AGENDA
DIVERSITY & COMMUNITY ENGAGEMENT
ADVISORY COMMITTEE
May 24, 2017 at 6:00 p.m.
River Plate Room, Town Hall
Meeting No. 5

Online Agenda: Anything in blue denotes an attachment/link. By clicking the links on the agenda page, you can jump directly to that section of the agenda. To manoeuver back to the agenda page use the Ctrl + Home keys simultaneously OR use the “Bookmark” icon on the navigation panel to the left of your screen.

Alternative formats available upon request by contacting: accessibility@ajax.ca or 905-619-2529 ext. 3347

1. Call to Order

2. Disclosure of Conflict of Interest

3. Approval of Minutes

   3.1 April 26, 2017 ......................................................................................................................................................Page 2

4. Presentation/Discussion Items

   4.1 National Access Week [10 minutes]
   Members of the Ajax Accessibility Advisory Committee

   4.2 Durham Regional Police Service Diversity Strategic Plan [40 minutes] ................ external link
   S/Sgt. Jeff Haskins, Durham Regional Police Service

   4.3 2017 Diversity Conference (J. Sahak) [15 minutes]

5. Correspondence

6. Update from Council

7. Standing Items

   7.1 Work Plan .......................................................................................................................................................... Page 7

   7.2 Staff Updates

8. New/Other Business

9. Adjournment

Next Meeting Date: Wednesday, June 28, 2017 at 6:00 p.m., River Plate Room, Town Hall
1. Call to Order

Chair Neckles called the meeting to order at 6:05 p.m. With consent of those Members present, the Meeting proceeded without quorum.

2. Disclosure of Conflict of Interest

None

3. Approval of Minutes

This item was deferred until quorum was met.

4. Presentation/Discussion

4.1 Durham Regional Police Service – Body-worn Camera Project
A/Sgt. Bagg presented a detailed overview of the Durham Regional Police Services Body-worn Camera Project, noting direction from the Chief of Police to undertake a feasibility study. He emphasized the importance of determining whether body-worn cam (not sure what you meant here), and effectiveness of procedures.

_Councillor Ashby entered the Meeting (6:10pm) and quorum was met._

A/Sgt. Bagg referred to a _New York Times report ‘Police Body Cameras – What do you see?’ from April 1, 2016._ The report outlines research on the public perception of police, accuracy of body-worn/dash cameras and the interpretation of such data. Members were tasked with viewing several short video clips from three different vantage points and to self-reflect on the level of threat for each. The exercise helped to illustrate that context and point-of-view for videos is critical, as narration can colour one’s understanding and interpretation.

The balance of managing expectations of body-worn cameras, perceptions and realities were explored. There is is the perception that body-worn cameras could improve trust, transparency, and officer and citizen behaviour, as well as provide better evidence and expedite resolutions, however, concerns and challenges relative to citizen and officer privacy, officer health and safety, training and policy requirements, finances and resources will all need to be explored. A/Sgt. Bragg identified that a cost benefit analysis will be required to make the case for a phased-in approach before any pilot could move forward. He noted that the project will require a strong governance and policy foundation in order to achieve trust, accountability and transparency. Several best practice examples have been reviewed by the Police Service, and Toronto was noted to be the example DRPS would look at following in terms of policy development.

_L. Tabbaa entered the Meeting (6:40pm)._ 

Next steps in the project were outlined. There is currently a public survey underway to solicit community feedback. A report will be presented to the Police Services Board on June 12, 2017, after which time there could be a recommendation for pilot deployment of body-worn cameras amongst two platoons from West division for a year. Members were encouraged to complete the online survey at _www.drps.ca/bwcsurvey_ and to share the opportunity with their networks. The survey is open until April 30, 2017.

_S. Hoskins and K. Roopchan entered the Meeting (6:50pm)._ 

Discussion ensued. Members posed questions relative to public satisfaction levels, changes in public behaviour with body-worn cameras, scope of consultation, privacy and retention of footage, functionality and control of officers over body-worn cameras, and police support for the program. A/Sgt Bagg noted that approx. 2,100 respondents have taken part in the survey to date.

