

**CITY OF VAUGHAN  
REPORT NO. 1 OF THE  
DIVERSITY AND INCLUSION TASK FORCE**

*For consideration by the Committee of the Whole  
of the City of Vaughan  
on February 9, 2021*

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The Diversity and Inclusion Task Force met at 6:35 p.m., on January 21, 2021.

**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  
Kulvir Singh Deol  
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, Dy. CEO, Customer Experience, VPL  
Michael Genova, Director, Corporate and Strategic Communications  
Robert Orrico, Manager, Occupational Health, Safety and Wellness  
Meghan Ferguson, Legal Counsel, Labour & Employment  
Michelle DeBuono, Senior Advisor, Intergovernmental Relations  
Warren Rupnarain, Accessibility & Diversity Coordinator  
Cassandra Cleveland, Coordinator, Communications and Administration  
John Britto, Council/Committee Administrator

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The following items were dealt with:

**1. CITY OF VAUGHAN RECRUITMENT POLICIES AND PROCEDURES**

The Diversity and Inclusion Task Force advises Council:

1. That the presentation by the Acting Chief Human Resources Officer and the Accessibility and Diversity Coordinator, and C3, presentation material titled “*City of Vaughan Recruitment Process*”, was received; and
2. That the following Communications were received:
  - C1. Human Resources Recruitment Policy No. HR – 021; and
  - C2. Human Resources Recruitment & Selection Guidelines.

**2. DIVERSITY DATA COLLECTION**

The Diversity and Inclusion Task Force advises Council:

1. That the presentation by Ashley Hemsworth, Senior Advisor, Talent Strategies, BMO Financial Group, was received.

**3. RELUCTANCE OF CANADIAN BUSINESSES TO COLLECT RACE-BASED DATA**

The Diversity and Inclusion Task Force advises Council that material on the subject matter, circulated along with the agenda, was received.

**4. THE QUESTION OF THE RAINBOW RESUME**

The Diversity and Inclusion Task Force advises Council that material on the subject matter, circulated along with the agenda, was received.

**5. TERRITORIAL LAND ACKNOWLEDGEMENT**

The Diversity and Inclusion Task Force advises Council:

- 1) That material on the subject matter, circulated along with the agenda, was received; and
- 2) That the Task Force members agreed to recite the Territorial Land Acknowledgement at the beginning of each meeting, on a rotation.

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The meeting adjourned at 8:10 p.m.

Respectfully submitted,

Councillor Tony Carella, Chair