

COMMITTEE OF THE WHOLE (1) – APRIL 5, 2022

COMMUNICATIONS

Distributed April 1, 2022

Item No.

- | | | |
|-----|--|----------------|
| C1. | Memorandum from the Deputy City Manager, Corporate Services, City Treasurer and Chief Financial Officer dated March 28, 2022 | 1 |
| C2. | Mr. Peter Gabriel, dated March 23, 2022. | Presentation 2 |
| C3. | Presentation material | Presentation 1 |

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Please note there may be further Communications.



DATE: March 28, 2022

TO: Mayor and Members of Council

FROM: Michael Coroneos, Deputy City Manager, Corporate Services, City Treasurer and Chief Financial Officer

RE: Committee of the Whole (1) - April 5, 2022, Agenda Item # 1
CITY OF VAUGHAN'S DIVERSITY, EQUITY AND INCLUSION PLAN
AND MULTI-YEAR ACTION PLAN

Recommendation:

1. That Page 15 of Attachment 1 to the report of the Deputy City Manager, Corporate Services, City Treasurer and Chief Financial Officer dated April 5, 2022, be replaced with the attached revised page.

Background:

It was brought to staff's attention that there was an administrative error on page 15 of Attachment 1 to the report of the Deputy City Manager, Corporate Services, City Treasurer and Chief Financial Officer dated April 5, 2022.

Attachment:

1. Revised Page 15 of the City of Vaughan's Diversity, Equity and Inclusion Plan 2022-2026.

Respectfully submitted

A handwritten signature in blue ink, appearing to read 'Michael Coroneos'.

Michael Coroneos
Deputy City Manager, Corporate Services,
City Treasurer and Chief Financial Officer

Level	Role
Office of the Chief Human Resources Officer	<p>Support a diverse and inclusive workplace by addressing issues of harassment and discrimination in a fair, respectful and prompt manner.</p> <p>Collaborate with the Diversity and Inclusion Officer to review and monitor existing and proposed policies and practices to ensure full participation of diverse persons in the workplace.</p> <p>Work with the Diversity and Inclusion Officer to ensure an equitable workplace environment and foster a culture of inclusion and belonging.</p> <p>Develop and implement organizational diversity, equity and inclusion training and education plan.</p> <p>Collaborate with the Diversity and Inclusion Officer to develop and promote strategies to build a workforce that is reflective of the communities we serve.</p>
Corporate and Strategic Communications	<p>Communicate diversity, equity and inclusion strategies, initiatives, goals and achievements both internally and externally. Develop and implement a communications plan to increase employee awareness, roles and responsibilities with respect to diversity, equity and inclusion. Collaboratively develop and implement a communication plan with the Diversity and Inclusion Officer to support the Diversity, Equity and Inclusion Plan.</p>
Office of Transformation and Strategy	<p>Work with the Diversity and Inclusion Officer to utilize an outcomes-based approach focusing on tracking and measuring progress annually to better understand and address barriers to equity. Support adoption through change management principles to ensure sustainability.</p>
Diversity and Inclusion Officer	<p>Implement the Diversity, Equity and Inclusion Action Plan. Provide subject matter expertise to support departments with respect to diversity, equity and inclusion objectives and key results. Support departments in the implementation and evaluation of the Diversity, Equity and Inclusion Plan. Build internal and external relationships to support the municipality's Diversity, Equity and Inclusion Plan.</p>

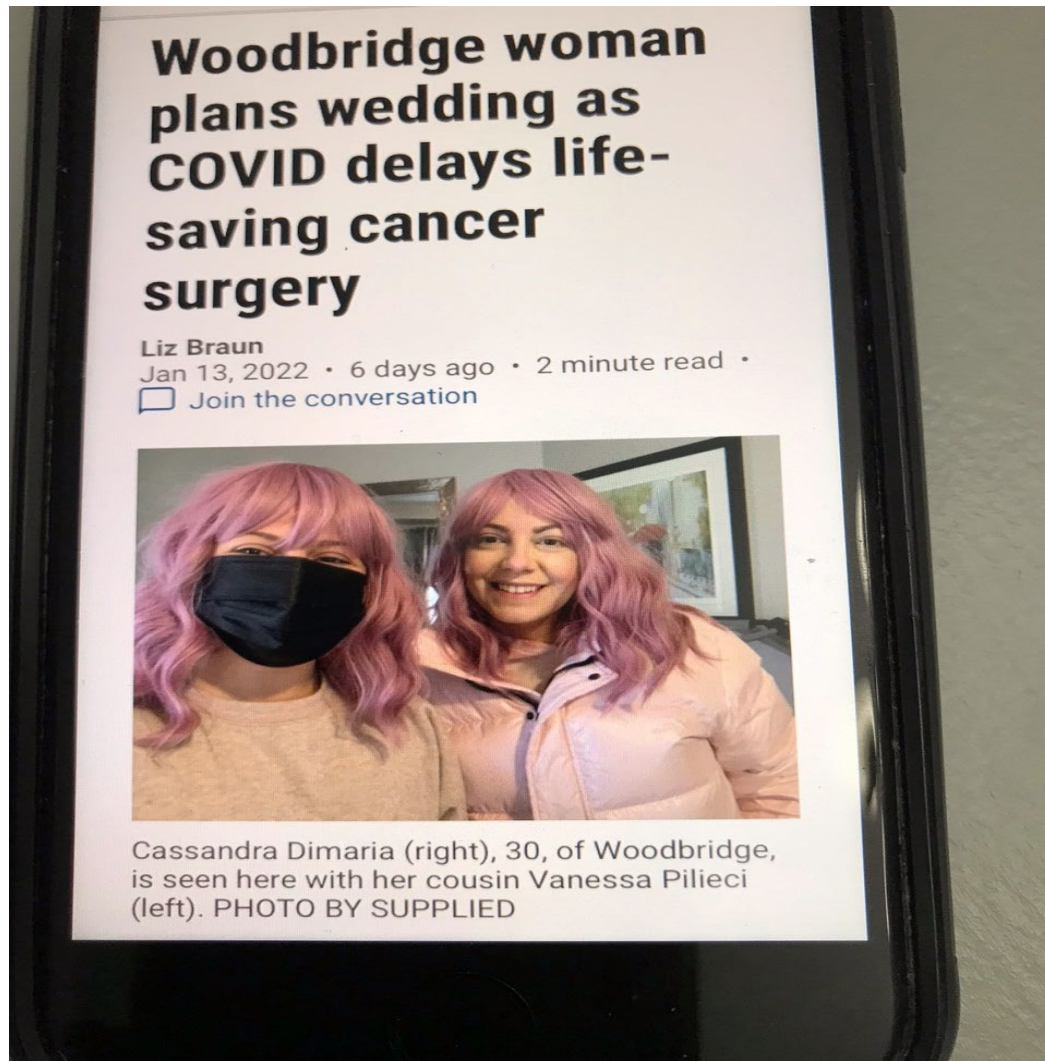
Communication: C 2
Committee of the Whole (1)
April 5, 2022
Presentation 2

