



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

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, February 8, 2024

ZOOM Meeting

Meeting ID:

<https://us06web.zoom.us/j/89819623107?pwd=Ec0OSozbPljyPd6TGXWLI RatDT6Bgm.1>

Passcode: 347559

Participants: Jeremy Parkin, Chuck Parsons, Todd Aitken, Matt Keay, Dale Gartshore, Rick Bernard, Samuel Williams, Melissa Gennaro, Kalpana Rajgopalan, Shaun Cameron, and Karthik Swaminathan

Regrets: Mike MacDonald, Vanessa Devolin, Melanie Jones, Normand Beauchamp, Jeremy Inglis, and Ashley Russell-Taylor

Guest: Pike Krpan

Note Taker: Karthik Swaminathan & Shaun Cameron

1. Welcome – Committee Chair
 - Jeremy Parkin welcomed the committee.
 - Spoke about the year previous progress.
 - Introductions around.
2. Agenda Additions
 - None
3. Review of Previous Meeting Minutes – November 22, 2023
 - Minutes were reviewed and no changes were requested
4. Declaration of Conflict of Interests
 - None



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5. 2024 Goals

- Jeremy Parkin spoke to identify community leaders in underutilized groups
- Kalpana Rajgopalan spoke to coming up with tangible strategy depending on community, back to basics, target low hanging fruit
- Pike Krpan spoke to FSWO is growing, and encourages participation
- Jeremy Parkin spoke to finding a way to create an American Sign Language for First Responders program fits our mandate
- The committee also agreed to support other committees with DEI language and opinions

6. Roundtable

- Kalpana Rajgopalan spoke to what we do should add value and has to operate in various environments. Examples:
 - <https://www.oakville.ca/town-hall/accessibility-inclusion/inclusion-diversity-equity-and-accessibility-multi-year-plan/>
 - <https://www.oakville.ca/getmedia/e3e67c18-c4e1-4bd4-9d20-341789059ba0/oakville-inclusion-lens-guide.pdf>
- Sam Williams educate people who are making decision gives example
 - <https://cereg.mohawkcollege.ca/search/publicCourseSearchDetails.do;jsessionid=CC825A181226AD151F78466FF9CC1200?method=load&courseId=1012337>

7. Adjournment