



**The Corporation of The Town of Cobourg
Equity, Diversity and Inclusion Committee
MINUTES**

**October 14, 2021, 6:00 p.m.
Electronic Participation**

Members Present: Frances Northeast
Beverley Shepherd
Anna Albouni
Marilou Martin
Heidi Carisse
Shawn Levy
Boutheina Maraoui
Councillor Adam Bureau
Roger Ramkissoon, Chief Financial Officer, Cobourg Police
Services
Councillor Emily Chorley
Councillor Nicole Beatty

Members Absent: Kari Walton
Terry Dillon
Ashley Bouman

Staff Present: Jamie Kramer, Accessibility Coordinator
Brent Larmer, Municipal Clerk / Manager of Legislative Services
Paul VandeGraaf, Chief of Police, Cobourg Police Service

Staff Absent: Krystal Christopher, Deputy Clerk
Emilio Ojedae, Northumberland County

1. CALL TO ORDER

Vice-Chair, Marilou Martin, called the Meeting to Order at 6:01 P.M.

2. TRADITIONAL LAND ACKNOWLEDGEMENT

3. APPROVAL/ADDITIONS TO THE AGENDA

Roger Ramkissoon, Chief Financial Officer, Cobourg Police Services joined the meeting at 6:02 pm.

Moved by Councillor Nicole Beatty

THAT the Agenda dated October 14, 2021 be approved as presented.

Carried

4. DECLARATIONS OF INTEREST BY MEMBERS

There were no Declarations of Interest Declared by Committee Members.

5. ADOPTION OF MINUTES

Moved by Councillor Adam Bureau

THAT the minutes dated September 9, 2021 be adopted as presented.

Carried

6. DELEGATIONS/PRESENTATIONS

7. COMMUNICATIONS/CORRESPONDENCE

J. Kramer highlighted that the Ontario Human Rights Commission sent out a notice about their proposed policy for naming - and that it had been sent to the Committee previously as the survey involves short answer questions. It has to be submitted by October 22, 2021.

7.1 Ontario Human Rights Commission - Proposed Naming Policy

8. REPORTS

9. NEW BUSINESS

9.1 Election of Chair and Vice-Chair for the Equity, Diversity, and Inclusion Advisory Committee of Council.

H. Carisse states that she would like to nominate Marilou Martin as Chair of the Committee as she has already been acting in the role for the last few meetings. H. Carisse also noted that if no one else wanted to be the Vice-Chair that she would be glad to do so.

Moved by Councillor Nicole Beatty

THAT Marilou Martin be appointed as Chair of the Equity, Diversity and Inclusion Committee

Carried

Moved by Marilou Martin

THAT Heidi Carisse be appointed as Vice-Chair of the Equity, Diversity and Inclusion Committee

Carried

9.2 Members at Large discussing the Cobourg Police Body Worn Camera Initiative.

M. Martin asked if the Committee wanted to have a discussion about the Police Body-Worn Camera issue. As many people did not seem interested, this was moved on from at this time, but revisited before the end of the meeting.

- H. Carisse noted that she was surprised with the amount of support for the technology as it was higher than anticipating but pleasantly surprised. She noted that at the last meeting, there was discussion around when the costing would come through and asked if that had been decided upon yet.
 - Chief VandeGraaf answered that the Police Services Board is finalizing all the budgeting process and the Request For Proposal for Body-Worn Cameras will be the last piece to the budget. Should the Board decide to move forward with this project, it would be part of the budget that is brought forward to the Town of Cobourg Council Budget meeting in November. To him, the costing is the easy piece because of all the time, effort, and work that has gone into getting to where they are now as this process has been built in community collaboration first.

M. Martin asked H. Carisse to act as Chair for this portion of the meeting so she could speak to the matter.

- M. Martin read through the report and the survey and thought it was an overwhelming support from many different perspectives. The one thing she found concerning were the comments about people who may have

drug addictions and mental health issues in the downtown core of Cobourg being filmed or not being handled properly. She proposed that as a Committee, mental health and drug addiction is an area that should be looked at as well, especially from a compassion, empathy, and understanding component.

- Chief VandeGraaf noted that there will always be an unfortunate circumstance when it comes to drug enforcement but it's a conversation worth having.

M. Martin at this point stepped back into the role as Chair.

- Councillor Chorley asked a question to Dean Pepper, the Chair of the Police Services Board, about when the final decision will be made by the Board?
 - D. Pepper stated that the Board will have a short discussion on it next week, but they expect to have the cost for November Board meeting and have the vote at that time.
- Councillor Chorley then asked if he felt that Cobourg can afford this technology and would it come from the tax levy or the Cobourg Police Business Services Unit?
 - D. Pepper stated that with the overwhelming support for both the CCTV and Body-Worn Cameras, he can't speak for the whole board but he would like to see a cost-sharing for the Police Service and the Town of Cobourg with a 50/50 split. As he sees it, there is not only capital costs to be considered, but there is a fair amount of operational costs that accompany Body-Worn Cameras. This is especially the case when there are requests for footage for different reasons, especially the administrative challenges that come along with redacting images of people that may be in it that cannot be part of the sent video.