### 3. Approval of Minutes

Moved by: J. Eddy  
Seconded by: L. Harrison

That the minutes of the March 29, 2017 meeting of the Diversity & Community Engagement Advisory Committee be approved.
Member Announcement

L. Harrison informed the Committee that, effective the end of the meeting he will be resigning from the Committee. He has relocated out of Ajax. Members thanked L. Harrison for all of his contributions to the Committee and the Town.

4.2 Review of Multi-Year Accessibility Plan

S. Moore delivered a presentation on the comprehensive review of the multi-year accessibility Plan. She provided an overview of accessibility planning requirements and reviewed the plan’s current format. The plan supports six priority commitments (policy & procedure, customer service, information & communications, employment, transportation, and the built environment). Twenty objectives under the priority commitments have been actions or completed through approximately 80 initiatives.

Numerous accessibility-related achievements over the past five years of the plan were shared, supporting all six commitment areas. Provincial compliance requirements expectations were discussed. Other factors to consider in relation to accessibility planning include the scheduled review of existing accessibility standards, which could result in changes or amendments, the rumour of new accessibility standard development, and the drafting of federal accessibility legislation. The municipal impact of such remains to be seen, however.

S. Moore explained the framework for review of the plan, noting that a combination of outreach tactics will be implemented, including targeted focus groups, a public meeting, and a survey/questionnaire. Feedback and comments will be sought from the public on ideas for measuring success and barrier identification. Outreach will focus on Inclusion Services customers, the Ajax Business Sector, Town of Ajax staff and volunteers, the older adult/senior population, as well as community and cultural groups.

Key steps and dates were reviewed with communications targeted to commence in early May. The Accessibility and Recreation & Culture Advisory Committees have been solicited for interest in assisting with the targeted focus groups and community conversation. Overall, the consultation process will be undertaken over a 5 week period, with a draft plan and update coming back to the Committee in the fall.

S. Moore sought feedback from Members relative to the draft survey/questionnaire. In the interest of time, she agreed to circulate a copy of the survey electronically. Members were encouraged to provide feedback by Friday, April 28, 2017.

4.3 IMPACT Ajax Recipients for 2017

R. Gruber presented a summary of the 18 IMPACT fund recipients for 2017, which include the following initiatives:

- Neighbourhood Activity day
- Rock-the-Block Outdoor Talent Showcase
- We-Cyle Environmental Event
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- Pak-Canadian Society of Durham: Canada 150 Musical Celebration
- Rangtarang Group: Town of Ajax Information Session (multi-lingual)
- Young Singers: Choralocity Event
- WindReach Farms: Beyond the Farm Gate Program for 4 priority schools
- Boys & Girls Club of Durham: Healthy Family Dinner Night
- Women’s Multicultural Resource & Counselling Centre of Durham: Reading Circle for Moms & tots
- Ajax Creative Arts: Maple Leaf Mystery Art Project
- Community Development Council Durham: Creative Community Ajax Art Program
- Alzheimer’s Society of Durham Region: Blue Umbrella Program
- Big Brothers Big Sisters of Ajax-Pickering: Switch Gears Program
- Congress of Black Women, Ajax Pickering Chapter: Steel Pan for Youth
- Durham Youth Housing & Support Services: Cooking Readiness Program

Details on the 2017 application process anticipated for fall 2017 were shared. Additional information is available on the Town’s website: http://www.ajax.ca/en/livinginajax/Impact.asp.

5. Correspondence

Information flyers for the Canadian Asian Fashion Week events were distributed to Members.

L. Harrison shared a summary of his participation in the 360 Kids overnight program. He noted that he is anticipating the program to come to Durham Region in the future and encouraged those who had the opportunity, to take part in the initiative.

6. Update from Council

Councillor Jordan shared reflections on her attendance at the Vimy Ridge Anniversary recognition events. She travelled with several local high school students and noted the experience to be moving and profound.

Details were shared relative to the May 4, 2017 Waterfront Public Meeting and May 11, 2017 Wards 3 & 4 Meeting. Councillor Jordan distributed promotional material relative to AppJAX, the new Town of Ajax mobile application, and informed the Committee that Council had approved the 2018 Ward boundary, Option D-modified.

J. Eddy exited the Meeting (8:02pm).

7. Standing Items

7.1 Work Plan

This Item was not discussed in detail.

