

# Equity and Inclusion Advisory Committee

## Minutes

**Tuesday, June 08, 2021**

**Electronic Meeting at 7pm**

### **Attendance:**

Haley Bateman, Chair  
Marcel Grimard, Vice Chair  
Sean Vanderklis  
Nesrine Kandil  
Fatima Sheikh, representative from ARAC  
Lindsay McCormick, representative from LGBTQ2+

### **Absent:**

Emily Kovacs  
Trecia McLennon  
Denise Zecchin  
Lina Aristizabal  
Jingjing Ke

### **Guests:**

Lori Mambella, Manager, Programs and Culture Services, City of St. Catharines  
Councillor Karrie Porter (arrived at 8:05pm)

### **Staff Liaison:**

Melissa Wenzler, GR Advisor

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

The Chair called the meeting to order at 7:03pm and the committee had a moment of silence for the 215 children in Kamloops and the Afzaal family.

#### **2. Recognition of Traditional Territories**

The Chair 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. 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**

- Members were invited to speak about the 215 children found in Kamloops. S. Vanderklis spoke about the event at City Hall earlier in the day, saying it was well-attended by the community. He spoke about the 215 children, and encouraged committee members to reach out if they need support.
- H. Bateman spoke about learning to be an ally and continuing to advocate for Indigenous people. She also spoke about how moving the event at City Hall was.
- L. McCormick spoke about how June is Pride Month and spoke about its history.
- S. Vanderklis also spoke about how June is Indigenous History Month. He will be hosting an event on CBC on June 21<sup>st</sup> from 2-4pm highlighting Indigenous Excellence. More details about this event will be sent to the committee when they are available.

### **4. Motion to approve the agenda**

That the agenda of the June 8th, 2021 meeting Equity and Inclusion Advisory Committee be approved.

Moved by F. Sheikh, Seconded by M. Grimard

**Carried**

### **5. Motion to adopt the minutes of the previous meeting**

That the minutes of the May 11th, 2021 meeting of the Equity and Inclusion Advisory Committee be approved.

Moved by S. Vanderklis, Seconded by F. Sheikh

**Carried**

### **6. Declarations of Interest**

None.

### **7. Presentations (invited guests)**

*Lori Mambella, Manager, Programs and Culture Services, City of St. Catharines, presenting ActiveNet software*

L. Mambella told the committee that the city has implemented new recreation software which will be used for recreation program registration (such as registering for swimming lessons, yoga classes, pre-school classes, art courses, etc.) and for recreation facility bookings (renting ice, soccer fields, baseball diamonds, community rooms, etc.). The old software was called CLASS and only had two traditional

gender options (male or female) however, the new software which is called ActiveNet has multiple gender options to select from and the city would like feedback from the committee.

The committee asked questions such as why gender is a required field (change room availability, metrics, data, demographics and marketing).

Suggestions from committee members included:

- Adding “fluid” as an option, so the city could be on the forefront of inclusive initiatives
- Using the terms “transman” and “transwoman”
- Adding “two-spirit”
- Consulting with LGBTQ2+ Advisory Committee on the matter as well
- That the word “other” not be used

L. Mambella thanked the committee for their input.

#### **8. Business arising from the minutes**

- The committee was informed the new diversity staff position would be starting on June 28<sup>th</sup>
- The committee was informed that a staff member has been assigned the staff liaison role for the Equitable Recovery Subcommittee

#### **9. Business**

##### **a. 9.1 Vacancy**

The committee was informed that a member has resigned, and the Chair reviewed the timeline.

##### **b. 9.2 Attendance Issue**

H. Bateman read a statement by L. Aristizabal regarding her absence from the committee. The committee members chose not to waive the attendance requirements. The Chair will write an email thanking her for serving on the committee.

##### **c. 9.3 Letter to Catholic School Board Re: Inclusionary Practices H.**

Bateman informed the committee that the Catholic School Board had debated raising the pride flag, and only raised the flag at high schools, not elementary schools.

L. McCormick told the committee that Pride Niagara had written a letter and suggested inviting Pride Niagara to the next committee meeting. The item will be on next month’s agenda.

##### **d. 9.4 Workplan 2021 Updates**

The Chair asked if anyone had updates on their work plan items.

Councillor Porter was able to speak about the equity training council had received in May. Councillor Porter believes the training should take place at the beginning of term at council orientation instead of mid-term.

Committee members asked if Councillor Porter could identify any gaps in the training and asked if it was mandatory. Councillor Porter said more specific training is needed, and that the majority of council attended and completed training. The Chair asked about those councillors that did not complete training and Councillor Porter said that would be a question for the Clerk's Office to address.

Committee members would like to talk to Corporate Communications regarding communications for those without computers and internet connections.

The staff liaison is meeting with appropriate staff to move forward on the recognition program and the feedback received from the other equity-seeking committees.

Education on Reconciliation

M. Grimard pointed out that this was a different level of government and the committee should reach out to local MPPs. Other individuals with experience were also mentioned as potential guests for the committee.

**10. Date of next meeting**

Tuesday, July 13, 2021

Electronic participation at 7pm.

**11. Motion to Adjourn**

Moved by M. Grimard, Seconded by F. Sheikh

**Carried**

The meeting adjourned at 9:12pm