



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.

Wednesday, November 20, 2024 @ 8:30 AM – 10:00AM
O AFC AGM – In Person Meeting
Great Lakes Room

Participants: Jeremy Inglis, Chuck Parsons, Melanie Jones, Mike MacDonald, Melissa Gennaro

Regrets: Jeremy Parkin, Ashley Russell-Taylor, Kalpana Rajgopalan, Matt Keay, Normand Beauchamp, Rick Bernard, Todd Aitken, Vanessa Devolin, Sam Williams, Mark MacDonald, Pike Krpan, Shaun Cameron

Note taker: Melissa Gennaro

1. Welcome – Committee Chair
 - Welcome by Board Alternate Jeremy Inglis; chaired the meeting in Chair Parkin's absence.
2. Agenda Additions
 - None
3. Review of Previous Meeting Minutes – September 12, 2024
 - Accepted
4. Declaration of Conflict of Interests
 - None
5. Gender Camps Manual Update
 - Work on the manual has not yet commenced.
 - With the absence of Kalpana and Pike, update to be deferred to next meeting.
6. Update on Additional Equity Programs (Alzheimer Training, Autism Training, ASL)
 - Jeremy Parkin working with 3rd party to develop an ASL training program for first responders.



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- Chuck Parsons spoke to benefits of like training programs in Leamington; Alzheimer's awareness program.
 - Jeremy Inglis to follow up with Jeremy Parkin regarding Autism training.
7. Selection of a Committee Co-Chair for 2025
- Item being deferred to next meeting.
 - Committee members to receive updated Committee Terms of Reference in early December 2024.
8. Round Table
- Discussion focused on diversity recruitment efforts (challenges and successes) of the various departments. Consensus of the meeting participants that there is a need to explore alternative recruitment locations (e.g., fitness/gym locations) and ways to reach different communities in order to address the "dried up wells" and to increase diversity of staff to better reflect the communities we serve.
 - Sean McRoberts (Chatham-Kent) spoke to high-school program with open enrollment.
 - Jeremy Inglis mentioned Winnipeg Fire and Emergency Services' *Diversity and Equity Fire Training Program* and the idea of a "community day" (Central-York).
 - Melissa Gennaro looking for DEIB recognition program award criteria.
 - [Annex Business' Security I Police I Fire Career Expo](#) (Jeremy Inglis): fire services are underrepresented at this expo. Departments are encouraged to participate in upcoming expos. Great/motivated candidates.
 - OAFI DEI Funding (Jeremy Inglis): Parkin/Inglis working on two funding streams to be made available to fund DEI initiatives; members/initiatives to fund initiatives in their communities (e.g., grants), and monetary grants to individuals entering the fire service. These funds are being made available through OAFI annuities.
 - OAFI self-disclosed demographic data is now available. Departments who use OAFI can request data through Mark MacDonald.
9. Next Meeting
- Next meeting to be scheduled in January 2025.
10. Adjournment