

Equity and Inclusion Advisory Committee

Minutes

Tuesday, July 13, 2021

Electronic Meeting at 7pm

Attendance:

Haley Bateman, Chair

Marcel Grimard, Vice Chair (left at 8:45 p.m.)

Nesrine Kandil

Emily Kovacs

Trecia McLennon

Jingjing Ke

Saleh Waziruddin, representative from the Anti-Racism Advisory Committee

Liam Clarke-Coward, representative from LGBTQ+ Advisory Committee

Absent:

Sean Vanderklis

Guests:

Karl Dockstader, Executive Director of the Niagara Regional Native Centre

Councillor Dawn Dodge (left at 8:20 p.m.)

Staff Liaison:

Melissa Wenzler, GR Advisor

Shannon McHugh, Manager of Diversity, Equity and Inclusion

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

The Chair called the meeting to order at 7:02pm

2. Recognition of Traditional Territories

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

The Chair also noted that bodies of children continue to be found at the sites of residential schools and that the committee will continue to be supportive.

3. Amendments to the Agenda

Addition of committee introductions to the new Manager of Diversity, Equity and Inclusion.

Addition of a motion regarding the August committee meeting at item 10.

4. Motion to approve the agenda

That the agenda of the July 13th, 2021 meeting of the Equity and Inclusion Advisory Committee be approved.

Moved by M. Grimard, Seconded by T. McLennon

Carried

5. Motion to adopt the minutes of the previous meeting

M. Grimard requested that the description for Item 7 be amended to add the following to the list of suggestions from Committee members: "That the word 'other' not be used."

That the amended minutes of the June 8th meeting of the Equity and Inclusion Advisory Committee be approved.

Moved by E. Kovacs, Seconded by N. Kandil

Carried

6. Declarations of Interest

None.

7. Presentations (invited guests)

Shannon McHugh, the new Manager of Diversity, Equity and Inclusion attended the meeting and the Chair invited Ms. McHugh to introduce herself to the committee. The committee members in turn, introduced themselves to Ms. McHugh.

Karl Dockstader, Executive Director of the Niagara Regional Native Centre was invited by the Chair to attend the meeting and make a presentation about the work being done at the centre, and how the committee can help further that work.

Mr. Dockstader introduced himself and spoke about the history of the Indigenous people in the Niagara area, including his own family's history. He spoke about the founding of the centre in 1972, and the need for the continuation of programming offered by Friendship centres today.

Committees members expressed their thanks and gratitude for his time and H. Bateman asked how allies can be supportive of Indigenous people. Mr. Dockstader addressed the need for people to learn about Indigenous history and consume Indigenous content. More education is needed and officials must be held accountable.

J. Ke asked how the immigrant community can be allies with Indigenous people. Mr. Docstader said immigrant communities should strive to maintain their distinctiveness.

The committee once again thanked Mr. Dockstader for his time and generosity, many expressed how moved they were by his words and how impactful his presentation had been.

8. Business arising from the minutes

The Chair updated the committee on information regarding the equity training the council received. Staff had already been arranging training for council. The Clerk offered advice about timing and motions regarding equity training for new terms of council going forward. See item 9.2i.

9. Business

a. 9.1 Equitable Recovery Subcommittee Update

- i. The subcommittee had its first meeting on July 5th, 2021. Representatives appointed from the other equity-seeking committees were present. Reading materials were identified and a process of work was decided on. The equity-seeking committees will have an opportunity to review a draft before it is finalized.

b. 9.2 Work plan items

- i. **Equity and Inclusion Training:** the committee discussed training as a part of council orientation going forward, and discussed what that would look like (for example, using an outside facilitator) and creating a training matrix for a framework, having training on an on-going basis with measurable results. The Manager of Diversity, Equity and Inclusion will likely work on this as part of an overall strategy.
- ii. **Friendly and Accessible Signage:** Committee expressed concern that more could be done to make signage more friendly and accessible beyond the legislated parameter of the province. Suggestion from S. Waziruddin to research and provide examples, come up with a proposal. Further discussions with Communications staff are needed.
- iii. **Recognition of Program:** Staff are reviewing the proposal and recommendations from the equity-seeking committees and hope to present options and plans to the committee shortly.

- iv. **Leadership Accord for Gender Diversity:** The staff report concerning protections in place for elected officials experiencing harassment is still being worked on by staff. The committee discussed barriers keeping people from participating.
- v. **Equitable Recovery Plan:** see item 9.1i
- vi. **Support for Newcomers:** E. Kovacs and N. Kandil will continue to work on this item.

The following two items were discussed together:

- vii. **Professional Development and Training for Public Servants on the History of Indigenous People**
- viii. **Education for Reconciliation**

S. Waziruddin let the committee know that these items fall under the work plan and scope of work of the Anti-Racism Advisory Committee. The scope of the work plan items was discussed, E. Kovacs posited that the scope of the items could be amended.

T. McLennon moved the following motion, Seconded by L. Clarke-Coward:

Motion to remove items vii and viii from the Equity and Inclusion Draft work plan as they fall under the jurisdiction of the Anti-Racism Advisory Committee.

Carried

10. Date of next meeting

Motion that the EI committee cancel its August meeting and that the committee meet on its regular schedule in September.

Moved by H. Bateman, Seconded by T. McLennon

11. Motion to Adjourn

Moved by T. McLennon, Seconded by J. Ke

Carried

The meeting adjourned at 9:13pm.