



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, April 13, 2023, 10:00 a.m.

ZOOM Meeting

<https://us06web.zoom.us/j/89030190388?pwd=cXE5bWl0VGILODVlbzZXN0dYSEdYZz09>

Meeting ID: 890 3019 0388

Passcode: 363196

Attendees: Jeremy Parkin, Jeremy Inglis, Normand Beauchamp, Vanessa Devolin, Todd Aitken, Kalpana Rajgopalan, Burt Lamoureux, Ashley Russell-Taylor, Melanie Jones, Mark Tishman, and Karthik Swaminathan

Guests: Adriana Salvia and Phil Dawson (Humber Institute of Technology & Advanced Learning)

Regrets: Nick Ruller

Minute Taker: Karthik Swaminathan

1. Welcome – Committee Chair

- Committee Chair Parkin welcomed the Committee and thanked everyone for attending.

2. Agenda Additions

- Humber Institute presentation —Phil Dawson
- Remembering Division Chief Ravjot Singh Chhatwal —Kalpana Rajgopalan
- Introducing new committee member, Melanie Jones —Jeremy Parkin

3. Review of Previous Meeting Minutes

Motion: To approve the February 9, 2023, meeting minutes as drafted.

Moved by: Todd Aitken



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Seconded by: Burt Lamoureux
Carried.

4. Declaration of Conflict of Interests

- None

5. Remembering Division Chief Chhatwal

- Deputy Rajgopalan shared her thoughts on the unfortunate passing of Division Chief Chhatwal and said Brampton Fire and Emergency Services did an amazing job honouring him.
- The Chair expressed how big a loss Division Chief Chhatwal's passing was to the fire service.

6. Humber Institute presentation

- Phil Dawson and Adriana Salvia shared a presentation on EDI Research Project.

7. New Committee Member introduction

- Deputy Jones of Kingston Fire and Rescue introduced herself to the Committee.

8. Toolkit Program Checklist

- The Chair reminded everyone about the importance of the toolkit and asked the Committee to share their feedback before the next meeting.
- Deputy Rajgopalan asked if departments could work with small communities and walk them through the toolkit, and then present the experience to the OAFC.
 - The idea was well received, and a brief discussion ensued.

Action Item: Review toolkit and coordinate a test run before reaching out to PACs.

9. Roundtable

- Deputy Rajgopalan shared information on Blaze Fire Academy.
- Chief Russell-Taylor shared information on an upcoming fire and emergency services careers event, focused on Indigenous and First Nations communities.

10. Next Meeting

- The next meeting will be held May 11.

11. Adjournment

- Committee Chair Parkin adjourned the meeting at 10:51 a.m.