

Special General Committee Minutes

Meeting Number: 13
September 21, 2021, 9:30 AM - 1:00 PM
Live streamed

Roll Call	Mayor Frank Scarpitti Deputy Mayor Don Hamilton Regional Councillor Jack Heath Regional Councillor Joe Li Regional Councillor Jim Jones Councillor Keith Irish Councillor Alan Ho	Councillor Reid McAlpine Councillor Karen Rea Councillor Andrew Keyes Councillor Amanda Collucci Councillor Khalid Usman Councillor Isa Lee
Staff	Andy Taylor, Chief Administrative Officer Trinela Cane, Commissioner, Corporate Services Arvin Prasad, Commissioner, Development Services Claudia Storto, City Solicitor and Director of Human Resources Joel Lustig, Treasurer Bryan Frois, Chief of Staff Kimberley Kitteringham, City Clerk Martha Pettit, Deputy City Clerk Adam Grant, Fire Chief	Ned Sirry, Acting Chief Information Officer Graham Seaman, Director, Sustainability & Asset Management Morgan Jones, Commissioner, Community Services Hristina Giantsopoulos, Election/Council & Committee Coordinator John Wong, Technology Support Specialist II Mona Nazif, Senior Manager HR Client Services Joanne Kinya Baker, Diversity, Equity & Inclusion Specialist Janet Ashfield, Mngr HR - Emp & Labor Relatns Hlth & Safety

1. CALL TO ORDER

Under the authority of the *COVID-19 Economic Recovery Act, 2020* (Bill 197) and the City of Markham's *Council Procedural By-law 2017-5*, and in consideration of the advice

of public health authorities, this meeting was conducted electronically with members of General Committee, staff, and members of the public participating remotely.

The Special General Committee convened at 9:35 AM with Regional Councillor Jack Heath presiding as Chair for all items on the agenda.

2. DISCLOSURE OF PECUNIARY INTEREST

There were none disclosed.

3. DEPUTATIONS

3.1 DEPUTATION - NATIONAL DAY OF TRUTH AND RECONCILIATION (12.0)

Robert Kerfoot, Union Chair, CUPE 905, addressed the Committee to express support for the City to recognize September 30 as a statutory holiday in recognition of the National Day of Truth and Reconciliation. He noted the significance of this day and that it is to remember survivors and those who were lost in residential schools. Mr. Kerfoot indicated that the recognition of this federal holiday is an opportunity to for workers to have paid day off for public commemoration of history and that other municipalities and York Region have already done so.

The Committee thanked Mr. Kerfoot for attending today's meeting and made inquiries into whether other municipalities will recognize September 30 as a statutory holiday.

Mayor Scarpitti addressed the Committee and thanked Rob Kerfoot for attending this meeting and his request. He noted that Markham City Council and the community takes Truth and Reconciliation very seriously and have paid recognition and respect to the unfortunate discoveries in the last few months. He indicated that the City will use use this day to reflect and as a community and a country we need to do a lot of work to rebuild relationship with the Indigenous community. The Mayor further indicated that other municipalities may have provisions in their collective agreements to introduce holidays as they arise and that by not recognizing September 30 as a statutory holiday the City should not be viewed as insensitive and noted the great work being done as an organization in this regard.

Andy Taylor, Chief Administrative Officer, addressed the Committee and also thanked Rob Kerfoot for attending the meeting and strongly agreed that September 30 is very important and that the City is recognizing this day to honour our Indigenous communities.

Moved By Councillor Amanda Collucci
 Seconded By Deputy Mayor Don Hamilton

That the deputation from Rob Kerfoot, Union Chair, Local CUPE 905, be received.

Carried

4. REGULAR - FINANCE & ADMINISTRATIVE ISSUES

4.1 NATIONAL DAY FOR TRUTH AND RECONCILIATION (12.0)

Andy Taylor, Chief Administrative Officer addressed the Committee to introduce Joanne Kinya Baker, the City's new Diversity, Equity and Inclusion Specialist who will hold a significant role in supporting the organization moving forward to ensure corporate values related to diversity, equity inclusion, and anti-racism are included in all community initiatives. In recognition of this important role, Ms. Kinya Baker will report directly to the CAO and be part of the CAO office and will work with the City Solicitor, Commissioners, and, Directors to move the Diversity and Anti-Black Racism Action Plans forward. Mr. Taylor noted some of Ms. Kinya Baker's previous experience in Alberta which included the establishment of a Diversity, Inclusion and Equity Policy, a Welcoming and Inclusive Community Committee, and a Strong Neighbourhoods Initiative. She also has experience working with the Calgary Police, Corrections Canada and has worked internationally. Mr. Taylor welcomed Ms. Kinya Baker to the City of Markham.

