

## **CITY OF VAUGHAN**

### **EXTRACT FROM COUNCIL MEETING MINUTES OF JANUARY 28, 2025**

Item 16, Report No. 1 of the Committee of the Whole which was adopted without amendment by the Council of the City of Vaughan on January 28, 2025.

#### **16. UPDATE AND PROPOSED GOVERNANCE: YOUTH ENGAGEMENT AND INITIATIVES**

**The Committee of the Whole recommends;**

- 1. That the recommendations contained in the following report of the Deputy City Manager, Strategic Initiatives, dated January 21, 2025, be approved; and**
- 2. That the comments from Wasib Dheendsa, Klein Mills Rd, Kleinburg, be received.**

#### **Recommendations**

1. THAT the Anti-Hate, Diversity and Inclusion Advisory Committee be renamed the Inclusion and Community Outreach Advisory Committee effective immediately; and
2. THAT the amended Mandate and Terms of Reference for the Anti-Hate, Diversity and Inclusion Advisory Committee (Attachment 1) be approved; and
3. THAT up to two (2) additional youth members be appointed to serve on the Inclusion and Community Outreach Advisory Committee, following a public recruitment.

## Committee of the Whole (1) Report

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**DATE:** Tuesday, January 21, 2025

**WARD(S):** ALL

**TITLE:** UPDATE AND PROPOSED GOVERNANCE: YOUTH  
ENGAGEMENT AND INITIATIVES

**FROM:**

Michael Genova, Deputy City Manager, Strategic Initiatives

**ACTION:** DECISION

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**Purpose**

The purpose of this report is to: first, update the Mandate and Terms of Reference for the Anti-Hate, Diversity and Inclusion (AHDl) Advisory Committee to expand the Advisory Committee's objectives to include youth engagement and youth initiatives; second, to appoint up to two (2) additional youth members to the AHDl Advisory Committee following a public recruit; and, third, to re-name the AHDl Advisory Committee as the Inclusion and Community Outreach Advisory Committee consistent with the City's new Inclusion and Community Outreach business unit.

### **Report Highlights**

- During the June 18, 2024, Committee of the Whole (2) meeting, Vaughan Council received a presentation on engaging youth in Vaughan and further directed staff to report back further on ways to engage and support youth initiatives.
- In June 2024, a matrixed Inclusion and Community Outreach business unit representing staff across the corporation was established. This business unit is well positioned to support the development of youth initiatives and engagement, helping to coordinate this work with other departments in the corporation.
- The mandate of the new Inclusion and Community Outreach business unit aligns with a proposed renewed and expanded mandate for the AHDI Advisory Committee to become the Inclusion and Community Outreach Advisory Committee, with the Committee's work to be further informed by the appointment of up to two additional youth members.
- At a special meeting of the AHDI Advisory Committee on December 16, 2024, members unanimously endorsed a presentation outlining the City's plans to renew the mandate and governance of the AHDI Advisory Committee to become the Inclusion and Community Outreach Advisory Committee.

### **Recommendations**

1. THAT the Anti-Hate, Diversity and Inclusion Advisory Committee be renamed the Inclusion and Community Outreach Advisory Committee effective immediately; and
2. THAT the amended Mandate and Terms of Reference for the Anti-Hate, Diversity and Inclusion Advisory Committee (Attachment 1) be approved; and
3. THAT up to two (2) additional youth members be appointed to serve on the Inclusion and Community Outreach Advisory Committee, following a public recruitment.

### **Background**

***During the June 18, 2024, Committee of the Whole (2) meeting, Vaughan Council received a presentation on engaging youth in Vaughan and further directed staff to report back further on ways to engage and support youth initiatives.***

Vaughan resident Wasib Dheendsa presented during the June 18, 2024, Committee of the Whole (2) on the matter of engaging local youth. The presentation included a series of thoughtful recommendations, including but not limited to, youth representation on Council committees.

***In June 2024, a matrixed Inclusion and Community Outreach business unit representing staff across the corporation was established to advance the City's inclusion, diversity, equity and accessibility work. This business unit is well positioned to support the development of youth initiatives and engagement, helping to coordinate this work with other departments in the corporation.***

Following a public recruitment, in September 2024, a Manager, Inclusion and Community Outreach joined the corporation to oversee the Inclusion and Community Outreach business unit. The Manager, Inclusion and Community Outreach oversee the Inclusion and Community Outreach business unit. This role is helping guide the implementation of several main Council-approved documents.

