

**CITY OF VAUGHAN  
REPORT NO. 2 OF THE  
DIVERSITY AND INCLUSION TASK FORCE**

*For consideration by the Committee of the Whole  
of the City of Vaughan  
on January 25, 2021*

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The Diversity and Inclusion Task Force met at 6:39 p.m., on December 17, 2020.

**ELECTRONIC PARTICIPATION**

**PRESENT:**

**Council Members**      Councillor Tony Carella, Chair  
                                 Councillor Alan Shefman, Vice Chair

**Citizen Members**      Alan Au-Yeung  
                                 Aysha Anwar  
                                 Barrie Goodman  
                                 Darnell Thomas  
                                 Drupati Maharaj  
                                 Hannah Godefa (7:10 p.m.)  
                                 Jennifer Solmes  
                                 Jumol Royes  
                                 Karen Feder  
                                 Khizer Amin  
                                 Maria Capulong  
                                 Miriam Paz Maor  
                                 Nagina Shahsamand (6:58 p.m.)  
                                 Parag Tandon  
                                 Suhayb Shah

**Staff Members**      Christine Gianino, Acting Chief Human Resources Officer  
                                 Lisa McDonough, Deputy CEO, Customer Experience, VPL  
                                 Michael Genova, Director, Corporate & Strategic Communications  
                                 Robert Orrico, Manager, Occupational Health, Safety & Wellness  
                                 Meghan Ferguson, Legal Counsel, Labour & Employment  
                                 Michelle DeBuono, Senior Advisor, Intergovernmental Relations  
                                 Warren Rupnarain, Accessibility & Diversity Coordinator  
                                 Cassandra Cleveland, Coordinator, Communications & Administration  
                                 John Britto, Council / Committee Administrator

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FOR CONSIDERATION BY THE COMMITTEE OF THE WHOLE ON JANUARY 25, 2021**

The following items were dealt with:

**1. 2021 SCHEDULE OF MEETINGS**

The Diversity and Inclusion Task Force advises Council:

- 1) That the 2021 Schedule of Meetings was approved as follows:  
January 21, 2021;  
February 18, 2021;  
March 18, 2021;  
April 15, 2021;  
May 20, 2021;  
June 17, 2021;  
September 16, 2021;  
October 21, 2021;  
November 18, 2021; and  
December 16, 2021.

**2. REVISIONS TO TERMS OF REFERENCE FOR THE DIVERSITY AND INCLUSION TASK FORCE – EXTENSION OF TERM TO APRIL 2022**

The Diversity and Inclusion Task Force advises Council:

- 1) That Council consider revising the Terms of Reference for the Diversity and Inclusion Task Force and extend its term to April 2022.

**3. WORK PLAN AND NEXT STEPS**

The Diversity and Inclusion Task Force advises Council:

- 1) That the comments and suggestions by the Diversity and Inclusion Task Force members were received; and
  - 2) That the following Communications were received:
    - C1. Racial Bias and Discrimination in Hiring Practices;
    - C2. Readings on Hiring Discrimination; and
    - C3. The New York Review of Books, Grand Illusions by Pankaj Mishra, November 19, 2020 issue.
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The meeting adjourned at 7:52 p.m.

Respectfully submitted,

Councillor Tony Carella, Chair