



**ROUNDTABLE ON ACCESS, EQUITY AND HUMAN RIGHTS
MINUTES
MEETING 1**

Date of Meeting: February 28, 2004
Time: 6:00 p.m.
Location: Committee Room 2
City Hall
100 Queen Street West
Toronto, Ontario

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Members

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| <p>Present: Mayor David Miller, Ex-officio Member Councillor Joe Mihevc, Chair Zanana Akande Jacqueline Brooks Gurpreet S. Malhotra Debbie Douglas Marie Moliner Roger Obonsawin Austin Reiscen Uzma Shakir Norm Tulsiani Pura Velasco Tatum Wilson</p> | <p>Absent: Councillor Pam McConnell Councillor Michael Walker Fiona Sampson Representative Ministry of Citizenship and Immigration Representative Disabilities Issues Community Advisory Committee Representative Status of Women Working Group</p> |
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The meeting convened at 7:00 p.m. with Councillor Mihevc in the Chair.

There were no declarations of interest under the *Municipal Conflict of Interest Act*.

Welcome and Introductions from Mayor David Miller and Councillor Joe Mihevc

The Members of the Roundtable, staff members and interested persons in attendance were welcomed by the Chair.

Mayor David Miller gave a presentation on the City's policy to promote equality throughout the City, the accomplishments to date, and an overview of the importance of the Roundtable in helping the City achieve its full potential in serving the needs of all sectors of Toronto's diverse population.

The Chair gave a brief historical overview of the City's former goals and achievements relating to access, equity and human rights within the City of Toronto, commencing with the initial 1997 City of Toronto Task Force on Community Access and Equity.

All Committee Members and staff were subsequently invited to introduce themselves and briefly state their interest that brought them to the Roundtable.

1. Mandate and Procedures for the Roundtable on Access, Equity and Human Rights

The Roundtable considered the following communications:

- (a) (October 4, 2004) from the City Clerk forwarding Clause 34 of Report 7 of the Policy and Finance Committee, headed "Simplified Procedures for Advisory Bodies", adopted by City Council on September 28, 29, 30 and October 1, 2004; and
- (b) (February 21, 2005) from Diversity Management and Community Engagement, providing a summary report of the City of Toronto policies, reports and studies regarding Access, Equity and Human Rights.

Minute 1.1

Action:

The Roundtable received the communications.

2. Overview of the City's Progress on Access, Equity and Human Rights Related Initiatives

Councillor Mihevc gave a presentation outlining the City's progress on access, equity and human rights, which included a vision statement on the City's access, equity and diversity; a policy framework and a plan of action for the elimination of racial discrimination and discrimination; a mechanism for community input through Advisory Committees and Working Groups including public consultations, appointments to

Agencies, Boards and Commissions, and improved accessibility; and also a mechanism for evaluation and accountability through studies, departmental action plans and annual reports, as well as an audit by the City Auditor General.

Minute 1.2

Action:

The Roundtable received the presentation.

3. Terms of Reference for the Roundtable on Access, Equity and Human Rights

The Roundtable considered the following:

- (a) Terms of Reference – Roundtable on Access, Equity and Human Rights; and
- (b) Consolidated Clause 57, Policy and Finance Committee Report 9, which was considered by City Council on November 30, December 1 and 2, 2004, which provides details of the workplan.

Sylvia Searles, Special Assistant in the Mayor's Office gave a presentation on the Terms of Reference and Workplan, including why the Mayor and Council established roundtables; the procedures to guide the business of the roundtable; the process of providing advice; the role of program staff, the role of City Clerk's staff; the framework for an equity lens; objective and components of an equity lens; and a working group structure.

Minute 1.3

Action:

The Roundtable received the presentation.

4. Development of an Equity Lens

Dr. Roxana Ng, Director of the Centre for Integrative, Anti-Racism Studies, Ontario Institute for Studies in Education, University of Toronto – Research and Education and Dr. Shahrzad Mojab, Director of the Institute of Women's Studies and Gender Studies, University of Toronto gave a presentation on the considerations, benefits and challenges of an equity lens.

Minute 1.4

Action:

The Roundtable received the presentation.

5. The City's Internship and Mentorship Programs

Jo-Anne Barnard, Senior Employment Equity Consultant, Human Resources Division and Rose Lee, Diversity Management Co-ordinator, Diversity Management and Community Engagement, Strategic and Corporate Policy, Chief Administrator's Office gave a presentation on the City's procession-to-profession mentoring program, career bridge internship program and other city initiatives.

Minute 1.5

Action:

The Roundtable received the presentation.

6. Next Steps

Councillor Mihevc suggested that members of the Roundtable establish a working group to develop and test the equity lens and establish a working group on the Mentoring and Internship Program to create an inventory of programs in other sectors, review and recommend model programs and develop and outreach strategy to encourage various sectors to introduce and/or expand programs for internationally trained professionals.

Councillor Mihevc called for volunteers to participate on the Equity Lens Working Group and the Mentoring and Internship Working Group.

Minute 1.6

Action:

The Roundtable developed the Equity Lens Working Group and the Mentoring and Internship Working Group, comprised of the following members:

(a) Working Group on the Equity Lens

Roger Obonsawin

Debbie Douglas

Uzma Shakir

Gurpreet S. Malhotra

*Zanana Akande
Austin Reiscen
Pura Valesco
Marie Moliner*

(b) *Working Group on Mentoring and Internship*

*Tatum Wilson
Uzma Shakir
Zanana Akande
Norm Tulsiani
Jacqueline Brooks*

7. Date of Next Meeting

The next meeting of the Roundtable on Access, Equity and Human Rights will be held at the Call of the Chair.

The meeting adjourned at 8:05 p.m.

Chair