

Equity and Inclusion Advisory Committee

Minutes

Tuesday, February 11, 2020

Burgoyne Woods Room at 6:00 p.m.

Attendance:

Haley Bateman, Chair

Nesrine Kandil

Denise Zecchin

Emily Kovacs

Trecia McLennon

Lina Aristizabal

Jingjing Ke

Paul Hammond

Marissa Daniels, representative from the LGBTQ2+ Committee

Vicki-Lynn Smith, representative from Anti-Racism Committee

Marla Terreberry-Portfilio, Human Resources, Guest

Absent:

Marcel Grimand

Esther Wainaina

Staff Liaison:

Julie Rorison, staff liaison

1. Call meeting to order (Chair, H. Bateman)

The Chair called the meeting to order at 6:03 pm

2. Recognition of Traditional Territories

3. Additions / deletions to the agenda

None.

4. Motion to approve the agenda

Moved by T. McLennon

Carried

5. Motion to approve minutes of Jan. 14, 2020 meeting

Moved by M. Daniels that the minutes of the Jan. 14, 2020 Committee meeting be approved as amended: correction of date.

Carried

6. Declarations of Interest

None declared.

7. Introduction of New Committee Member

The Chair welcomed Paul Hammond.

8. Business

a) Motion and letter for Council consideration: childcare / dependent care policy

The committee reviewed the letter drafted by the Chair and agreed to support a delegation to City Council. Committee members will attend the Council meeting to offer support, as available.

Moved by V. Smith

That the Committee Chair and T. McLennon present the Committee's recommendation to Council as a delegation on Feb. 24, 2020.

Carried

b) Referral from City Council re. Diversity and Inclusion staff

The Chair introduced Marla Terreberry-Portfilio, Human Resources Consultant and provided background on the discussion referred by Council for the Committee's input.

Marla presented information on the staff proposal for a Diversity, Inclusion and Gender Equity staff person proposed in the 2020 City budget: an overview of the position, scope of work and expectations of the role. It was noted that Council has committed the City to this work by signing on to the Leadership Accord for Gender Diversity and the City does not currently have the capacity to do the work. The proposal by staff would expand the scope of work to include all equity-seeking groups and foster inclusion and equity across the organization.

The committee discussed the proposed position and scope of work:

- agreed that the position should support all equity-seeking groups and work with each of the equity committees: Equity and Inclusion, Anti-Racism and LGBTQ2+
- most organizations have staff support and policy to support equity and inclusion
- there are different approaches to where the position reports internal – HR or separate division (i.e. human rights)
- concern about continuity, sustainability of the work and organizational culture if the position is temporary

- It was noted that there are potential risks to the City to not do this work (i.e. human rights complaints, conflict).

Moved by V. Smith:

That the Equity and Inclusion Advisory Committee agrees that the Diversity, Inclusion and Gender Equity staff person is needed at the City of St. Catharines, and that a full time permanent role should be implemented, and that the role should be filled before 2021; and

That the Chair, H. Bateman and T. McLennon will present the committee's position to Council as a delegation on Feb. 24, 2020.

Carried

8. Updates from other committees:

Anti-Racism Committee: V Smith updated on Black History Month events and Harriet Tubman Day flag-raising at City Hall on March 10. Vicki attended the TOES Niagara Black History month event with Mayor Sendzik.

The next committee meeting is Thurs. Feb. 13 at 5:30 pm and all members are welcome.

LGBTQ2+ Committee: M. Daniels updated the committee that work was ongoing with the DSBN on rainbow crosswalks policy. The committee is working with the City's corporate communications staff to find ways to use the City's social media platforms to communicate about work of advisory committees.

The next meetings are Tues. Mar. 3 and Tues. Mar. 3 at 5:45 pm

Other business:

Workplan: The Chair provided an update on the committee's workplan and Jan. 16 Social Sustainability Pillar Committee meeting, highlighting opportunities to work together with the Anti-Racism and LGBTQ2+ Committees on overlapping themes in the workplans. The committee chairs met to discuss ways to share the workload.

In the news: Committee members highlighted news of interest and upcoming community events. The committee discussed the City's decision to end the firefighter's charity calendar in its present form using city resources and congratulated city management for the decision. It was noted that the decision reinforces workplace harassment protections and gender-equity in decision-making. It was noted that other local organizations are changing traditions and events as past practices are no longer deemed appropriate.

9. Date of next meeting

Tuesday, March 10, 2020 at 6:00 pm, Burgoyne Woods Room

10. Motion to Adjourn

Moved by: N. Kandil

The meeting adjourned at 7:38 pm

Carried