From: Peter Gabriel [REDACTED]
Sent: Wednesday, March 23, 2022, 1:20 PM
To: John Britto <John.Britto@vaughan.ca>
Subject: [External] Re: Request to Speak - Fund Raising Plan to help support Cassandra Di Maria

Dear Mr. Britto:

Thank you for your reply.

The only things I would like to add to my original application / request to speak would be the GoFund Me Link for Cassandra Di Maria & the two pictures attached below:





However: I will be following up with Cassandra & her cousin Vanessa Pilieci in case there is something they personally would like to add to this agenda & 5 minutes sir to introduce my reasons of approaching Council with regard to this very important subject matter & overall health care concerns!

Now Mr. Britto ; I will get back to you ASAP sir if indeed there is more to be added to this reply of mine .

The secure GoFund Link(you get a receipt)

<https://a5705c59>


Confirming my participation & I look forward to the special instructions as to how I connect with City of Vaughan (Woodbridge) Council on April 5/22 to present via my phone (or is it Zoom) via your MS Teams!

Thanking you in advance sir,

Best Regards & Caio


Peter Gabriel

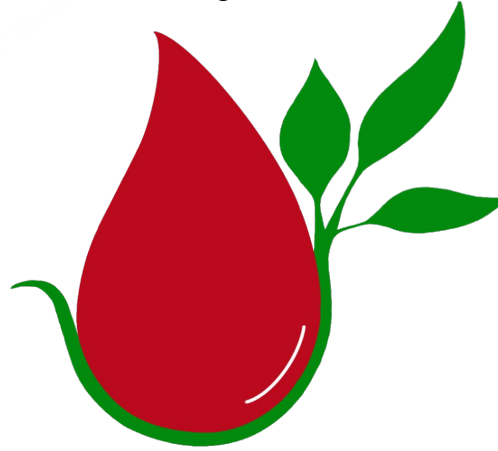


PS - Yesterday was Canadian Cancer Society Daffodil Day Mr. Britto  which ties in nicely with our agenda sir.

Please note - Cassandra & her fiancé plan to get married hopefully next April /2023.

Cassandra has a lot of “out of pocket medical bills” & could not work for over 2 yrs. & endured 17 Chemo treatment while waiting for her 2nd Life & Death Surgery given her Stage IV Colon Cancer diagnosis from Fall of 2020!

Like Vanessa did last April, I plan to shave my  head to Mr. Britto once we overachieve our Goal set for this Campaign!



Provision of Free Period Products

By Keyna, rep from The Red Mvmnt

Period Poverty

- Restricted access to safe, hygienic, and sufficient menstrual products.
- Menstruators living in poverty are forced to choose between pads or food, electricity or tampons.
- Connected with a low self-esteem, lack of confidence, and severe health issues.
- Plan International Canada's 2019 Gender Study showed that **24% of all Canadian women** and **33% of Canadian women under 25** have struggled to afford period products for themselves and/or their dependants.
- Consumer Price Index (CPI) rose by **3.4% in 2021**, says Stats Canada, **highest since 1991**.

Inequality in the Community

- Plan International Canada's 2019 Gender Study showed that **68% of Canadian women** felt that their period prevented them from full participation in an activity.
- PIC's 2018 Gender Study showed that **70% of Canadian women** have missed school or work or have withdrawn from social activities because of their period.
- This percent is **higher in menstruators under 25**, affecting the future of our community.
- Leads to unequal opportunities for those who menstruate.

Solution: Provision of Free Menstrual Products in Washrooms

- Why do we need to do this?
 - Increased access to menstrual products.
 - Advance gender equality.
 - Ensure equity in opportunities provided for growth and success.
 - Fight period poverty in the community, making Vaughan a better place to call home.
- This is no different from providing tissues, handsoap, and water in public washrooms. **Periods don't stop.**

A red movement across the country

- In 2019, **B.C.** and **Toronto District School Board** mandated all public schools to provide free menstrual products.
- In April 2021, **Edmonton, Brampton** announced free period products in public washrooms.
- In October 2021, **Ontario** announced free period products in schools.
- In December 2021, **Cambridge** announced free period products in public washrooms.
- In March 2022, **Mississauga** announced free period products in public washrooms.
- **Vaughan** needs to join this movement.

Thank you

Get in touch:

E-Mail: theredmvnt@gmail.com

Instagram: [@theredmvmnt](https://www.instagram.com/theredmvmnt)

