

# Equity and Inclusion Advisory Committee

## Minutes

**Tuesday, December 10, 2019**

**Burgoyne Woods Room at 6:00 p.m.**

### **Attendance:**

Haley Bateman, Chair  
Marcel Grimard, Vice Chair  
Lina Aristizabal  
Nesrine Kandil  
Denise Zecchin (left at 6:35 pm)  
Marissa Daniels, representative from the LGBTQ2+ Committee

### **Absent:**

Emily Kovacs, Trecia McLennon, Jingjing Ke, Esther Wainaina, Vicki-Lynn Smith

### **Staff Liaison:**

Julie Rorison, staff liaison

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1. **Call meeting to order (Chair, H. Bateman)**  
6:02 p.m.
  2. **Recognition of Traditional Territories**
  3. **Additions / deletions to the agenda**  
None.
  4. **Motion to approve the agenda**  
Moved by M. Daniels **Carried**
  5. **Motion to approve minutes of Nov. 5, 2019 meeting**  
Moved by L. Aristizabal **Carried**
  6. **Declarations of Interest**  
None.

## 7. Business

### a) Finalize committee workplan:

- Community Recreation and Culture Services (CRCS) Recreation and Programming Master Plan, Equity policy: Julie reviewed CRCS staff request for the committee to support this new policy, advise on recreation programs and services.
- CRCS staff will be invited to meet with the committee in the new year to work on this item. The Committee agreed to add to the workplan under Equity and Inclusion Training.

### b) Discussion of childcare / dependent care policy

- Committee members noted a number of cities with resources and training for advisory committees and council.
- City of Hamilton: [Diversity and Inclusion Handbook](#), prepared by City staff with community partners. Also developing an Equity and Inclusion Plan and equity and inclusion lens. Hamilton may have some tools available for St. Catharines to review and adapt. Denise will follow up.
- City of London: has adopted a new policy for childcare support. Marissa will follow up with details.
- Haldimand / Norfolk County: reported to have childcare policy for schoolboard trustees during board meetings. Haley to follow up.
- **Action:** Committee members to research other cities for equity and inclusion tools, handbooks, resources and childcare / dependent care policies.
- Staff liaison will circulate list for committee members to research other cities and report back at next Committee meeting. Other known cities / public bodies to be included by committee members.
- **What to look for re. childcare / dependent care policy:**
  - o do they have a policy? if not, is it covered in another policy?
  - o is care provided in-house or external provider for childcare?
  - o how is it administered? (i.e. reimbursement?)
  - o who is eligible? (i.e. committee members, council members, age minimum / limitation for dependents?)
  - o if not provided in-house, is there a fixed allowable amount? total allowable time? (is there a maximum?)
  - o what kind of care provided? childcare and / or dependent care?
  - o what proof is required (receipts?)
  - o any other notable features?
  - o patterns or similarities to other policies / cities?
  - o any feedback on how the policy is working?

- **Action:** Julie to review options to collect feedback from citizen advisory committees, including use of a survey and questions about childcare to determine if it is a barrier to participation with the Clerk's Dept. This feedback would form part of the Clerks' Dept. committee review.

## **8. Updates:**

**LGBTQ2+ Committee:** Marissa provided an update re. rainbow crosswalk discussion with Fitzgerald Neighbours group. Will continue discussion and report back to Council.

**Anti-Racism Committee:** March 10 Harriet Tubman Day - Vicki Lynn to report back on community member's request to lower the flags at City Hall.

**Niagara Region Women's Advisory Committee:** Julie noted that applications are open until Friday, Dec. 20, 2019.

## **9. Committee vacancy**

Julie noted that the committee has a vacancy after the passing of B. MacPhail. The Clerk's Dept. will initiate the process to fill the vacancy and a new member will be appointed by City Council in the early new year.

## **10. Date of next meeting**

Tuesday, Jan. 14, 2020 at 6:00 pm

## **11. Motion to Adjourn**

Moved by: M. Grimand

The meeting adjourned at 7:25 pm

**Carried**