



**DC MOVES**

Better together.

# Beginning a courageous conversation about Equity

---

HUMAN RIGHTS DAY  
December 10, 2020

- ❖ Not only must we have courageous conversations about racism, systemic discrimination and equity, we must also be courageous and intentional about taking meaningful action.
- ❖ A conversation without action is just a conversation!
- ❖ The goal should be transformative change.
- ❖ Relationship example.
- ❖ With the Equity and Inclusion Committee is an example of how a courageous conversation was turned into meaningful action.



## Diversity, Equity and Inclusion Community Advisory Committee (DEICAC)

### **About the Committee**

- On June 11, 2020 – Presentation was made to Dufferin County Council by Community Member Alethia O’Hara-Stephenson to establish a Diversity Equity & Inclusion Committee, to advocate for and advance the needs of the growing and diverse community in Dufferin County and to advocate for equity and inclusion for All.
- Presentation was received by Council and a motion was brought forward by Councillor Steve Anderson and seconded by Chris Gerrits.
- On July 9<sup>th</sup>, 2020- Dufferin County Council Approved the Mandate for the Committee

## DEICAC Terms of Reference & Mandate

### **Mandate:**

The mandate for the committee will be to advise County Council, make recommendations and provide a monitoring and measuring role to help ensure that the County applies a diversity, equity and inclusion lens to its policies, services and programs.

1. Provide insight, advice, and make recommendations to County Council relating to the following:
  - emerging equity or diversity issues or trends arising in the community;
  - initiatives to combat racism, acts of prejudice or hate in the community;
  - identifying systemic barriers faced in accessing county services, information, programs and facilities;
  - identifying systemic barriers to participation in public life and achievement of social, cultural and economic wellbeing of residents;
  - strategies for building connections and fostering a deeper sense of inclusion and belonging especially for marginalized groups;
  - proposed County of Dufferin initiatives, services, and policies to meet changing needs of a diverse community;
  - employment and employee awareness policies, initiatives, and programs.

## DEICAC Terms of Refence & Mandate

- 2.** Liaise with organizations and stakeholders, particularly those from marginalized groups including but not limited to Black, Indigenous, People of Colour, and 2SLGBTQI+ community members to facilitate discussions that promote broader understanding and engagement between residents of diverse backgrounds and abilities.
- 3.** Provide recommendations on opportunities for education and awareness programs on anti-racism, diversity, equity and inclusion in consultation with the County Administration and within the budget allocated by County Council.
- 4.** Provide advice and recommendations on the development and contents of a new Diversity, Equity & Inclusion Policy which shall include an annual work plan with clear actions and measurable goals and objectives that move to identify and eliminate systemic discrimination and create an inclusive organization.
- 5.** In cooperation with County Staff Diversity and Inclusion Committee provide regular updates to County Council that monitor and measure the County's success in applying a diversity, equity and inclusion lens resulting in implementing real changes to policies, services, and programs.

# DEICAC Committee Members

---

Councillor Steve Anderson  
Councillor Sandy Brown  
Councillor Laura Ryan

## **Community Members:**

Althea Casamento  
Krisma Chahal  
Jordan Dedier  
Phil Dewar  
Sabina Greenley  
Christie Lazo  
Trisha Linton  
Alethia O'Hara-Stephenson  
Preeya Rateja  
Jim Waddington

## **Representatives from the Staff D&I Committee:**

Angela Pollard  
Kareema Sookdeo



“Dufferin County is hoping to represent all citizens by establishing a Diversity, Equity and Inclusion Community Advisory Committee (DEICAC).

The committee is comprised of county councillors Steve Anderson, Sandy Brown and Laura Ryan.

County council intends to consult with the committee to ensure the county applies a diversity, equity and inclusion lens to its policies, services and programs.”

## **Next Steps**

- Continued DEI Training for Committee Members
- Selection of the Chair & Vice Chair
- Conduct Community wide Survey
- Engage Community Stakeholders



QUESTIONS??





Thank You!!