during Black History Month and at the beginning of the DEI committee meetings.

Motion # 3

Moved By Deputy Mayor Shane Hall

Seconded By Councillor Walter Benotto

BE IT RESOLVED THAT the African Ancestral Acknowledgement from the City of Toronto be added to the DEI agenda going forward;

AND THAT the Chair read the land acknowledgment followed by the Vice-Chair reading the African Ancestral Acknowledgment.

Carried

7. Adjourn

Motion # 4

Moved By Stella Aluz-ele

Seconded By Vice Chair Francis Manyanga

BE IT RESOLVED THAT we now adjourn to reconvene at the call of the Chair.

Carried