7.2 Update from Staff
R. Gruber introduced Jai Sahak as the Town’s new Diversity & Community Engagement Coordinator. He provided details relative to several upcoming events for which he had circulated informational flyers via email. Members were reminded of the April 27, 2017 Volunteer Appreciation Event. A summary of the Spring Fling launch of the Older Adults and Seniors Recreational Program Strategy was shared. It was noted to have been very well attended, with the majority of the attendees not being existing members of the Town’s seniors clubs.

A brief overview of the MosaiCA event was provided, noting the need for volunteers to assist with backstage roles. Members interested were asked to contact R. Gruber via email.

8. New/Other Business

S. Moore presented a cake to the Committee in recognition of J. Sahak joining the Town and L. Harrison’s farewell.

9. Adjournment

Moved By: L. James
Seconded By: K. Roopchan

That the April 26, 2017 Meeting of the Diversity & Community Engagement Advisory Committee be adjourned (8:11pm).

CARRIED
<table>
<thead>
<tr>
<th>PROJECT ITEM</th>
<th>OBJECTIVES &amp; SUMMARY</th>
<th>LEAD</th>
<th>TIMELINE</th>
<th>STATUS / NOTES</th>
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<tbody>
<tr>
<td>1. Review of annual partnership events hosted by Recreation and Culture</td>
<td>• To provide information about ongoing annual events hosted by the Town, Community/Sports &amp; Culture Groups</td>
<td>Shane Joseph</td>
<td>Ongoing</td>
<td></td>
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</tbody>
</table>
| 2. Present and review DACE Plan Implementation – Phase 2                     | • Review what has been done to date  
• Brainstorm consultation and communication / engagement for development of phase 2  
• Review and update the Diversity Policy  
• Develop action plan and measurable | Shane Joseph  
Christie McLardie  
DACE AdCom | Ongoing                   |                               |
| 3. Volunteer Recognition Awards                                              | • Select 2 committee representatives to sit on the Award Selection Panel (March 16, 2016) | Laura Tegelberg               | January 2016              |                                 |
| 4. Revise the Council Recognition, Proclamation and Flag Raising Policies     | • Review and propose changes to those events recognized by the Town/Council (ex. faith-based activities) | Shane Joseph                  | February/March 2016       |                                 |
| 5. Healthy Kids Community Challenge                                           | • Advise on implementation of strategy to engage children/youth in healthy improvements to lifestyle | Kevin Smith                   | February/March 2016       |                                 |
| 6. Multi-year Accessibility Plan Update                                      | • Review accomplishments to date and forecasted projects                              | Sarah Moore  
Accessibility AdCom | Annual March/April 2016          |                                 |
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<tr>
<th></th>
<th><strong>7. Explore Ajax Newcomer Bus Tour</strong></th>
<th>Review and advise on route and content</th>
<th>Shane Joseph</th>
<th>Twice Annually Spring &amp; Fall</th>
</tr>
</thead>
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<tr>
<td></td>
<td><strong>8. IMPACT Ajax Fund</strong></td>
<td>Review update funding and programs</td>
<td>Cayla S. Da Silva</td>
<td>Annual April/May 2016</td>
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<td></td>
<td><strong>10. Seniors Strategy Update</strong></td>
<td>Solicit feedback on the consultation process and findings</td>
<td>Robert Prochilo</td>
<td>May/September 2016</td>
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<td></td>
<td><strong>11. Partnership Policy</strong></td>
<td>Review and provide feedback on the revised policy for provision of Town supports to external bodies</td>
<td>Cayla da Silva</td>
<td>September 2016</td>
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<td></td>
<td><strong>12. Self Disclosure Form (Taleo Recruitment Software)</strong></td>
<td>To educate the Committee on the new recruitment software</td>
<td>Jackie Lumsden</td>
<td>Spring 2016?</td>
</tr>
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<td></td>
<td><strong>13. Strong Neighbourhood Strategy</strong></td>
<td>To provide ongoing consultation and updates</td>
<td>Cayla S. Da Silva</td>
<td>Ongoing Annual Update</td>
</tr>
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<td></td>
<td><strong>14. Diversity Conference</strong></td>
<td>Participate in the planning and coordination of first Ajax diversity conference to bring groups, associations and interested parties together to discuss diversity issues</td>
<td>Shane Joseph</td>
<td>October 2016</td>
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<td></td>
<td><strong>15. Designate a prominent space as a Centre for Understanding (DACE Plan Phase 2)</strong></td>
<td>To provide ongoing updates on the progress of Pat Bayly Square</td>
<td>Shane Joseph Tracey Vaughan</td>
<td>Ongoing</td>
</tr>
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|   | **DIVERSITY AND COMMUNITY ENGAGEMENT ADVISORY COMMITTEE - DRAFT**  
**2014-2018 WORK PLAN** |   |
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<tr>
<td><strong>16.</strong></td>
<td><strong>Age-Friendly Community</strong></td>
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<td></td>
<td>• WHO strategy to respect elders in our community (designation)</td>
<td>Robbie Prochilo</td>
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<td><strong>17.</strong></td>
<td><strong>Community Action Plan</strong></td>
<td></td>
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<td></td>
<td>• Provide feedback on achievements to date and suggestions for future initiatives</td>
<td>Christie McLardie</td>
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<td><strong>18.</strong></td>
<td><strong>Social Media Engagement</strong></td>
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<td></td>
<td>• Discuss methodology and use of social media as engagement tool for the Town</td>
<td>Christie McLardie Matthew Norton</td>
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<td><strong>19.</strong></td>
<td><strong>New Town of Ajax Website Development</strong></td>
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<td></td>
<td>• Participate in design consultation for the new website</td>
<td>Christie McLardie Matthew Norton</td>
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<td><strong>20.</strong></td>
<td><strong>Fair Representation</strong></td>
<td></td>
</tr>
</tbody>
</table>
|   | • Review and seek feedback on engagement and communications of the Fair Representation matter  
• Provide regular updates | Christie McLardie Colleen Jordan | Ongoing |
| **21.** | **2018 Municipal Election** |   |
|   | • Provide insight and advise on engagement initiatives relative to voting | Sarah Moore  
*Deputy Clerk* | 2017/2018 |
| **22.** |   |   |
| **23.** |   |   |
| **24.** |   |   |
# COMPLETED ITEMS

