



Ontario Association of Fire Chiefs
Diversity, Equity, and Inclusivity Committee
Meeting Minutes

The Ontario Association of Fire Chiefs mission is to lead innovation and excellence in public and life safety. Our vision is to inspire and influence a safer Ontario.

DEI vision: That every fire department in Ontario is equitable, inclusive, and reflects the diversity of the community they serve.

Thursday January 13, 2022, 1:00pm

ZOOM Meeting

<https://zoom.us/j/94037677962?pwd=M0ovZ081RGE3V3BXM2h3cUIPODJkdz09>

Meeting ID: 940 3767 7962

Passcode: 477838

Attendees: Jeremy Parkin, Jeremy Inglis, Burt Lamoureux

Guest: Kris Newton

Regrets: None

Minute Taker: Mark Tishman

1. Welcome – Committee Chair

2. Agenda Additions

- None

3. Review of Previous Meeting Minutes

- a. October 21, 2021

4. Declaration of Conflict of Interests

- None

5. Partnership and Event with Downie-Wenjack Fund

- We know it is a great message but unfortunately there was a lack of interest with OAFIC members. Therefore, we postponed the date which has not been confirmed yet. There was also a concern with the chiefs being overloaded with COVID at the moment.



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- We discussed postponing until about February, but nothing has been done. No firm date as of now.
- It was mentioned reaching out to other members as this is not chief specific.
- The CAFC is supporting us, but what about the other provinces? The CAFC is a bit worried about promoting province's events. Let us not rely on CAFC.
- Could we reach out to Carmen and CLAC to see if they might be interested?

Action Item: Mark Tishman to reach out to Carmen and CLAC and the unions to promote it. (OPFFA, CLAC, FSWO, OAFCh, OAFE).

- TRC calls for all levels of government educating their staff, so it would be good.
- We should pull the date to gauge interest but not the first or second week of February due to office capacity issues.
- Perhaps aim for the end of February or as an in-person event at the OAFCh conference.
- If in-person, wrap a few diversity presentations together.
- Celina Caesar-Chavannes backed out. She is also doing a workplace diversification panel at LRS. I think a session may come out of that panel about programs implemented and acknowledging that as males they have much to learn. Many fire stations do not have a woman's washrooms.
- Language policies in OG's agreements also need to be looked at, i.e., the word "fireman."

6. Toolkit Program

- The Chair reviewed the toolkit, made notes and will clean up and send.
- The toolkit will be for the new members to get up to speed and use that as a jumping point.
- Tried connecting with Niagara College DEI committee which they started a while ago but are struggling to pick up momentum similar to us. They have a video on their website and maybe an opportunity to work with their broadcasting department but nothing in the short term.
- Welland fire department will be recruiting shortly. Didn't previously have a HRIS (HR system) and added some EDI questions to the recruitment process. The posting has the EDI questions at the bottom. It is one thing to hire from your pool, but how to know what is in your pool. We are hoping this gives us baseline data to work with.
- If we could promote consistent data in the hiring practices across Ontario, that would give us a data set.
- OFAI tracks those metrics. Michelle O'Hara was pushing this when she left OAFCh, who out of the pool was actually getting hired.
- There is raw data, it just needs to be formatted better.
- OFAI just started collecting this data in 2020, and Welland will get access since becoming an OFAI municipal partner.
- Everyone looks at gender and race, but there are other barriers and issues.



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- One note on the toolkit is we should do something on social media. Looking forward, what if we did a cheap low budget social media push, or maybe a booth at the conference “I support DEI.”
- In the Toolkit there are two parts: the policies and regulations. The other is how to prove it.
- A simple hashtag to put out and then expand in the future. Interview minorities in the fire service and ask what obstacles did you overcome and what are you currently facing? Running Rabbit Productions will help us for videos (used to work for CTV).
- Maybe a generic hash tag #FireServiceForAll.
- If we did produce this, even if it’s small with Facebook and Twitter, it might gain momentum.
- We want to give new members direction, not take it from them. Tell them this is what we are looking to do and move forward.

7. New Members

- There has been a good response to the call for membership. A good spread of approximately six new members and DEI Committee could use the help.

8. Next Meeting

- March 10, 2022 – establish a recurring meeting, every second Thursday of the month.

9. Adjournment