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1. Call to Order

- 1.1. **Welcome to New Members & Roundtable Introductions**
- 1.2. **Review of Mandate**

2. Disclosure of Conflict of Interest

3. Approval of Minutes

3.1 March 30, 2016Page 3

4. Presentation/Discussion Items

- 4.1 ~~Accessibility Advisory Committee Update~~ **DEFERRED TO MAY 25, 2016**
 Members of the Accessibility Advisory Committee
 - ~~• Discussion of National Access Awareness Week events and recent committee initiatives~~
- 4.1 **Accessibility Plan Annual Update [6:00 - 6:10 p.m.]** (S. Moore)
 - An overview of 2015 accomplishments
 - Seeking insight for 2017 Plan review & consultation
- 4.2 **Community Action Plan Update [6:10 - 6:30 p.m.]** (C. McLardie)
 - An overview of recent achievements of the Community Action Plan
- 4.3 **DACE Plan Phase 2 & Conference Steering Committees [6:30 - 6:40 p.m.]** (S. Moore)
 - Seeking 4 different members to assist with project steering committees
- 4.4 **Guest Presenters Brainstorm [6:40 - 7:00 p.m.]** (all)
 - Suggestions for future presentations/guests that tie into the Committee Mandate

5. Correspondence

6. Update from Council

7. Standing Items

7.1 Work Plan Page 7

8. New/Other Business

9. Adjournment



DRAFT MINUTES
Diversity & Community Engagement
Advisory Committee
March 30, 2016
River Plate Room, Town Hall
Meeting No. 2

Alternative formats available upon request by contacting:
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Committee Members:	Regional Councillor Colleen Jordan Councillor Renrick Ashby Sobia Ahmad Lee Harrison Lencil James Marc-Anthony Neckles Cecil Ramnauth Preya Singh Debra Tiwari
Staff:	Shane Joseph, Diversity & Community Engagement Coordinator Christie McLardie, Manager of Strategic Communications Sarah Moore, Committee Coordinator
Guests:	Robert Gruber, Manager of Community & Cultural Development S/Sgt. Jeff Haskins, DRPS
Regrets:	Stephanie Hoskin

1. Call to Order

Chair Ramnauth called the meeting to order at 6:00 p.m.

2. Disclosure of Conflict of Interest

None

3. Approval of Minutes

Moved By: L. Harrison
Seconded By: D. Tiwari

That the January 27, 2016 Meeting Minutes of the Diversity & Community Engagement Advisory Committee be approved.

CARRIED

4. Presentation/Discussion

4.1 Black History Month Reflections

Chair Ramnauth inquired whether Members had insights or experiences to share relative to Black History Month celebration events. A roundtable discussion was facilitated. The majority of Members acknowledged taking part in some form of recognition event, including work luncheons, school performances, social media, awards presentations, guest speakers, and community events. Members discussed the importance of school administrative support for recognition of Black History Month. Members encouraged the Town to support greater awareness of the multitude of community events hosted in recognition of Black History Month. A summary of the event at J. Clarke Richardson Collegiate was shared, noting that in 2017, the event will be celebrating its 10th anniversary.

S. Ahmad, R. Ashby entered the meeting (6:30 p.m.).

S. Joseph introduced S/Sgt. Jeff Haskins of the DRPS Diversity & Inclusion Unit who will be joining the Committee as a community liaison.

4.2 Festival of Holi

On behalf of the Sankat Mochan Hanuman Mandir and Cultural Centre, D. Tiwari presented an overview of the Festival of Holi. Holi is celebrated by millions of people all over the world during February and March each year. The festival originated in India, and following the lunar calendar, recognizes the transition to the spring season and the importance of colour in our lives. She shared photos of a recent event and discussed the celebration activities which included sharing stories, sweets, dancing, prayer and socializing. Members were encouraged to attend next year's event.

4.3 360° Experience on Homelessness

L. Harrison shared his experience in participating in the 360° Experience in York Region, raising awareness about and funds for the silent issue of youth homelessness. The experience took place from 8 p.m. to 6 a.m., where he was assigned a scenario of a 23 year old with schizophrenia who was without medication, given \$6 and two transit tickets. L. Harrison described how profound the experience was for him, noting that there are so many homeless youth the general population is not even aware of. He shared statistical information on homelessness in York Region, vowing to determine statistics to bring back to the Committee on youth homelessness in Ajax.