<table>
<thead>
<tr>
<th>PROJECT ITEM</th>
<th>OBJECTIVES &amp; SUMMARY</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Advisory Committee  - Orientation session - Chairs workshop / meet and greet</td>
<td>To familiarize new DACE members with purpose, mandate, etc.</td>
<td>S. Moore</td>
<td>February 18, 2015</td>
<td>Complete</td>
</tr>
<tr>
<td>Review of the Durham Immigration Portal</td>
<td>To familiarize the committee with the web portal and the work of the LDIPC</td>
<td>D. Forget</td>
<td>April 22, 2015</td>
<td>Complete</td>
</tr>
<tr>
<td>Review of the New Resident Guide</td>
<td>To provide an overview of the new Guide, its purpose and contents</td>
<td>D. Forget</td>
<td>April 22, 2015</td>
<td>Complete</td>
</tr>
<tr>
<td>Pan Am Initiative</td>
<td>Updates to the Committee about Pan Am events</td>
<td>Tracey Vaughan</td>
<td>May 2015</td>
<td>Complete</td>
</tr>
<tr>
<td>Positive Space</td>
<td>Staff training, build collection for appropriate clientele</td>
<td>Cindy Poon</td>
<td>November 2015</td>
<td>Complete</td>
</tr>
<tr>
<td>Library as an Inclusive Place - Toy Library</td>
<td>Purchase of toys (safe and educational) for individualized needs patrons</td>
<td>Cindy Poon</td>
<td>September 2015</td>
<td>Complete</td>
</tr>
<tr>
<td>Outreach to Faith Groups</td>
<td>Promote library services and collections and explore potential opportunities for partnerships</td>
<td>Cindy Poon</td>
<td>October 2015</td>
<td>Complete</td>
</tr>
<tr>
<td>Outcome Evaluation</td>
<td>Seek feedback from community members and agencies about library’s programs and services</td>
<td>Cindy Poon</td>
<td>November 2015</td>
<td>Complete</td>
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<tr>
<td>Continue to utilize differing communication vehicles to reach diverse groups</td>
<td>Includes engagement in civic opportunities</td>
<td>Christie McLardie</td>
<td>September 2015</td>
<td>Update provided</td>
</tr>
</tbody>
</table>

January 18, 2016