



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, June 13, 2024 @ 9:00 AM

Join Zoom Meeting

<https://us06web.zoom.us/j/86082518616?pwd=kxkWjvMc5F9Zaz1Yv8Hd11e27INld6.1>

Meeting ID: 860 8251 8616

Passcode: 933951

Participants: Jeremy Parkin, Chuck Parsons, Ashley R-T, Jeremy Inglis, Mark MacDonald, Melissa Gennaro, Melanie Jones, Mike MacDonald, Todd Aiken, Kalpana Rajgopalan, Dale Gartshore, and Shaun Cameron

Regrets: Pike Krpan, and Sam Williams

Note taker: Shaun Cameron

1. Welcome – Committee Chair
2. Agenda Additions
 - FSWO Awards
3. Review of Previous Meeting Minutes – February 8, 2024
 - Minutes were approved as drafted.
4. Declaration of Conflict of Interests
 - None
5. ASL Project



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- Chair Parkin spoke to connecting with ASL and for the committee to share the contacts with him.
 - OAFIC Executive Director, Mark MacDonald will reach out to local ASL school and share the contact to the chair.
 - Deputy Chief Rajgopalan spoke to the accessibility directorate of the province and that people may be of need that are not always visible. (ADO)
 - Chair Parkin noted there was a program for first responders on how to connect with those affected.
 - Chief Parsons did some work with the Alzheimer's program they have a program on how to interact with those with Alzheimer's (Police, Fire, Paramedics – made in Ontario and it was good (canned).
 - Chief Jones suggested that the committee tap at one accessibility issue at a time so not overwhelming to do at once.
 - Chair Parkin asked the committee of helping diverse perspective of questions that come from other OAFIC Committees and does the scope go to all membership questions. (JP asked)
 - Committee members would be happy to be shared with incoming membership question clarifications **(Being a resource to OAFIC committees as well as member requests)**
6. FSWO Awards are now open – deadline September 13, 2024 (Link to the awards can be found here www.fswow.ca/awards)
7. Roundtable
- Chief Parson spoke of a group called Women on Fire – testing with fire departments, how women are to train. Many members of the committee would like to see a template on how that can run to see how they can support that.
 - Deputy Chief Rajgopalan spoke to connecting to Pike can connect with FSWO on this. Women On Fire - contact information Shannon Ingall (519) 903-1790.
 - <https://www.cbc.ca/news/canada/windsor/women-female-emergency-services-1.5168833>
 - Deputy Chief Rajgopalan – spoke to if there would be interest in creating case study, similar that was created in Oakville, a platform in the region for fire services.
 - Chief Jones spoke to currently running a girls camp called 1,000 ladders in Brockville.
 - Chief MacDonald – to measure the success of what has been done with OAFIC – how are we being effective – in reflection to the DEI vision statement.
 - Chair Parkin spoke to when we ask a poll how many departments have a DEI program, we could work on the questions to add to the future town halls polls.



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- Division Chief Gennaro requested if a SharePoint site can be created that can drop working documents with the group.
8. Next Meeting
- September 12, 2024
9. Adjournment
- Meeting adjourned 9:52 AM.