S. Ahmad shared insight on youth homelessness in Ajax, based on her experience working in an employment centre.

4.4 International Women's Day Reflections

Members discussed in detail the issue of gender parity and pay equity, as it was topical to recognition of International Women's Day. S/Sgt. Haskins shared information on equity in policing, noting that 17% of DRPS is female. The Committee discussed institutionalized barriers and challenges to accessing opportunity. It was requested that the discussion continue at a forthcoming meeting, in the interest of time.

4.5 Diversity Conference and Phase 2 DACE Plan Update

S. Joseph presented an update on the progress of transitioning to phase 2 of the DACE Plan. He noted that departmental representatives have been preparing updates on the current Plan's accomplishments and that a report on the status of the 51 recommendations will be shared at the April Meeting.

S. Joseph informed the Committee that a tentative date for the 2016 Diversity Conference has been set for Friday October 6, 2016. The free event will be held in the HMS Room at the Ajax Community Centre. From 9 a.m. - 3:30 p.m. A proposed theme of "Embracing Diversity; Engaging Community" was introduced to Members for feedback. The conference will be used to launch the updated DACE Plan, and will include a keynote speaker and breakout sessions. S. Joseph reviewed prospective ideas for breakout workshops and sought the Committee's feedback on topics for discussion.

Members posed questions relative to sponsorship opportunities, target audience and noted a potential barrier with the event being held on a weekday during the day. S. Joseph was encouraged to see feedback from the Recreation & Culture and Accessibility Advisory Committees as well. Members were encouraged to send additional feedback to S. Joseph via email and further discussion on the Committee's suggestions will take place during the April Meeting.

5. Correspondence

S. Ahmad shared information on a forthcoming Youth Worker's Forum taking place on April 9, 2016.

6. Update from Council

Councillor Ashby shared details on the forthcoming Community Ward 2 Meeting to be held on April 5, 2016. Regional Councillor Jordan shared information relative to the April 10, 2016 sculpture unveiling event at Town Hall. She also shared details of attending the City of Toronto's recent celebration of female workers of the Greco munitions plan in Scarborough with Councillor Ashby.

7. Standing Items

7.1 Work Plan

C. McLardie noted that she will present an update on the Community Action Plan at the next Meeting.

8. New/Other Business

None.

9. Adjournment

Moved By: L. Harrison

Seconded By: P. Singh

That the March 30, 2016 Meeting of the Diversity & Community Engagement Advisory Committee be adjourned. (7:55 p.m.)

CARRIED

DRAFT

DIVERSITY AND COMMUNITY ENGAGEMENT ADVISORY COMMITTEE - DRAFT
2014-2018 WORK PLAN

PROJECT ITEM		OBJECTIVES & SUMMARY	LEAD	TIMELINE	STATUS / NOTES
1.	Review of annual partnership events hosted by Recreation and Culture	<ul style="list-style-type: none"> To provide information about ongoing annual events hosted by the Town, Community/Sports & Culture Groups 	Shane Joseph	Ongoing	
2.	Present and review DACE Plan Implementation – Phase 2	<ul style="list-style-type: none"> Review what has been done to date Brainstorm consultation and communication / engagement for development of phase 2 Review and update the Diversity Policy Develop action plan and measurable 	Shane Joseph Christie McLardie DACE AdCom	Ongoing Start: January 2016	
3.	Volunteer Recognition Awards	<ul style="list-style-type: none"> Select 2 committee representatives to sit on the Award Selection Panel (March 16, 2016) 	Laura Tegelberg	January 2016	
4.	Revise the Council Recognition, Proclamation and Flag Raising Policies	<ul style="list-style-type: none"> Review and propose changes to those events recognized by the Town/Council (ex. faith-based activities) 	Shane Joseph	February/March 2016	
5.	Healthy Kids Community Challenge	<ul style="list-style-type: none"> Advise on implementation of strategy to engage children/youth in healthy improvements to lifestyle 	Kevin Smith	February/March 2016	
6.	Multi-year Accessibility Plan Update	<ul style="list-style-type: none"> Review accomplishments to date and forecasted projects 	Sarah Moore Accessibility AdCom	Annual March/April 2016	

