



## Minutes of Diversity and Inclusion Taskforce Meeting #6

Venue	Zoom Online Video Conference
Date and time	Monday, January 18 <sup>th</sup> , 2021 – 7:00 – 9:14 PM (EST)
Participants	Wenqin Shao, Dr. Laura Upenieks, Samba Niang, Saj Jamal, Jaime Steedman, Emma de Groot, Graham Coulter, Nicola McGovern, Gord Percy, Chris Ward, David Sheman, Liz Hoffman, Cindy Soukoroff, Melanie van der Hoop, Teejay Alderdice, Jason Logan, Aristotle Domingo, Stephanie Shostak
PGA of Canada Representatives	Matt Allen, Kevin Thistle, Steve Carroll, Kate Lawson, Marie-Josée DuBeau
Chair	Matt Allen
Regrets	Stephen Tooshkenig

Agenda	Discussion
Welcome/Land acknowledgment	<ul style="list-style-type: none"> <li>• Matt Allen welcomed everyone to the meeting and provided a land acknowledgment for the group.</li> </ul>
Review of previous meeting minutes	<ul style="list-style-type: none"> <li>• It was noted that the name Brian Logan listed under the People of Different Abilities update should be changed to Ryan Logan. With no further changes, the meeting minutes from December 21<sup>st</sup> were approved.</li> </ul>
Taskforce member update	<ul style="list-style-type: none"> <li>• Matt informed the group of Stephen Tooshkemig's resignation. Matt will work on finding a new BIPOC group member.</li> </ul>
Unconscious bias webinar	<ul style="list-style-type: none"> <li>• Matt thanked everyone for taking the time to be on the unconscious bias webinar. The link to the webinar recording was sent to all and it was asked not to share the link with anyone outside this group.</li> <li>• Matt asked the group to complete a quick survey to provide feedback for the facilitators - <a href="https://www.surveymonkey.com/r/YWD79DZ">https://www.surveymonkey.com/r/YWD79DZ</a>.</li> <li>• Matt notified the group that due to the webinar last week, there would be no guest speaker at this meeting. The next guest speaker will be at next month's meeting.</li> </ul>
February meeting date	<ul style="list-style-type: none"> <li>• It was noted that the next meeting date, Monday, February 15<sup>th</sup>, falls on Family Day. A poll was taken, and it was determined that the meeting date will be changed to Monday, February 22<sup>nd</sup>.</li> </ul> <p><b>ACTION</b> – Matt to send an updated calendar invite for the February 22<sup>nd</sup>, meeting.</p>

