



Town of Aurora
Anti-Black Racism and Anti-Racism Task Force
Meeting Minutes

Date: Wednesday, November 17, 2021
Time: 7:00 p.m.
Location: Video Conference

Committee Members: Mark Lewis (Chair)
Noor El-Dassouki (Vice Chair)
Edlene Antonio
Shivangi Bagga
Jennie Dekkema
Keenan Hull
Mae Khamissa
Councillor Harold Kim

Other Attendees: Techa Van Leeuwen, Director of Corporate Services
Demetre Rigakos, Manager, Human Resources
Michael de Rond, Town Clerk

1. Procedural Notes

This meeting was held electronically as per Section 19. i) of the Town's Procedure By-law No. 6228-19, as amended, due to the COVID-19 situation.

The Chair called the meeting to order at 7:02 p.m.

2. Approval of the Agenda

Moved by Noor El-Dassouki

Seconded by Mae Khamissa

That the agenda, as circulated by Legislative Services, be approved.

Carried

3. Declarations of Pecuniary Interest and General Nature Thereof

There were no declarations of pecuniary interest under the *Municipal Conflict of Interest Act, R.S.O. 1990, c. M.50*

4. Receipt of the Minutes

4.1 Anti-Black Racism and Anti-Racism Task Force Meeting Minutes of October 20, 2021

Moved by Noor El-Dassouki

Seconded by Mae Khamissa

That the Anti-Black Racism and Anti-Racism Task Force meeting minutes of October 20, 2021, be received for information.

Carried

5. Delegations

None.

6. Matters for Consideration

6.1 Memorandum from Manager, Human Resources; Re: Diversity, Equity and Inclusion, Strategic Action Plan 2021-2024

Demetre Rigakos, Manager, Human Resources, introduced Dr. Nafeesa Jalal, the Town's consultant who developed the Diversity, Equity and Inclusion Strategic Action Plan. Dr. Jalal provided a presentation to the Task Force which included background on how the strategy was created as well as outlined the eight goals of the strategy.

There was further discussion regarding potential changes in hiring practices to reflect the values of the Diversity, Equity and Inclusion Strategic Action Plan as well as how the Town can continue to make process in Diversity and Inclusion initiatives. There was also discussion regarding remaining accountable to the plan and further suggestions to improve the Town's recruitment processes.

Moved by Mae Khamissa

Seconded by Noor El-Dassouki

1. That the memorandum regarding The Town's Diversity, Equity and Inclusion Strategic Action Plan 2021-2024 be received; and
2. That the Anti-Black Racism and Anti-Racism Task Force comments regarding the Town's Diversity, Equity and Inclusion Strategic Action Plan 2021-2024 be received and referred to staff for consideration and further action as appropriate.

Carried

7. Informational Items

None.

8. Adjournment

Moved by Mae Khamissa

Seconded by Jennie Dekkema

That the meeting be adjourned at 8:33 p.m.

Carried