Joanne Kinya Baker, Diversity, Equity and Inclusion Specialist, addressed the Committee and thanked Mr. Taylor for the warm welcome and noted the City's strong commitment to diversity as it is located in the CAOs Commission. She also recognized Rob Kerfoot's comments and the importance of Truth and Reconciliation. It was further noted the City will recognize September 30, with the guidance of external consultant, Tia Kennedy of Kiinew Kwe Consulting. Ms. Kinya Baker delivered a presentation entitled, National Day for Truth and Reconciliation which provided an overview of City Activities to recognize September 30 which include Orange Shirt Day, Education Session, virtual reflection activities, and the raising of the Every Child Matters Flag.

The Committee welcomed and thanked Ms. Kinya Baker for the presentation and invited the community across all departments to recognize this day.

Moved By Councillor Isa Lee
 Seconded By Councillor Andrew Keyes

1. That this report be received for information purposes.

Carried

5. PRESENTATIONS - COMMUNITY SERVICE ISSUES

5.1 DIVERSITY ACTION PLAN (12.0)

Mayor Frank Scarpitti addressed the Committee to introduce the Diversity Action Plan and indicated it was one of the first priorities of this term of Council as part of the City's Strategic Plan, Building Markham's Future Together. The Mayor indicated that the City of Markham celebrates the diversity of all communities and recognizes that it is a significant part of economic success along with the City's long standing history and commitment of inclusion and belonging so that everyone in all communities feel welcome. Mayor Scarpitti thanked Council for recognizing the importance to update the Diversity Action Plan (DAP) so that policies, programs, and services are both inclusive and accessible to everyone. He introduced, Mona Nazif, Senior Manager HR Client Services, to provide an overview of the DAP update.

Mona Nazif, Senior Manager HR Client Services, addressed the Committee and delivered a presentation entitled, Diversity Action Plan (2010–2019)- Everyone Welcome Update which provided an overview of the previous plan and indicated that 87% of the recommendations were completed or still active and that the remaining 13% are underway. Ms. Nazif provided an update on the DAP recommendations, progress and highlights.

Mayor Scarpitti thanked Mona Nazif and staff for their work, enthusiasm and dedication on the DAP. The Mayor suggested that through collaboration, dialogue, and data collection a new DAP will be developed and be adaptable as needs in the community evolve and to ensure that gaps people are experiencing are addressed. He introduced Wendy Cukier, from the Diversity Institute, at the Ted Rogers School of Management, who was present when the original DAP was introduced.

Wendy Cukier, Professor of Entrepreneurship and Strategy, Diversity Institute Founder, Academic Director of the Women Entrepreneurship Knowledge Hub and Research Lead of the Future Skills Centre, from Ryerson University, thanked the Mayor for the welcome. She noted that Canada is a country of settlers and that it is important to do what we can in relation to diversity and inclusion. Ms. Cukier made a presentation that provided an outline of the business case for

community inclusion, project objectives, approach and the next steps and that a plan will be created to reflect the experiences and needs of Markham's diverse communities.

The Committee discussed the following in relation to the presentation:

- The timeline of the original DAP and if it was a ten-year plan;
- The contents of the plan in relation to work with Indigenous community members;
- An inquiry on whether September 30 will be observed annually;
- That there be consideration to initiate an original contribution to Truth and Reconciliation by the City; and,
- Inquiries regarding how to include all members of the community and when individual conversations will begin.

The Committee suggested that there be regular updates on the DAP progress at future General Committee meetings.

Staff responded to the Committee's inquiries and advised that Joanne Kinya Baker will lead this initiative and that stakeholder consultations will begin in the coming days. It was indicated that the DAP will return to Committee and that the Diversity Institute will also return to discuss the progress in the process.

Moved By Mayor Frank Scarpitti
Seconded By Councillor Khalid Usman

That the presentation entitled Diversity Action Plan (2021-2031) made by Wendy Cukier, be received.

Carried

6. ADJOURNMENT

Moved By Mayor Frank Scarpitti
Seconded By Councillor Khalid Usman

That the Special General Committee Meeting adjourn at 11:17 AM.

Carried