Leveraging existing budget, the following positions were also created to support in the advancement of the inclusion, diversity, equity and accessibility mandate:

- Senior Advisor, Engagement (Inclusion and Community Outreach)
- Project Lead, Workforce Equity and Inclusion
- Economic Development Officer
- Recreation Lead, Events

***The mandate of the new Inclusion and Community Outreach business unit aligns with a proposed renewed and expanded mandate for the AHDI Advisory Committee to become the Inclusion and Community Outreach Advisory Committee.***

In December 2022, Council-approved the creation of the Anti-Hate Diversity and Inclusion Advisory Committee as a forum for consultation, feedback and discussion on matters of diversity, equity, inclusion, belonging and anti-hate in the city.

As part of the City's public recruitment process for membership to the AHDI Advisory Committee, the City sought voices from equity-deserving and historically marginalized communities, including but not limited to youth members. Furthermore, the AHDI Advisory Committee's objectives call on the membership to further engage local school boards to help advance the Committee's work.

At a special meeting of the AHDI Advisory Committee on December 16, 2024, members endorsed a presentation outlining the City's plans to renew the mandate and governance of the AHDI Advisory Committee to become the Inclusion and Community Outreach Advisory Committee. Members agreed that this will further empower all voices of the community, including our youth and bring fresh perspectives and insight to this committee. The following motion was introduced at that meeting by AHDI Chair and Ward 5 Councillor Gila Martow, which AHDI members unanimously endorsed:

- *“That the members of the Anti-Hate, Diversity and Inclusion Advisory Committee endorse the City of Vaughan’s plans to renew the mandate and governance of this advisory committee to become the Inclusion and Community Outreach Advisory Committee, which will further empower all voices of the community, including our youth, as outlined in the City staff report presented during the December 16, 2024, meeting of the Anti-Hate, Diversity and Inclusion Advisory Committee.”*

### **Previous Reports/Authority**

December 12, 2022, Committee of the Whole (2) Report – [Non-Statutory Committees for the 2022-2026 Term of Council](#)

### **Analysis and Options**

The June 2024 establishment of the new matrixed Inclusion and Community Outreach business unit coincides with the June 18, 2024, Committee of the Whole (2) deputation on engaging youth.

Furthermore, as the corporation enters the mid-term of the 2022 to 2026 Council Term, renewing the mandate for an Inclusion and Community Outreach Advisory Committee, with the addition of two (2) new youth members, will help ensure the Committee serves as a critical forum for discussion on youth engagement and youth initiatives, that are reflective of the diversity of the youth population. In alignment with other municipalities in the GTHA, youth refers to those 14 to 24 years of age. The proposals included in this report will also allow City staff to administratively act on addressing youth engagement and initiatives, including those outlined in the June 2024 presentation.

Attachment one (1) reflects the proposed and updated Mandate and Terms of Reference for the Inclusion and Community Outreach Advisory Committee.

## **Financial Impact**

N/A

## **Operational Impact**

City staff from across the corporation continue to support the ADHI Advisory Committee. They will continue to do so as part of the renewed mandate for the Inclusion and Community Outreach Advisory Committee. Staff's efforts will continue to be guided by Council-approved initiatives, including the 2022-2026 Term of Council Service Excellence Strategic Plan.

## **Broader Regional Impacts/Considerations**

A renewed mandate for the Inclusion and Community Outreach Advisory Committee that includes objectives to pursue youth initiatives and youth engagement will better position City staff and committee members to set agendas that invite the participation of stakeholder associations, community groups and even other government levels to inform the Committee's work and explore best practices from other jurisdictions.

This effort is in keeping with a founding objective of the AHDH Advisory Committee which calls on City staff and Committee members to:

- *"Foster a relationship of shared ideas and experiences with similar committees at other municipalities in York Region, York Region District School Board and York Catholic District School Board."*

## **Conclusion**

Vaughan City Council has an extensive history of supporting local youth. The proposals outlined in this report will help build on Council's record and ensure that the appropriate resources, City staff and governance framework are in place to foster continued discussions and deliver recommendations to support local youth engagement and initiatives.

By establishing a renewed mandate for an Inclusion and Community Outreach Advisory Committee with the addition of up to two new youth members, Vaughan Council will be able to build off the institutional knowledge of existing members and the work of the AHDH Advisory Committee, with new ideas to inform the members' work for the remainder of the 2022 to 2026 Council term.

The Inclusion and Community Outreach Advisory Committee would follow the same scheduled meetings for 2025, allowing for this renewed mandate work to begin.

**For more information**, please contact: Rouya Botlani, Manager, Inclusion and Community Outreach ([rouya.botlani@vaughan.ca](mailto:rouya.botlani@vaughan.ca)).