Working group updates	<p>The groups presented their final governance recommendations. Matt notified the group that a poll will be launched after each group's presentation to obtain the group's decision. It was reminded that a 51% consensus is needed to be able to put forward a recommendation.</p> <p><u>People of Different Abilities:</u></p> <ol style="list-style-type: none"> <li>1. Adding a board position for different abilities.</li> <li>2. The creation of an Equality, Diversity &amp; Inclusion policy, and an accessible policy.</li> <li>3. An update to the social media policy to provide guidelines and alignment with the strategic plan.</li> <li>4. A review of the training programs to include accessibility. <ul style="list-style-type: none"> <li>• This should be discussed during the strategic planning.</li> <li>• There is a need to support different learning and navigation abilities.</li> </ul> </li> <li>5. A review of the website &amp; all social media platforms to ensure accessibility compliance and inclusion standards. <ul style="list-style-type: none"> <li>• This should be discussed during the strategic planning.</li> <li>• Modalities are not being met. Example: alternative text for those who are blind when pictures are used on social media.</li> </ul> </li> <li>6. An update to the Code of Professional Practice.</li> </ol> <p><i>Notes/Recommendations:</i></p> <ul style="list-style-type: none"> <li>• It was asked if number 4 &amp; 5 should be shifted into operations or remain as governance items.</li> <li>• It was also asked if any of these recommendations would be relevant to the zones or just the national office.</li> </ul> <p><u>Women's:</u></p> <ol style="list-style-type: none"> <li>1. Consider a change to the current board structure. The suggestion is to increase the number of board members by a minimum of 4 to enhance diversity. This would also include a Governance and Nominating Committee.</li> <li>2. Implementation of a Safe Sport policy including the Universal Code of Conduct to Prevent and Address Maltreatment in Sport for staff and volunteers.</li> <li>3. The implementation of a Standing Committee on Women &amp; Coaching which could also include a Women's outreach program.</li> <li>4. Implementation of a mandatory D&amp;I education course for PGAC members. This would need to be completed before becoming a member.</li> </ol> <p><i>Notes/Recommendations:</i></p> <ul style="list-style-type: none"> <li>• Some concerns were brought forward with making things mandatory and the possibility of backlash more so with the Class "A" members.</li> <li>• It was suggested that mandatory D&amp;I training be implemented for the board.</li> </ul> <p><u>BIPOC:</u></p> <ol style="list-style-type: none"> <li>1. Having a mission statement that makes D&amp;I a priority.</li> <li>2. Adding a 5<sup>th</sup> strategic direction to make the PGAC a leader in D&amp;I.</li> <li>3. The adoption of a program like HireBICOP, job match, or a mentorship program for diversity.</li> <li>4. Making the D&amp;I course mandatory for all members.</li> </ol> <p><i>Notes/Recommendations:</i></p> <ul style="list-style-type: none"> <li>• It was suggested #3 may be more of an operational item.</li> <li>• It was suggested maybe looking at creating a new D&amp;I course that could be mandatory.</li> </ul>
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	<ul style="list-style-type: none"> <li>• It was suggested that the adoption of a new program for #3 could be open for all minority groups and could be named “hire diversity”.</li> </ul> <p><u>New Canadians:</u></p> <ol style="list-style-type: none"> <li>1. Adopting a board level D&amp;I Advisory Committee .</li> <li>2. Develop an economic case for the implementation of the advisory committee.</li> </ol> <p><u>Notes/Recommendations:</u></p> <ul style="list-style-type: none"> <li>• It was noted that Matt has a meeting with the NGCOA in the upcoming weeks and will be able to provide further details on the economics.</li> </ul> <p><u>Socio-Economic Status:</u></p> <ol style="list-style-type: none"> <li>1. Implementation of a new strategic plan with two main priorities: A review of the PGAC’s By-laws determined: <ul style="list-style-type: none"> <li>• Support the PGAC’s current members finances &amp; lifestyles.</li> <li>• Increase the fairness &amp; diversity of the association.</li> </ul> </li> <li>2. The endorsement of a new key direction that will increase the economic status and career diversity for the members as well as expend options for entry to the association.</li> <li>3. An update to the values to communicate that the PGAC is and wants the best Canadians from all walks of life and better promotion of these values.</li> <li>4. An update to the Code of Professional Practice to include something similar to section 4.2 into section 3.</li> <li>5. The creation of a National and a Sub-National nominating committee to expand these boards. This could also include a new apprentice board.</li> <li>6. Have more information on the website about the board members.</li> </ol> <p><u>Notes/Recommendations: None</u></p> <p><u>LGBTQI2S+:</u></p> <ol style="list-style-type: none"> <li>1. A review of the Dress Code Policy and consideration for omitting all gender references.</li> <li>2. An audit of the language used in the national and zone By-Laws and policies to remove specific gender references. This should also include adding third person pronouns when possible.</li> <li>3. Performing an audit of the current national and zone boards, by way of voluntary and confidential survey, to determine diversity.</li> <li>4. Establish a Board Diversity Advisory Committee which could include non-PGA members with diverse backgrounds.</li> <li>5. Providing National and Zone boards D&amp;I training and education as part of the orientation package.</li> <li>6. Developing &amp; creating a safe, confidential, and accessible repository for those facing discrimination and exclusion.</li> </ol> <p><u>Notes/Recommendations: None</u></p>
Board Structure	<ul style="list-style-type: none"> <li>• After some discussion, it was decided that a subcommittee will be created to review the current board structure.</li> <li>• The committee will look at all recommendations brought forward by the taskforce.</li> <li>• The committee will include Liz Hoffman, Laura Upenieks, Saj Jamal, Nicola McGovern, Teejay Alderdice, Gord Percy &amp; Kevin Thistle</li> </ul>

Next steps	<ul style="list-style-type: none"><li>● Matt will share the meeting recording and minutes over the next 48 hours.</li><li>● All groups are to have their final governance recommendations submitted by Monday, February 25<sup>th</sup>, 2021.</li><li>● A final report will be created and circulated which will include all recommendations.</li><li>● The next few months will be focused on the operations of the PGAC.</li></ul>
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