

Equity and Inclusion Advisory Committee

Minutes

Tuesday, March 09, 2021

Electronic Meeting at 7pm

Attendance:

Haley Bateman, Chair
Marcel Grimard, Vice Chair
Trecia McLennon
Esther Roselyn Wainaina
Nesrine Kandil
Denise Zecchin
Emily Kovacs
Fatima Sheikh, representative from Anti-Racism Advisory Committee
Lindsay McCormick, representative from LGBTQ2+ Advisory Committee

Absent:

Jingjing Ke
Lina Aristizabal
Sean Vanderklis

Guests:

Mayor Walter Sendzik
Cindy Pfeffer, City of St. Catharines Organizational Development Consultant

Staff Liaison:

Melissa Wenzler, GR Advisor

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

The Chair, H. Bateman, called the meeting to order at 7:03pm.

2. Recognition of Traditional Territories

The Chair, H. Bateman acknowledged that the land on which the Equity and Inclusion Advisory Committee meets today is the traditional territory of the Haudenosaunee and Anishinaabe peoples, many of whom continue to live and work here today. This territory is covered by the Upper Canada Treaties and is within the land protected by the Dish with One Spoon Wampum agreement. Today this gathering place is home to many First Nations, Metis, and Inuit Peoples.

The

Equity and Inclusion Advisory Committee
is an Advisory Committee of City Council



Acknowledging this is a reminder that our great standard of living is directly related to the resources and friendship of Indigenous people.

3. Amendments to the Agenda

The Chair introduced the new representative from the LGBTQ2+ Advisory Committee, Lindsay McCormick and invited her to tell the committee about herself.

4. Motion to approve the agenda

That the agenda of the March 9th, 2021 meeting Equity and Inclusion Advisory Committee be approved.

Moved by T. McLennon, Seconded by M. Grimard

Carried

5. Motion to adopt the minutes of the previous meeting

That the minutes of the February 9th, 2021 meeting of the Equity and Inclusion Advisory Committee be approved.

Moved by T. McLennon, Seconded by N. Kandil

Carried

6. Declarations of Interest

T. McLennon declared a conflict of interest (pecuniary) for Item 8, bullet point 3, Equity Training, as the matter related to her employer.

7. Presentations (invited guests)

Cindy Pfeffer, City of St. Catharines Organizational Development Consultant, Presentation on the Leadership Accord for Gender Diversity.

C. Pfeffer presented members of the committee with an overview of the Leadership Accord for Gender Diversity, providing an overview of the Accord, initiatives the city has taken in response to the accord, and how these initiatives can be further utilized to support other equity-seeking groups. C. Pfeffer also talked about the decision by City Council at its March 8th meeting to hire a full-time permanent equity staff position and took questions from committee members. Mayor Sendzik also answered a question about communicating the signing of the Accord to other Niagara municipalities.

8. Business arising from the minutes

- Presentation on the Leadership Accord for Gender Diversity: As requested at the February 9th, 2021 meeting, the committee received a presentation by staff on the Accord by C. Pfeffer.
- Equity Position Update: Council approved the hiring of a full-time equity position at its March 8th, 2021 meeting

- T. McLennon previously declared a conflict of interest (pecuniary) regarding Item 8, bullet point 3, and did not participate in the discussion and removed herself from the meeting for the duration of the discussion.

Equity Training: The Region has initiated equity training recently for their Council and based on their experience, staff have been in discussions with Brock University to arrange similar training for city Council.

At the February 9th meeting of the committee, the following motion was passed:

Motion that the Equity and Inclusion Advisory Committee recommend that City Council, for the term 2018-2022, take mandatory equity and inclusion training and anti-racism training by the end of 2021, and that going forward, this training be part of new council term orientation.

And

Motion to send the request for mandatory equity and inclusion training and anti-racism training for the members of Council to the Anti-Racism Committee and LGBTQ2+ Committee for feedback before going to council.

Staff let the committee know discussions are underway to provide training. The committee also received feedback from the other two equity-seeking committees (see items of correspondence Sub-Items 3 and 5). Mayor Sendzik answered questions about the training received at the Region.

- Motions sent to other equity-seeking committees for feedback, see item 10 Items of Correspondence:

COVID Recovery Plan Feedback (see items of correspondence Sub-Items 1 and 4). L. McCormick relayed the discussion by the LGBTQ2+ Advisory Committee, highlighting concerns about food banks being closed. She also advised the committee that the LGBTQ2+ Committee ran out of time and would be revisiting for a more fulsome discussion.

F. Sheikh discussed the Anti-Racism Committee's feedback and how it was collected.

Recognizing the Improvement of Equity and Inclusivity in the Community (see item of correspondence Sub-Item 2). The contents of the correspondence were discussed by F. Sheikh.

9. Business

a. 9.1 Workplan 2020 Annual Report

Motion to accept and approve the 2020 Annual Report.

Moved by N. Kandil, Seconded by M. Grimard

Carried

b. 9.2 Workplan 2021 Discussion

The committee discussed items on the 2021 Workplan, some of which have carried over from the 2020 Workplan. How the work will be divided and completed will be discussed at the next meeting. New items for 2021 include an Equitable Recovery Plan and an item regarding Support for Newcomers. There was a suggestion of a possible sub-committee to look at the Equitable Recovery Plan, with representatives from the Anti-Racism and LGBTQ2+ Advisory Committee. Staff will look into the process involved in this and report back.

10. Items of Correspondence

- a) Sub-Item 1 – Memo from Anti-Racism Advisory Committee: COVID Recovery Plan Feedback
- b) Sub-Item 2 – Memo from Anti-Racism Advisory Committee: Recognizing the Improvement of Equity and Inclusivity in the Community
- c) Sub-Item 3 – Memo from Anti-Racism Advisory Committee: Equity and Inclusion Training and Anti-Racism Training
- d) Sub-Item 4 – Memo from LGBTQ2+ Advisory Committee: COVID Recovery Plan
- e) Sub-Item 5 – Memo from LGBTQ2+ Advisory Committee: COVID Equity and Inclusion Training and Anti-Racism Training

11. Date of next meeting

Tuesday, April 13, 2021 electronic participation at 7pm.

12. Motion to Adjourn

Moved by T. McLennon

Carried

The meeting adjourned at 9:18pm