*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 June 9, 2022, 10:00am

**ZOOM Meeting**

<https://us06web.zoom.us/j/82334308747?pwd=cG5zcDVNOVN3eTkxcEdHeEFKb1FHUT09>

Meeting ID: 823 3430 8747

Passcode: 008208

No Quorum

**Attendees**: Jeremy Parkin, Burt Lamoureux, Kalpana Rajgopalan, Ashley Russell-Taylor, Todd Aiken

**Regrets**: Normand Beauchamp, Vanessa Devolin, Jeremy Inglis, Nick Ruller

**Minute Taker**: Mark Tishman

1. **Welcome – Committee Chair**
* The chair welcomed and thanked everyone for coming.
1. **Agenda Additions**
* Pride Month Events added by Ashley Russell-Taylor.
1. **Review of Previous Meeting Minutes**
	1. March 10, 2022 and April 14, 2022
* As there was no quorum, the above-noted minutes were not reviewed.
1. **Declaration of Conflict of Interests**
* None.
1. **Toolkit Program**
* There has not been much updated, and help is requested.
* A separate in-person meeting to discuss some of the proposals specific on this toolkit was requested. Specific items or sections needed should be communicated prior to the meeting.

Action item: Burt Lamoureux to send a roadmap of the items he is seeking help on and task individuals to help with those sections in preparation for the in-person meeting.

1. **Co-chair Selection for the Committee Discussion**
* The chair asked if any of the committee members are interested in the co-chair position.
* Burt Lamoureux stated he is interested.

Action item: Seeking any interest in being co-chair and conduct the motion though email.

1. **OAFC 2022 Conference: FSWO Presentation**
* The FSWO presentation at the conference was on their toolkit. FSWO tried to present and people walked out on them. Very few attendees stayed for the presentation.
* The departments that need to hear this message aren’t listening.
* Gender equality in the fire service is on everyone’s mind and many departments are thinking they are making progress.
* DEI issues are slowly moving away from specifically gender issues. If we were looking at this issue from a broader perspective, maybe our audience would have stayed in the room.

* Gender diversity has been engrained in the fire service and gender as a barrier isn’t as prevalent as it used to be.
* Disheartened that no one stayed for FSWO when the starting presentation was about DEI and an MP who felt excluded because she was a female. What message did the male colleagues send the females in the room?
* So what direction do we head in and who is the target audience? We can’t keep preaching to the choir and ignore those who ignore us.
* There is value in the toolkit especially for smaller departments who cannot undertake this work on their own.
* Perhaps we should slow down some DEI topics to not embarrass ourselves again, i.e., FSWO presentation at the OAFC conference and DWF webinar.
* People who don’t want to be on board won’t at this point. Those moving in this direction are likely looking for more and we can help them. Collaboration is the way forward and a shift from council will help this.
* Would rural departments and northern benefit more from this and how it ties into recruitment and retention? Is it because they are focusing on one demographic?
* We might need a gap analysis on this issue. Recently at the airport, we focused on DEI strongly and what worked was small incremental wins, beginning conversations and cultural changes.

Action item: Staff to resend the results of the initial DEI survey to the committee.

* The Six Nations community has a diverse team and 40% are women. Would sending a playbook with tips and tricks and catch phrases or proper language to chiefs help?
* FSWO gave the 3E award to the Six Nations Fire & Emergency Services and we never heard from them about it. Maybe in the toolkit put some FSWO information.
1. **Pride Month Events**
* Debated the traditional pride epithets versus the newer version. What are we truly doing to educate our personal to provide a safe space? That’s our goal moving forward for all DEI aspects.
* Camp Molly was rebranded. The camp in August 2022 is for women or those who identify as women but going forward will be for under-represented communities and not just for women.
1. **Roundtable**
* The chair is trying to expand the committee and is looking to get Ravjot Chhatwal from Brampton to join. A discussion occurred over attempting to bring in the emergency services communicators and telecommunicators association. Dispatch centres are often overlooked.
* FESTI raised the pride flag and brought in students and the DEI committee to discuss it. It is the first time we did this and was a success.
* Ashley Russell-Taylor sits on a critical stress management team. They are looking for ways to spread the conversation around critical stress management people and how to promote this. We have a troubling relationship with the First Nations and county departments with events involving CISM.
* Do we want telecommunicators as members or just advisors for this group? We’re talking about DEI for divisions but are we excluding some by allowing telecommunicators and not others, as we don’t have OMFPO or OAFE as part of this group. Should they be full members on this committee or advisors for the toolkit?
1. **Next Meeting**
* August 11, 2022 10:00 AM
1. **Adjournment**
* The meeting was adjourned at 11:02 pm by Burt Lamoureux and seconded by Kalpana Rajgopalan.