

Minutes

Wednesday, July 22, 2020

Online at 6:00 pm

Attendance:

Haley Bateman, Chair
Marcel Grimard, Vice Chair
Denise Zecchin
Nesrine Kandil
Emily Kovacs
Jingjing Ke
Esther Wainaina
Samah Marei, attending on behalf of Vicki-Lynn Smith, representing the Anti-Racism Committee

Absent:

Lina Aristizabal
Trecia McLennon
Marissa Daniels
Vicki-Lynn Smith

Staff Liaison:

Melissa Wenzler, Government Relations Advisor
Kristen Sullivan, Deputy Clerk, also in attendance

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1. **Call meeting to order (Chair H. Bateman)**
The Chair called the meeting to order at 6:19pm
 2. **Recognition of Traditional Territories**
 3. **Additions / Deletions to the Agenda**
The Chair added the introduction of S. Marei to item 7
 4. **Motion to approve the agenda**
Moved by N. Kandil

Carried
 5. **Motion to adopt the minutes of February 11th, 2020 meeting**
Moved by E. Kovacs, Seconded by J. Ke

Carried

6. Presentations (invited guests)

None

7. Introduction of New Staff Liaison, Melissa Wenzler, and Samah Marei representing the Anti-Racism Committee on behalf of Vicki-Lynn Smith

The Chair welcomed Melissa Wenzler and Samah Marei

8. Business

a. Debrief

The Chair updated the committee on the status of two items:

Diversity, Inclusion and Gender Equity Position

At the May 20th Council meeting, a report about this position was considered by council who approved the following motion: "That consideration of Report CSS-B012-2020 be deferred until there is greater certainty of the impact that COVID-19 will have on the City's finances."

The committee discussed the continuing need for a Diversity, Inclusion and Gender Equity position, and brought up the following issues:

- This position has been deferred a number of times now
- Upper levels of government have announced funding for municipalities
- Need to reinstate that this position is a priority
- COVID-19 has disproportionately affected the equity seeking groups the committee represents and reinforces the need for the position
- There is no position equivalent filled at the Region

Moved by M. Grimard

That the committee Chair will draft a letter to be circulated to the Anti-Racism Advisory Committee and LGBTQ2+ Advisory Committee Chairs to sign jointly and send to Council stating and outlining the case for supporting the continuation of the process for hiring Diversity, Inclusion and Gender Equity position at the City, and that Council consider approving funding for the position.

Carried

Family Care and Accommodation Policy

Staff are working on the report and are anticipating an August completion date (pending), with the report to go to the Budget Standing Committee prior to Council.

b. Meeting Schedule Moving Forward

Kristen Sullivan updated the committee on how electronic meetings are proceeding and said that about one third of committees have been able to meet electronically at this point, and anticipates this will increase as we move forward.

Committee members agreed to move forward with monthly meetings.

c. Vacancy

The Chair notified the committee that there is a vacancy.

The Committee agreed to review the work plan and add the discussion item to the agenda for the next meeting regarding recruitment based on needs of the work plan.

d. Endorsement of the City joining the Coalition of Inclusive Municipalities

Moved by M. Grimard, Seconded by E. Kovacs

That the Equity and Inclusion Advisory Committee endorses and recommends the City of St. Catharines join the Coalition of Inclusive Municipalities.

Carried

e. Work Plan Discussion

The following individuals volunteered to research work plan items and bring back to the committee for consideration:

1. Equity and Inclusion Training: E. Wainaina, J. Ke, and N. Kandil
2. Friendly and Accessible Community Signage: M. Grimard and N. Kandil
3. Recognizing the Improvement of Equity and Inclusivity in the Community: E. Kovacs and D. Zecchin
4. Review Leadership Accord for Gender Diversity: H. Bateman

9. Updates from LGBTQ2+ and Anti-Racism committee representatives

The Chair reported that the LGBTQ2+ Committee had considered and chosen a design for the city's Rainbow Crosswalk.

S. Marei, reported that the Anti-Racism Committee has been able to meet electronically twice, and gave a summary of their ongoing work including developing a survey, based on the model from Hamilton, to solicit community responses for reporting hate crime. This will be sent to the other equity-seeking committees. As well, they are developing an Equity Employment model for city employees, and developing a database of community leaders of various groups.

10. Other Business: None

11. Date of Next Meeting

Tuesday, August 11, 2020 online at 6pm

12. Motion to Adjourn

Moved by: N. Kandil

The meeting adjourned at 8:00pm