### **Attachment**

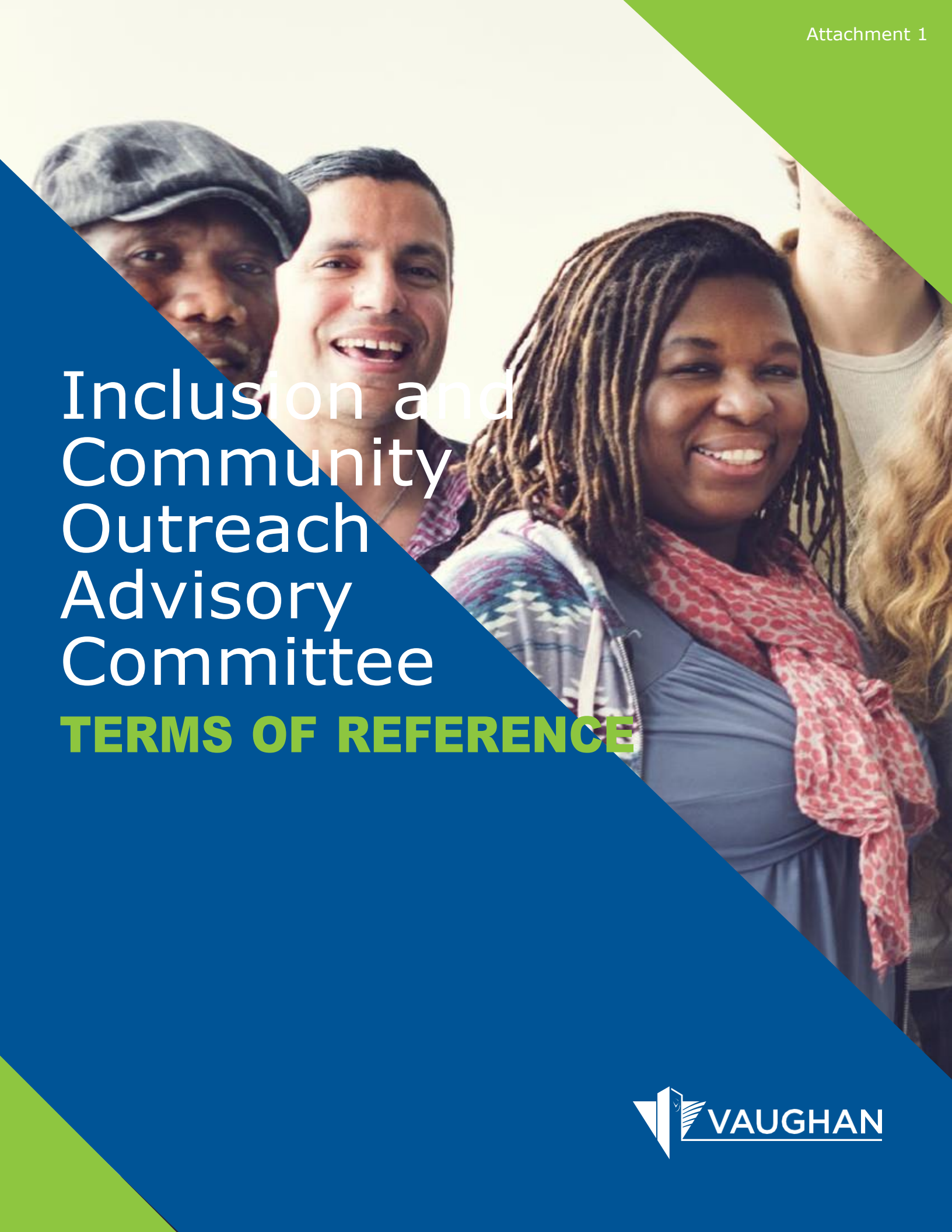
1. December 2024 Proposed and Updated Mandate and Terms of Reference: Inclusion and Community Outreach Advisory Committee

### **Prepared by**

Rouya Botlani, Manager, Inclusion and Community Outreach.

Tricia Campbell, Project Lead, Workforce Equity and Inclusion.

An Nguyen, Project Lead, Diversity, Equity and Inclusion.



# Inclusion and Community Outreach Advisory Committee

## **TERMS OF REFERENCE**



# Inclusion and Community Outreach Advisory Committee

## TERMS OF REFERENCE

### Mandate

The City of Vaughan's Inclusion and Community Outreach Advisory Committee (the "Committee") is appointed by the City Council ("Council")

for the City of Vaughan (the "City").

The Committee will provide support to staff in the implementation of the Diversity, Equity and Inclusion Plan and shall provide a forum for consultation, feedback and discussion on matters of diversity, equity, inclusion, belonging and anti-hate in the city.

