

Equity and Inclusion Advisory Committee

Minutes

Tuesday, November 05, 2019

Burgoyne Woods Room at 6:00 p.m.

Attendance:

Haley Bateman, Chair
Marcel Grimard, Vice Chair
Trecia McLennon
Jingjing Ke
Lina Aristizabal
Emily Kovacs
Nesrine Kandil
Denise Zecchin
Marissa Daniels, representative from the LGBTQ2+ Committee
Vicki-Lynn Smith, representative from the Anti-Racism Committee

Absent:

Bonnie MacPhail
Roselyn (Esther) Wainaina

Staff Liaison:

Julie Rorison, staff liaison

1. **Call meeting to order (Chair, H. Bateman)**
6:01 p.m.

2. **Recognition of Traditional Territories**

3. **Additions / deletions to the agenda**
Moved by M. Grimard

Carried

4. **Motion to approve the agenda**
Moved by M. Grimard

Carried

5. **Declarations of Interest**
None.

6. **Motion to adopt the minutes of the October 8, 2019 meeting** Moved by V. Smith

Carried

7. **Business**

Finalize Committee Work plan

Committee members discussed and amended the draft 2020 work plan. Priorities include:

- childcare / dependent care policy review
- review barriers to participation in city business
- equity and inclusion training
- environmental scan of Niagara agencies
- friendly and accessible communities signage
- Recognizing the improvement of equity and inclusivity in community
- Review Leadership Accord for Gender Diversity

Committee members will continue to review the draft work plan to complete and finalize at December meeting. Send amendments and suggestions to J. Rorison. December meeting discussion will be focused on the child care / dependent care policy discussion.

Action: Committee members will review information presented to City Budget Committee re. diversity, inclusion and gender equity staff person for discussion at Dec. 10 meeting. The memo is available on the budget committee agenda at this link <https://stcatharines.civicweb.net/document/71691>

8. **Other Business**

- Committee members and staff noted several upcoming events of interest:
- Seat at the Table mentorship program, accepting nominations for St. Catharines residents, 16 years and older, until Nov. 15:
<https://www.stcatharines.ca/en/governin/seat-at-the-table-program.asp>
- Nov. 13 Niagara District Council of Women event including Anti-Racism Committee: <https://www.facebook.com/events/452240765419371/>
- **Action: March 10 Harriet Tubman Day**
 - Request from Councillor to consider to lower flags. V. Smith to discuss with Anti-Racism Committee and report back.

9. **Date of next meeting**

Tuesday, Dec. 10, 2019 at 6:00 p.m. in the Burgoyne Woods room

10. **Motion to Adjourn**

Moved by: M. Grimard

The meeting adjourned at 8:05 pm

Carried