



**City of Kingston
Equity, Diversity and Inclusion Advisory Committee
Meeting Number 02-2024
Minutes**

**Monday, April 29, 2024, at 1:00 p.m.
In a virtual, electronic format**

Committee Members Present

Councillor Stephen, Chair
Councillor Hassan (arrived at 1:03 p.m.)
Nada Aarabi (arrived at 1:03 p.m.)
Johnson Adebayo
Sunita Gupta
Harold Holt
Ambalika Kumar
Abraham Kuriakose
Muhammad Zain Mustafa
Duane Wainman

Regrets

Jirjees Alshammaa
V. Ophelia Rigault

Staff Members Present

Allison Hannah, Committee Clerk
Iain Sullivan, Committee Clerk
Vanessa Mensah, Manager, Equity, Diversity and Inclusion

This is not a verbatim report.

Meeting to Order

The Chair called the meeting to order at 1:00 p.m.

Approval of the Agenda

Moved by Ms. Gupta

Seconded by Mr. Holt

That the agenda be approved.

Carried

Confirmation of Minutes

Moved by Mr. Adebayo

Seconded by Mr. Holt

That the minutes of Equity, Diversity and Inclusion Advisory Committee Number 01-2024, held on Monday, February 26, 2024, be approved.

Carried

Disclosure of Pecuniary Interest

There were none.

Delegations

- a) Bhavana Varma and Aba Bailey were present to speak to the Committee regarding the Kingston Anti-Racism Task Force.

Ms. Bailey introduced the Anti-Racism Task Force to the Committee and advised that the Anti-Racism Task Force was created to action ideas from the Anti-Racism Working Group. Ms. Varma added that the Task Force is composed of Black, Indigenous, people of colour (BIPOC), who are leaders of the larger institutions in Kingston. She further stated that the Task Force is focused on creating an awareness campaign, developing a community reporting tool, bringing professionals working in Equity, Diversity and Inclusion (EDI) together, and encouraging community members to engage in training.

Mr. Holt asked about the process for engaging members of the Kingston community.

Ms. Varma explained that the Working Group did a “call out” where they received

applications from community members. She further explained that a nominations committee went through these applications to create the Anti-Racism Working Group.

Ms. Gupta thanked the delegation for their work and added that it would be beneficial for the Committee to hear more from Ms. Bailey and Ms. Bhavana and to see a visual presentation.

Briefings

There were none.

Business

a) Equity, Diversity and Inclusion Office Report Q1 2024

Ms. Mensah provided an overview of the report to the Committee.

Mr. Kuriakose asked if and when updated data would be available to the Committee. He further asked if it was possible to obtain more diverse data to include specific minorities and ethnic groups. Ms. Mensah clarified that although this data is from 2022 the statistics have not changed. She commented that updated data will be available either at the end of this year or the next as a result of work being done with consultants. She advised that staff will continue to update the Committee on the work being done to increase the diversity within the organization. She clarified that the reporting is off information of those who self-disclosed within the organization and that that data is not available.

Ms. Gupta asked what the mechanisms are of taking complaints and making sure that there is Equity, Diversity and Inclusion (EDI) support for individuals. She inquired if there would be hiring for a paid position to aid in the planning of Intercultural Arts Festival. She sought clarification on if Newcomers Day would go beyond an introduction to Immigrant Services of Kingston and Area (ISKA) and KEYS and be centered around newcomers needs. Ms. Mensah clarified that staff will be looking to add a paid position for the Intercultural Arts Festival and there will be community outreach to find someone designated in that role. She noted that research and consultations are ongoing for Newcomers Day and the hope is that newcomers will be well integrated in the community by making services more known and accessible.

Mr. Adebayo asked if the City has a specialized recruitment system for minorities. Ms. Mensah explained that this system does not exist but that she was in contact with Queen's University as they have an equity tool used in hiring processes. She further

stated that staff will be working with consultants to form tangible goals to increase minority recruitment such as training for hiring teams and being mindful of where postings are advertised.

Councillor Hassan suggested that the City collect data for all employees, not only management. He stated that visible minorities should be referenced as Black, Indigenous, or people of colour rather than mentioning specific ethnicities for inclusion purposes. Ms. Mensah clarified that information pertaining to City employees is available from 2022 and new data will be shared as it becomes available.

Mr. Holt asked about the City's Talent Management Strategy and whether that was available to the Committee. He sought clarification on the self-forming community groups and ethno-groups referenced in the report. Ms. Mensah explained that the City's Talent Management Strategy is an internal document the City is working on and therefore cannot be shared with the public. She added that self-forming community and ethno-groups are created within the community and the City seeks to amplify them through supports such as illuminations of City Hall.

Motions

There were none.

Notices of Motion

There were none.

Other Business

Ms. Gupta brought up barriers to paying for parking in the City of Kingston and requested to bring this issue to the attention of the Committee for further discussion.

Correspondence

There was none.

Date of Next Meeting

The next meeting of the Equity, Diversity and Inclusion Advisory Committee is scheduled for Monday, June 24, 2024, at 1:00 p.m.

Adjournment

Moved by Councillor Hassan

Seconded by Mr. Kuriakose

That the meeting of the Equity, Diversity, and Inclusion Advisory Committee adjourn at 1:48 p.m.

Carried