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[accessibility@ajax.ca](mailto:accessibility@ajax.ca) or 905-619-2529 ext. 3347

## 1. Call to Order

## 2. Disclosure of Conflict of Interest

## 3. Approval of Minutes

**3.1 June 22, 2016** .....Page 3

## 4. Presentation/Discussion Items

### 4.1 Adopt-a-Park/Trail Program (10 minutes)

David Hogg, Environmental Advisory Committee Vice-Chair

### 4.2 Senior’s Strategy (20 minutes)

Robert Prochilo, Community Development Coordinator

### 4.3 Diversity 101 Presentation [S. Joseph] (45 minutes)

### 4.4 DACE Plan Phase 2 Consultation Update [S. Joseph] (10 minutes)

### 4.5 Diversity Conference Update & Role Assignment [S. Joseph] (20 minutes)

## 5. Correspondence

**5.1 Advisory Committee Round-up Event** [S. Moore] .....Page 7

## 6. Update from Council

## 7. Standing Items

**7.1 Work Plan – Goal-setting** .....Page 8

**8. New/Other Business**

- **Orange Shirt Day Proclamation & Recognition Update**

**9. Adjournment**

**Next Meeting Date:** *Wednesday, October 26, 2016 at 6:00 p.m., River Plate Room, Town Hall*



**DRAFT MINUTES**  
**Diversity & Community Engagement**  
**Advisory Committee**  
June 22, 2016  
*River Plate Room, Town Hall*  
*Meeting No. 5*

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Committee Members:	Regional Councillor Colleen Jordan Councillor Renrick Ashby Jillian Eddy Stephanie Hoskin Karli Roopchan Cecil Ramnauth Debra Tiwari
Staff:	Shane Joseph, Diversity & Community Engagement Coordinator Christie McLardie, Manager of Strategic Communications Sarah Moore, Committee Coordinator
Guests:	Victoria Schaffer, Community Recreation Coordinator
Regrets:	Lee Harrison, Preya Singh, Mark-Anthony Neckles, Lina Tabbaa, Sobia Ahmad, Lencil James

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**1. Call to Order**

Chair Ramnauth called the meeting to order at 6:10 p.m. With consent of all Members present, the Meeting proceeded without quorum.

**2. Disclosure of Conflict of Interest**

None

**3. Approval of Minutes**

*This Item was deferred until quorum was met.*

**4. Presentation/Discussion**

**4.1 Inclusion Services**

Victoria Schaffer, Community Recreation Coordinator, introduced the Committee to the Inclusion Services section of the Recreation & Culture department. Inclusion services strives to provide equitable levels of service and access to recreational programming so that everyone can participate regardless of ability level. Inclusion services includes adapting to

various abilities including physical, behavioral, developmental, visual, hearing, and medical needs. Inclusion support offers free, one-to-one staff support for participation between the ages of 2-21 years old with special needs. Participants must be Ajax residents and registered for a Camp or Seasonal Recreation Program. V. Schaffer discussed the role of an Inclusion Counsellor, noting they support the child or youth to be fully included in the program and oversee toileting, feeding, behavior management, adaptive programming and social development. An overview of the extensive training staff receive was provided, which includes, non-violent crisis intervention and prevention, lifts and transfers, behavior management, policies and procedures, as well as LGBTQ+/Transition training.

*Councillor Ashby entered the Meeting and quorum was established (6:30 p.m.).*

It was noted that the Aquatics section provides a free, accessible swim time from 4-5 p.m. at the Audley Recreation Centre on Saturdays. Additionally, private special needs swim lessons are available for the price of group lessons at all recreation facilities. The Town provides various equipment loans including a TerraTrek wheelchair, ice sledge and water wheelchairs are available at the Audley and McLean Centre pools. V. Shaffer discussed community partnerships with Grandview Kids and Special Olympics Ontario to provide special needs-only programming.

Members posed questions relative to the engagement with Inclusion Services and awareness of such supports. Funding and fees were discussed. V. Shaffer provided examples of adaptive programming so that activities are suitable to everyone in the group. She encouraged Members to help spread the word about the availability of Inclusion Services. Members present requested that a copy of the presentation be circulated with the Minutes.

## **4.2 IMPACT Ajax Process Changes**

*This item was deferred due to illness.*

## **4.3 Terminology Review**

S. Joseph discussed the importance of understanding the value of terminology as it enables people to communicate clearly and without the need for lengthy explanations. Detailed definitions and examples for several terms were discussed:

- Lesbian
- Gay
- Bisexual
- Transgender
- Two-spirited
- Queer
- Questioning
- Intersex
- Asexual
- Ally
- Pansexual
- Gender identity
- Gender expression
- Gender transition
- Cisgender

S. Joseph provided clarification on the difference between sex, sexual attraction, gender identity and gender expression. Members discussed the increased prevalence of such terms in society, and inquired whether individuals are born or cultured into their identities. S. Joseph emphasized that it is not about agreeing with an individual's lifestyle, but about awareness and understanding of such. Councillor Ashby and Regional Councillor Jordan were asked if

they had experienced any concerns from residents based on gender discrimination. No complaints were noted. Members expressed interest in a continuation session relative to terminology relating to diversity (race, ethnicity, etc.). Members presented requested a copy of the presentation be circulated with the Minutes.

## 5. Correspondence

None.

## 6. Update from Council

Councillor Jordan shared details and several slides from her recent visit to the [Canadian Museum for Human Rights](#) in Winnipeg, Manitoba.

She noted that during her attendance at the Federation of Canadian Municipalities Conference that participants passed a motion to recognize September 30<sup>th</sup> as [Orange Shirt Day](#) in honour of residential school survivors.

Moved By: J. Eddy

Seconded By: K. Roopchan

That the Town of Ajax Diversity & Community Engagement Advisory Committee encourage Ajax Council to recognize September 30<sup>th</sup> as Orange Shirt Day, in recognition of honouring residential school survivors, their families and their communities, to ensure that public commemoration of the history and legacy of residential schools remains a vital component of the reconciliation process.

CARRIED

## 7. Standing Items

### 7.1 Work Plan

This item was not discussed in detail.

## 3. Approval of Minutes

Moved By: D. Tiwari

Seconded By: J. Eddy

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

CARRIED

*Councillor Ashby exited the Meeting and quorum was lost (7:45 p.m.).*

**8. New/Other Business**

Members were reminded of the [2016 Caribbean Festival event details](#).

**9. Adjournment**

With consent of all Members present, the June 22, 2016 Meeting of the Diversity & Community Engagement Advisory Committee was adjourned. (7:45 p.m.)

DRAFT

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# WANTED

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## YER ATTENDANCE AT THE 2016 ADVISORY COMMITTEE ROUNDUP!

Tuesday, October 25, 2016 - 6:30pm 'til sunset (8:30pm)  
The Council Chambers Corral, 65 Harwood Ave. S.

SO SADDLE UP & MOSEY ON OVER FOR AN  
EVENING OF **COLLABORATIN'** & **CELEBRATIN'**  
WITH THE **BEST VOLUNTEERS IN THE WEST!**

Y'all better tell Momma Moore yer comin' before October 14,  
so she can prep the vittles!

*HATS, SPURS & BANDANAS ARE ENCOURAGED!*



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

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



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

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

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

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

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

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

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

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

January 18, 2016