



**City of Kingston
Equity, Diversity and Inclusion Advisory Committee
Meeting Number 01-2024
Unconfirmed Minutes**

**Monday, February 26, 2024 at 1:00 p.m.
In a virtual, electronic format**

Committee Members Present

Councillor Hassan
Councillor Stephen
Nada Aarabi
Johnson Adebayo
Jirjees Alshammaa
Harold Holt
Ambalika Kumar
V. Ophelia Rigault

Regrets

Sunita Gupta
Abraham Kuriakose
Muhammad Zain Mustafa
Duane Wainman

Staff Members Present

Harry Blackwell, Co-op Student, Equity, Diversity & Inclusion
Don Carter, Deputy Fire Chief
Jared Hayes, Information Compliance Analyst
Vanessa Mensah, Equity, Diversity & Inclusion Manager
Iain Sullivan, Committee Clerk

This is not a verbatim report.

Election of Officers

Mr. Sullivan called for nominations for the position of Chair and Vice-Chair

Moved by Councillor Hassan

Seconded by Mr. Holt

That Councillor Stephen be elected to the position of Chair.

Carried

Moved by Councillor Stephen

Seconded by Councillor Hassan

That V. Ophelia Rigault be elected to the position of Vice-Chair.

Carried

Meeting to Order

The Chair called the meeting to order at 1:07 p.m.

Approval of the Agenda

Moved by Councillor Hassan

Seconded by Mr. Holt

That the agenda be approved.

Carried

Confirmation of Minutes

Moved by Ms. Rigault

Seconded by Councillor Stephen

That the minutes of Equity, Diversity and Inclusion Advisory Committee Meeting Number 04-2023, held Monday, June 26, 2023, be approved.

Carried

Disclosure of Pecuniary Interest

There were none.

Delegations

There were none.

Briefings

There were none.

Business

a) Committee Orientation Report

Mr. Sullivan introduced the report.

Councillor Hassan asked for clarification on how to address EDI matters occurring in the City but not within the City organization. Mr. Sullivan stated that those matters were not within the mandate of the Committee and that they should be referred to the Councillor or to Ms. Mensah.

The Chair provided an opportunity for members of the public to speak. There were no members of the public present.

b) Indigenous Camp Molly

Mr. Carter introduced the report.

Councillor Hassan asked for confirmation on the number of campers expected. Mr. Carter noted that the camp was capped at 35 campers. He stated that higher numbers made the program unwieldy.

Ms. Rigault asked if there was a specific opportunity for bringing further equity for BIPOC girls. She further asked what the advertising regarding the camp was. Mr. Carter explained the application process for the campers and the selection committees that are set up. He noted that the committees were focused especially on those who do not have generational connections to firefighting. He further noted that advertising was province wide and that staff used connections in local schools. He commented that staff had contemplated two camps but that staff were stretched thin.

Ms. Mensah stated that this Camp Molly was targeted specifically for those who are Indigenous. She noted that there have been conversations regarding a Camp focused on other members of the BIPOC community.

The Chair provided an opportunity for members of the public to speak. There were no members of the public present.

c) Equity, Diversity and Inclusion Office Report, Q2, Q3, and Q4 2023

Ms. Mensah introduced the report and Mr. Blackwell to the Committee.

Mr. Adebayo asked if staff planned on working with community groups regarding Newcomer Day. He noted that there was often a missing link between the City and individual groups. Ms. Mensah confirmed that staff would be working with local groups. She asked members of the Committee to forward to her any contacts they have.

Mr. Holt asked for clarification on the work done by the Anti-Racism Working Group and Taskforce. He further asked for clarification on the access without fear policy. He noted that the City was committed to reviewing items with an IIDEA lens and he asked for a list of what those would be. Ms. Mensah stated that she would put Mr. Holt into contact through herself with those groups. She stated that the access without fear policy was a future program that would be brought to the Committee in the future for consultation. She explained that there was no list of policies to be reviewed but that staff are working through a process of revising old policies.

Ms. Kumar asked if the hygiene products project would be expanded to school washrooms. Ms. Mensah stated that they will be implemented in all City facilities with gender-inclusive washrooms. She noted that the City does not have jurisdiction in schools.

Councillor Stephen asked if the indigenous training would be mandatory. She asked for clarification on what the anonymous tip-line was for. Ms. Mensah explained that the training had originally been non-mandatory but encouraged but that moving forward it would become mandatory. She explained that the tip-line was a previous idea for those who were not feeling safe in the workplace to report issues but that it was now superseded by the City360 initiative.

The Chair provided an opportunity for members of the public to speak. There were no members of the public present.

Motions

There were none.

Notices of Motion

There were none.

Other Business

The members of the Committee introduced themselves.

Councillor Stephen highlighted local events for International Women’s Day.

Correspondence

There was none.

Date and time of Next Meeting

The next meeting of the Equity, Diversity and Inclusion Advisory Committee is scheduled for Monday, April 29, 2024 at 1:00 p.m.

Adjournment

Moved by Mx. Alshammaa

Seconded by Ms. Rigault

That the meeting of the Equity, Diversity, and Inclusion Advisory Committee adjourn at 2:04 p.m.

Carried