

Equity and Inclusion Advisory Committee

Minutes

Tuesday, September 08, 2020

Electronic Participation at 6:00 pm

Attendance:

Haley Bateman, Chair

Marcel Grimard, Vice Chair

Emily Kovacs

Nesrine Kandil

Esther Wainaina

Jingjing Ke

Trecia McLennon

Lina Aristizabal

Denise Zecchin

Vicki-Lynn Smith, representative from Anti-Racism Advisory Committee (left the meeting at 7:15pm)

Absent:

Marissa Daniels, representative from LGBTQ2+ Advisory Committee

Staff Liaison:

Melissa Wenzler

Council:

Councillor Lori Littleton

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1. **Call meeting to order (Chair H. Bateman)**
The Chair called the meeting to order at 6:02pm
 2. **Recognition of Traditional Territories**
 3. **Additions / Deletions to the Agenda**
None
 4. **Motion to approve the agenda**

T. McLennon declared a conflict of interest for Agenda item 7. b) i. as the item related to her employment.

Moved by T. McLennon, Seconded by V. Smith

Carried

5. Motion to adopt the minutes of the previous meeting

Moved by T. McLennon, Seconded by E. Kovacs

Carried

6. Presentations (invited guests)

None

7. Business

a. Facer Street Banner Feedback (Materials distributed and reviewed by members prior to meeting)

Committee members were asked for comments and feedback on the concepts and images that are displayed on the hydro poles along Facer Street. Images were provided for the committee members to study prior to the meeting.

Committee members noted the following:

- The banners need to be much more diverse.
- The neighbourhood has a history of diversity that should be reflected, such as the contributions of Black, Indigenous and People of Colour residents.
- The current banners not only lack diversity, but are also repetitive.

Committee members offered the following recommendations for creating more inclusive banners:

- That the creators of the banners might consider working with someone from an equity-seeking group on the design of new banners.
- That the creators of the banners might consider asking members of the community to provide their own pictures that represent the neighbourhood's past and present.

b. Work Plan Discussion

i. Equity and Inclusion Training: E. Wainaina, J. Ke, and N.

Kandil (T. McLennon previously declared a conflict of interest for this item, and did not participate in the discussion, see Agenda item 4.)

Members asked for further clarification on the work plan item.

ii. Friendly and Accessible Community Signage: M. Grimard and N. Kandil

Members asked and were informed about the status of the city's communication strategy.

iii. Recognizing the Improvement of Equity and Inclusivity in the Community: E. Kovacs and D. Zecchin

Members presented research and preliminary ideas, along with next steps.

iv. Review Leadership Accord for Gender Diversity: H. Bateman

Members presented information obtained from city staff working on this project.

c. Equity and Inclusion Representatives on other Advisory Committees Discussion

The Chair outlined the process of bringing this to the Social Pillar Committee and the committee discussed the role of representation across equity-seeking committees.

d. Vacancy Update

The Chair updated the committee on the timeline for filling the vacancy:

- Vacancy will be posted Friday, October 16th and close Friday, October 30th
- The Social Pillar Committee is meeting November 10th
- Aim to have name to the November 16th Council meeting

8. Update from Anti-Racism Advisory Committee representative

V. Smith informed the committee that at the August 31, 2020 meeting of the Anti-Racism Advisory Committee, the members approved the letter regarding the hiring of an equity, inclusion and diversity staff position for the City of St. Catharines. V. Smith also informed the committee that motions regarding A Diverse Supplier Policy and the Racist Incident Response Protocol were being sent to the Equity and Inclusion Advisory Committee for feedback and input.

9. Other Business: The Chair informed the Committee that T. McLennon will be the keynote speaker at the YWCA's Niagara Leadership Summit for Women

10. Date of next meeting

Tuesday, October 13, 2020

11. Motion to Adjourn

Moved by T. McLennon

Carried

The meeting adjourned at 7:29pm.