



**CITY OF VAUGHAN  
REPORT NO. 2 OF THE  
ANTI-HATE, DIVERSITY AND INCLUSION ADVISORY COMMITTEE**

*For consideration by the Committee of the Whole  
of the City of Vaughan  
on December 5, 2023*

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The Anti-Hate, Diversity and Inclusion Advisory Committee met at 7:02 p.m., on November 13, 2023.

**ELECTRONIC MEETING**

**Members Present:**

Councillor Gila Martow, Chair  
Councillor Chris Ainsworth, Co-chair  
Asia Nisar  
Carrie Silverberg  
Erol Kavas  
Sam Eskenasi  
Seyfi Tomar (7:27 p.m.)

**Staff Present:**

Zincia Francis, Diversity and Inclusion Officer, Office of the Chief Human Resources Officer  
Anna Rose, Recreation Manager, Events, Theatre and Studio Operations, Recreation Services  
Erynn Sally, Manager, Corporate and Strategic Communications  
Mark Bond, Chief Human Resources Officer  
Michael Genova, Chief, Communications and Economic Development  
Todd Coles, City Clerk, Office of the City Clerk  
Isabel Leung, Deputy City Clerk, Office of the City Clerk  
Raphael Costa, Director, Economic Development  
Don De Los Santos, Manager, Economic Services, Economic Development  
Keasha Green, Administrative and Program Coordinator, Economic Development  
Rebecca Battat, Councillor Executive Assistant, Ward 5  
Assunta Ferrante, Council/Committee Administrator, Office of the City Clerk

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**1. YORK REGION INCLUSIVE LANGUAGE GUIDE**

The Anti-Hate, Diversity and Inclusion Advisory Committee advises Council:

1. That the verbal update and comments with respect to the above were received; and
2. That Communication C1., reference material, York Region Inclusive Language Guide, was received.

**2. MULTI-YEAR ACCESSIBILITY PLAN 2023 - 2027**

The Anti-Hate, Diversity and Inclusion Advisory Committee advises Council:

1. That the verbal update and comments with respect to the above were received; and
2. That Communication C2., reference material, Multi-Year Accessibility Plan 2023-2027 – Committee of the Whole (1) Report, dated October 31, 2023, was received.

**3. CITY OF VAUGHAN'S DIVERSITY, EQUITY AND INCLUSION PLAN - ANNUAL REPORT (APRIL 2022 - OCTOBER 2023)**

The Anti-Hate, Diversity and Inclusion Advisory Committee advises Council:

1. That the verbal update and comments with respect to the above were received; and
2. That Communication C3., reference material, City of Vaughan's Diversity, Equity and Inclusion Plan – Annual Report (April 2022 – October 2023) – Committee of the Whole (1) Report, dated October 31, 2023, was received.

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**4. 2024 SCHEDULE OF MEETINGS**

**The Anti-Hate, Diversity and Inclusion Advisory Committee advises Council:**

- 1. That the 2024 Schedule of Meetings be approved, in accordance with Communication C4., with the following meeting dates:**

**February 5  
March 4  
April 15  
May 27  
June 17  
September 23  
October 21  
November 18**

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The meeting adjourned at 8:07 p.m.

Respectfully submitted,

Councillor Gila Martow, Chair