9.3 Jamie Kramer, Accessibility Coordinator, regarding the Equity, Diversity, and Inclusion Policy.

J. Kramer provided an overview of the Equity, Diversity, and Inclusion Policy for the Town of Cobourg. She highlighted the different sections, as well as the areas that will need to be cross-referenced as different pieces are created, such as the Equity, Diversity, and Inclusion Lens, which will be done in consultation with the EDIAC.

The policy had been previously shown to the EDIAC in its draft format, but had been through significant revisions after that, including being revised at the internal Policy Review Team for the Town of Cobourg.

Moved by Councillor Nicole Beatty

THAT the Equity, Diversity, and Inclusion Advisory Committee endorse the Equity, Diversity, and Inclusion Policy as presented.

Carried

9.4 Jamie Kramer, Accessibility Coordinator, regarding the Equity, Diversity, and Inclusion Strategy.

J. Kramer provided a presentation about the EDI Strategy.

The EDI Strategy meets the requirements for the Town of Cobourg's Action Plan under the Canadian Commission of UNESCO.

In the Strategy, each recommendation has more information, a proposed timeline, the associated EDI Strategy Goal, and the associated Common Commitment(s) under the Canadian Commission of UNESCO's Coalition of Inclusive Municipalities.

The recommendations are based upon information gathered in the process as well as from the public engagement that has taken place. These themes should be understood as "objectives" under the goals that were presented to the public and are listed below; however, there may be additional items that are added based upon feedback and additional programs that need to be conducted based on Council's Strategic Plan.

- The Equity, Diversity, and Inclusion Strategy should be broken into three (3) Phases:
 1. **Phase One:** Internal Strengthening of Equity, Diversity, and Inclusion.
 2. **Phase Two:** Audit and Assess Goods, Programs, Services, and Information.
 3. **Phase Three:** Collaborate and Build More Inclusive Practices for the Town of Cobourg.
- Each of these Phases, as well as specific actions, are explained in the attached document. It should be noted that these Phases are intertwined – while a lot of the actions may not be started until the next

year or the next phase, we are working to build the foundation for everything from one Phase to another.

- This document will be adjusted depending on capacity, resources, and need to determine the priorities for the community's diverse needs.
- Further, this will cycle through each of the Phases as we move from Phase Two to Phase Three and need to create more capacity in our Staff members that has been started in Phase One.
- There are a total of eighty one (81) recommended actions for the EDI Strategy that will start to progress the Town of Cobourg further into their EDI journey.
- The hope is that these actions will move the Town of Cobourg from Level 1 or 2 in many of the GDEIB categories to Level 2 or 3.
 - This will be monitored on an ongoing basis using the GDEIB Checklists and tools that were used for the Initial Benchmarking.
- As programs are implemented, they will have their own specific metrics and measures for success, which can be adapted, adjusted, and chosen based upon what "success" means for each of those programs.
- Progress reports will be given on an ongoing basis, either through specific program updates and/or bi-annual EDI Strategy updates.

Moved by Shawn Levy

THAT the Equity, Diversity, and Inclusion Advisory Committee endorse the Equity, Diversity, and Inclusion Strategy as presented.

Carried

10. UNFINISHED BUSINESS

10.1 Jamie Kramer, Accessibility Coordinator, regarding the Equity and Diversity Scan of the Town's Boards and Committees.

B. Larmer noted that there has been work by Staff behind the scenes to get this information, but the main priority has been working with our Committees on vaccination and COVID-19 policies to get back to regular business. B. Larmer and Krystal Christopher, Deputy Clerk, have been working together to revise the Committee application form for the next term to automatically receive dimensions of diversity related information in

the future, rather than having to do so individually. The goal for this term will be to reach out individually and then provide a report to the Committee about the results of this in the future, hopefully before the end of the year.

11. **ADJOURNMENT**

- H. Carisse raised a point of order and question about the Body-Worn Camera issue as she was unsure why it was not being further discussed since it was on the Agenda.
 - B. Larmer noted that the EDIAC should reopen the discussion on the topic as it was listed on the Agenda, which was approved.

Moved by Councillor Adam Bureau

THAT the Equity, Diversity, and Inclusion Advisory Committee of Council adjourns at 7:04 p.m.

Carried