### Objectives

The objectives of the Committee are as follows:

- Provide support to City staff to implement actions outlined in the Diversity, Equity and Inclusion Plan.
- Provide input to City staff on various issues and initiatives concerning diversity, equity, inclusion and belonging in our community.
- Provide advice and consult on discrimination issues as defined by the Ontario Human Rights Code. This includes but is not limited to complaints of acts of prejudice, racism and hate.
- Provide input to City staff on eliminating barriers within City programs, services and policies for our community's diverse population.
- Foster a greater understanding and awareness of diversity, equity, inclusion and belonging on matters within the community through community partnerships.
- To provide feedback on developing or updating policies and programs related to matters of diversity, equity, inclusion and belonging in the city of Vaughan.

- Foster a relationship of shared ideas and experiences with similar committees at other municipalities in York Region, York Region District School Board and York Catholic District School Board.
- Encourage the participation of youth in committee activities to ensure their insights and experiences are reflected in initiatives and discussions, related to diversity, equity, and inclusion, ensuring their perspectives and experiences shape policies and programs that impact their lives.

### Term

A four-year term, coinciding with the

Term of Council and serving until their successors are appointed.

### Guiding Principles

The Committee will:

- reflect the diversity of the equity-deserving groups in the city.
- develop and promote a vision of inclusion based on the City's Diversity, Equity and Inclusion Plan.
- be committed to operating with effective, respectful and inclusive communication.
- inject intersectionality into strategies to build bridges between communities.
- be responsive to the community's needs.

## Membership

Members shall include Members of Council and public members as follows:

- Two Members of Council will serve as Chair.
- The Mayor will serve as an ex-officio member of the Committee.
- Up to 12 public members, including up to 2 youth representatives.

The City seeks voices from equity-deserving and historically marginalized communities, including but not limited to:

- 2SLGBTQ+ communities
- Faith-based groups
- Indigenous peoples
- Newcomers, new Canadians
- People facing physical and financial challenges
- Persons with disabilities
- Racialized people, people of diverse ethnic or cultural origin
- Seniors
- Women
- Youth (14-24 years old)

## Member Qualifications

The following qualifications will be considered for appointing members to the Committee:

- Lived experiences of members from Indigenous and equity-deserving communities.
- Subject matter expertise in diversity, equity and inclusion matters.
- Experience working in teams, with community groups, boards or organizations.
- Commitment as a change agent in diversity, equity and inclusion matters in the community.

- Consideration will be given to candidates who can effectively represent youth perspectives and engage younger community members in diversity, equity, and inclusion efforts.

Community participation is key to the success of diversity, equity and inclusion initiatives. Additional City staff and representatives of diverse groups would be invited to attend meetings as needed to provide expertise related to a specific project.

## Meeting Procedures

The proceedings of the Committee are to be governed by the City's Procedure By-law 7-2011, as amended.

## Agendas and Reporting

The Office of the City Clerk shall prepare agendas in consultation with the Committee Chair.

Agendas shall be posted on the City's website one week before the scheduled date of the meeting or as soon as practicable.

Following the conclusion of the mandate of the Committee, a report of recommendations will be brought to Council for further discussion.

## Meetings

Meeting dates will be determined at the first meeting of the Committee. The Committee may meet on the schedule determined or at the call of the Chair.

All meetings are to be open to the public in accordance with the *Municipal Act, 2001*.

## Notice of Meetings

Meetings will be noted on the Schedule of Meetings calendar posted on the City's website.

## Quorum

A majority of the members, including the Chair, shall constitute quorum.

## Staff Resources

The role of staff is to act as a resource to the Committee, but not to be members of the Committee or to deliberate or draft the findings of the Committee.

Representatives from the Recreation Services department are to provide advisory and subject matter support related to events, programming and specific to the mandate and objectives of the Committee.

The Manager, Inclusion & Community Outreach, or their designate, will provide advisory and subject matter support specific to the mandate and objectives of the Committee.

The Office of the City Clerk will be responsible for agenda and report production and distribution, providing procedural advice and recording of the proceedings of the Committee.

The Committee will be provided additional administrative and technical support at the discretion of the appropriate Senior Leadership Team – Executive portfolio(s).

## Authority

The Committee may not exercise decision-making powers or commit expenditures save for those specifically delegated by Council. Any request

for expenditures determined by the Committee for the sole purpose of conducting the business or work of the Committee shall be forwarded to Council for consideration and approval.

The Committee may not direct staff to undertake activities without authority from Council.

## Amendment/Expansion of Terms of Reference

Only Council can initiate any amendment and/or expansion of the Terms of Reference.