

Equity and Inclusion Advisory Committee

Minutes

Tuesday, September 14, 2021

Electronic Meeting at 7:00 pm

Attendance:

Essra Abdelsamed
Haley Bateman
Liam Clarke-Coward (LGBTQ2+ Advisory Committee Representative)
Nesrine Kandil – arrived at 7:09pm
Emily Kovacs
Katherine Ramkhelawan
Nina Jain-Sheehan
Vicki-Lynn Smith (Anti-Racism Advisory Committee Representative)

Absent:

Marcel Grimard
Jingjing Ke
Trecia McLennon
Sean Vanderklis

Staff Liaison:

Shannon McHugh, Manager of Equity, Diversity and Inclusion

1. Call meeting to order (Chair)

H. Bateman called the meeting to order at 7:02pm.

2. Recognition of Traditional Territories

L. Clarke-Coward 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

H. Bateman suggested the following amendments:

- That the Consolidated Niagara Transit Plan be added as Business

- That the Presentation by Bonnie Nistico-Dunk, City Clerk, be deferred to next meeting
- That the Draft Public Conduct Policy be added as an item of correspondence

4. Motion to approve the agenda

Moved by E. Abdelsamed

That the Equity and Inclusion Advisory Committee approve the September 14, 2021 agenda as amended.

Carried as Amended

5. Motion to adopt the minutes of the previous meeting

Moved by L. Clarke-Coward

That the Equity and Inclusion Advisory Committee adopt the minutes of the July 13, 2021 meeting.

Carried

6. Declarations of Interest

There were none.

7. Committee Update

H. Bateman introduced three newly appointed members attending their first meeting: E. Abdelsamed, K. Ramkhelawan, and N. Jain-Sheehan. H. Bateman invited the new members to introduce themselves to the committee and the standing members and Staff Liaison in turn, introduced themselves to the new members.

8. Business arising from the minutes

a) Discussion of Workplan Items

H. Bateman confirms that two items from the original workplan were removed and deferred to the Anti-Racism Advisory Committee. H. Bateman invited committee members to put forward new workplan items for consideration.

H. Bateman suggested a new workplan item which was discussed by the committee: explore using an equity lens to review the recruitment process that the City employs for advisory committees and engaging, vulnerable populations. E. Kovacs suggested considering a review of our Terms of Reference as part of this.

S. McHugh commented that the City is actively reviewing the recruitment process. The equity-seeking advisory committees will all be consulted in this process. S. McHugh agreed to follow up with the Clerks Office and report back to the committee at its October meeting.

9. Business

a. 9.1 Equitable Recovery Subcommittee Update and Review of Draft

H. Bateman provided an update on work of the Equitable Recovery Subcommittee with special thanks to L. Clarke-Coward and E. Kovacs who also sat on the subcommittee. The draft Equitable Recovery Plan was reviewed and discussed by the committee.

Moved by E. Kovacs

THAT the Draft Recovery Plan of the Equitable Recovery Subcommittee be endorsed in principle as presented with the following additions:

- Further research to be considered and added regarding youth equity;
- Further research to be considered and added regarding environmental equity;
and
- That the further inclusion of the Health Equity Impact Assessment Tool be considered.

Carried

b. 9.2 Work Plan Item Updates

i. Equity and Inclusion Training – (T. McLennon, N. Kandil, J. Ke)

N. Kandil indicated there was no update at this time.

ii. Friendly and Accessible Signage – (N. Kandil, M. Grimard)

N. Kandil noted that she and M. Grimard received some items from S. McHugh from the communications department. N. Kandil

requires time to discuss with M. Grimard. H. Batemen indicated that a meeting with communications may still be required.

iii. Recognition Program

Unclear who is heading this aspect of the workplan. H. Bateman to confirm and update to be provided at next meeting. S. McHugh noted that she met with Brianne Wilson and Andrea Connelly-Miele of Community, Recreation and Culture Services at the end of August and City Staff is working on this item.

iv. Leadership Accord for Gender Diversity

H. Bateman confirms this item is related to Item 10(b) to be discussed after Clerk Nistico-Dunk presents in October. K. Ramkhelawan would like to be added to this workplan item.

v. Equitable Recovery Plan

Discussed at length at Item 9.1. No further discussion.

vi. Support for Newcomers – (N. Kandil, E. Kovacs, T. McLennon)

N. Kandil indicated there was no update at this time. E. Abdelsamed would like to be added to this workplan item.

N. Jain-Sheehan, K. Ramkhelawan and L. Clarke-Coward indicated they are willing to assist with any workplan item where there is a gap. Workplan needs will be further reviewed and assessed at next meeting.

c. 9.3 Consolidated Niagara Transit Plan

H. Bateman reported on her attendance at the Niagara Transit Governance Plan – Accessibility and Inclusion presentation on September 10, 2021 hosted by Scott Fraser, Transportation Lead, GO Implementation Office, Niagara Region. The committee discussed H. Bateman's report.

Moved by H. Bateman

That the Equity Inclusion and Advisory Committee endorse in principle the Niagara Transit Governance Plan as presented by Scott Fraser, Transportation

Lead, at a meeting on September 10, 2021 with the following conditions: that an equity lens be built into the procurement, implementation and long-term affordability of transit in St. Catharines and that transit remains a publicly funded, operated and sustained service, with no potential for privatization with universal affordability, access, and accessibility as its key principles.

Carried

10. Items of Correspondence

a) Memo from Donna Delvecchio, Deputy Clerk regarding 2022 Municipal and School Board Election – Alternative Voting Method Survey

S. McHugh presented the memo to the committee which was received by the committee for its information.

b) Draft Public Conduct Policy

The draft policy was received by the committee. H. Bateman provided context for the introduction of the draft policy and the committee had some preliminary discussions. City Clerk Bonnie Nistico-Dunk will present on the draft policy at next meeting. S. McHugh will send committee questions arising from this meeting to the Clerk. H. Bateman directed committee members to send any additional questions or comments to S. McHugh to send to the Clerk.

11. Date of next meeting

Tuesday, October 12, 2021 at 7:00 pm.

12. Motion to Adjourn

The meeting adjourned at 9:01 pm. There was no motion to adjourn the meeting as quorum was lost prior to adjournment.