DIVERSITY AND COMMUNITY ENGAGEMENT ADVISORY COMMITTEE - DRAFT
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7.	Explore Ajax Newcomer Bus Tour	<ul style="list-style-type: none"> Review and advise on route and content 	Shane Joseph	Twice Annually Spring & Fall	
8.	IMPACT Ajax Fund	<ul style="list-style-type: none"> Review update funding and programs 	Cayla S. Da Silva	Annual April/May 2016	
9.	National Access Awareness Week	<ul style="list-style-type: none"> Review and seek input on recognition events 	Sarah Moore Accessibility AdCom	Annual April 2016	
10.	Seniors Strategy Update	<ul style="list-style-type: none"> Solicit feedback on the consultation process and findings 	Robert Prochilo	May/September 2016	
11.	Partnership Policy	<ul style="list-style-type: none"> Review and provide feedback on the revised policy for provision of Town supports to external bodies 	Cayla da Silva	September 2016	
12.	Self Disclosure Form (Taleo Recruitment Software)	<ul style="list-style-type: none"> To educate the Committee on the new recruitment software 	Jackie Lumsden	Spring 2016?	
13.	Strong Neighbourhood Strategy	<ul style="list-style-type: none"> To provide ongoing consultation and updates 	Cayla S. Da Silva	Ongoing Annual Update	
14.	Diversity Conference	<ul style="list-style-type: none"> Participate in the planning and coordination of first Ajax diversity conference to bring groups, associations and interested parties together to discuss diversity issues 	Shane Joseph	October 2016	
15.	Designate a prominent space as a Centre for Understanding (DACE Plan Phase 2)	<ul style="list-style-type: none"> To provide ongoing updates on the progress of Pat Bayly Square 	Shane Joseph Tracey Vaughan	Ongoing	

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16.	Age-Friendly Community	<ul style="list-style-type: none"> • WHO strategy to respect elders in our community (designation) 	Robbie Prochilo	2017-2018	
17.	Community Action Plan	<ul style="list-style-type: none"> • Provide feedback on achievements to date and suggestions for future initiatives 	Christie McLardie	Annual ??	
18.	Social Media Engagement	<ul style="list-style-type: none"> • Discuss methodology and use of social media as engagement tool for the Town 	Christie McLardie Matthew Norton	??	
19.	New Town of Ajax Website Development	<ul style="list-style-type: none"> • Participate in design consultation for the new website 	Christie McLardie Matthew Norton	2017?	
20.	Fair Representation	<ul style="list-style-type: none"> • Review and seek feedback on engagement and communications of the Fair Representation matter • Provide regular updates 	Christie McLardie Colleen Jordan	Ongoing	
21.	2018 Municipal Election	<ul style="list-style-type: none"> • Provide insight and advise on engagement initiatives relative to voting 	Sarah Moore *Deputy Clerk*	2017/2018	
22.		<ul style="list-style-type: none"> • 			
23.		<ul style="list-style-type: none"> • 			
24.		<ul style="list-style-type: none"> • 			

DIVERSITY AND COMMUNITY ENGAGEMENT ADVISORY COMMITTEE - DRAFT
2014-2018 WORK PLAN

COMPLETED ITEMS					
	PROJECT ITEM	OBJECTIVES & SUMMARY	LEAD	TIMELINE	STATUS / NOTES
	Advisory Committee - Orientation session - Chairs workshop / meet and greet	<ul style="list-style-type: none"> To familiarize new DACE members with purpose, mandate, etc. 	S. Moore	February 18, 2015	Complete
	Review of the Durham Immigration Portal	<ul style="list-style-type: none"> To familiarize the committee with the web portal and the work of the LDIPC 	D. Forget	April 22, 2015	Complete
	Review of the New Resident Guide	<ul style="list-style-type: none"> To provide an overview of the new Guide, its purpose and contents 	D. Forget	April 22, 2015	Complete
	Pan Am Initiative	<ul style="list-style-type: none"> Updates to the Committee about Pan Am events 	Tracey Vaughan	May 2015	Complete
	Positive Space	<ul style="list-style-type: none"> Staff training, build collection for appropriate clientele 	Cindy Poon	November 2015	Complete
	Library as an Inclusive Place - Toy Library	<ul style="list-style-type: none"> Purchase of toys (safe and educational) for individualized needs patrons 	Cindy Poon	September 2015	Complete
	Outreach to Faith Groups	<ul style="list-style-type: none"> Promote library services and collections and explore potential opportunities for partnerships 	Cindy Poon	October 2015	Complete

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	Outcome Evaluation	<ul style="list-style-type: none"> Seek feedback from community members and agencies about library's programs and services 	Cindy Poon	November 2015	Complete
	Continue to utilize differing communication vehicles to reach diverse groups	<ul style="list-style-type: none"> Includes engagement in civic opportunities 	Christie McLardie	September 2015	Update provided

January 18, 2016