



Minutes of Diversity and Inclusion Taskforce Meeting #3

Venue	Zoom Online Video Conference
Date and time	Monday, October 19 th , 2020 – 7:00 PM (Eastern) – 9:00 PM
Participants	Wenqin Shao, Dr. Laura Upenieks, Samba Niang, Saj Jamal, Jaime Steedman, Emma de Groot, Jason Logan, Graham Coulter, Nicola McGovern, Aristotle Domingo, Gord Percy, Chris Ward, David Sheman, Stephanie Shostak, Stephen Tooshkenig, Liz Hoffman, Cindy Soukoroff,
PGA of Canada Representatives	Matt Allen, Kevin Thistle, Teejay Alderdice (President), Steve Carroll, Melanie Van der Hoop, Kate Lawson, Adam Frederick
Chair	Matt Allen
Regrets	None

Agenda	Discussion
Welcome	<ul style="list-style-type: none"> • Matt Allen welcomed everyone to the meeting. Guest speaker Janelle Benjamin provided a land acknowledgement to the meeting.
Special Guest – Janelle Benjamin	<ul style="list-style-type: none"> • Janelle Benjamin, www.allthingsequitable.ca, covered the effects of microaggressions on marginalized groups, how to deal with microaggressions and how to avoid perpetuating them yourself.
Review of Previous Meeting Minutes	<ul style="list-style-type: none"> • The meeting minutes from September 22nd were approved as presented.
PGA Diversity and Inclusion e-learning	<ul style="list-style-type: none"> • The task force discussed their feedback of the PGA of Canada's Build Success Through Diversity and Inclusion e-learning course. • The feedback from the task force was positive overall – very thorough and detailed learning opportunity for members in various aspects of D&I. There were many personal and professional learnings shared from members of the task force. • The PGA should consider incorporating compliance where appropriate. This was discussed in the development of the course with the subject matter experts, however, it is difficult to provide compliance content in this type of format when it differs from province to province. Further investigation will be done in the next revision cycle of this course.

	<ul style="list-style-type: none"> ● The task force discussed the need for this type of course to be expanded outside of just PGA of Canada members. This will be a focus for working groups to provide recommendations in their respective areas. ● A discussion on whether this course should be shifted to mandatory was discussed and will be tabled for a future meeting. ● Another key learning from the task force was photos and visuals used in the golf industry. Members of the task force shared a reflection on how current imagery does not always represent diversity and this will become a recommendation from the task force.
Working Group Structure Review	<ul style="list-style-type: none"> ● As an action item from the previous meeting, the task force was provided with two structured templates to assist with next steps as working groups. ● The working groups will focus on specific sectors of the industry in order of governance, operations, workforce, participation, as outlined in the documents. ● Working groups will be using Basecamp through the PGA of Canada's account to streamline their work and communication. ● The task force was reminded that PGA of Canada will commit to providing working groups with any data, policies and procedures, by-laws, and survey of the membership as requested and required. ● Working groups will use a D&I reporting tool designed by the PGAC to report updates at each of the larger task force meetings.
Working Group Breakouts	<ul style="list-style-type: none"> ● The six working groups were provided with an opportunity to meet separately and initiate their next steps.