

Equity and Inclusion Advisory Committee

Minutes

Tuesday, April 12, 2022

Electronic Meeting at 7:00 p.m.

Attendance:

Trecia McLennon, Chair

Essra Abdelsamed, Liam Coward, Nina Jain-Sheehan, Emily Kovacs, Maria Laws, Katherine Ramkhelawan, Stephanie Smith, and Ezinne Waboso

Absent:

Nesrine Kandil, Yaneth Londono, and Vicki-Lynn Smith

Guests:

Councillor Karrie Porter

Staff Liaison:

Evan McGinty, Council and Committee Coordinator

1. Call meeting to order (Chair)

Chair McLennon called the meeting to order at 7:04 p.m.

2. Recognition of Traditional Territories

Chair McLennon 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

There were none

4. Motion to approve the agenda

Moved by: Stephanie Smith

That the Equity and Inclusion Advisory Committee adopt the agenda for the meeting of April 12, 2022.

Carried

5. Motion to adopt the minutes of the previous meeting

Moved by: Stephanie Smith

That the Equity and Inclusion Advisory Committee adopt the minutes of the meeting of the Equity and Inclusion Advisory Committee held on Tuesday, March 8, 2022.

Carried

6. Declarations of Interest

None were declared.

7. Presentations (invited guests)

There were none.

8. Business arising from the minutes

a) 8.1 - The Best Buddies Program

Stephanie Smith provided an overview of the Best Buddies program. Emily Kovacs provided information on similar programs in place in Toronto. Chair McLennon added the topic to Item 9.1 as part of the committee's discussion of its workplan.

9. Business

a. 9.1 - Workplan Update

- **Best Buddies Program**

- The members agreed to add introducing a program for St. Catharines, similar to the Best Buddies program, to the 2022 Work Plan. Essra Abdelsamed, Katherine Ramkhelawan, Emily Kovacs and Stephanie Smith volunteered to work on the item.

- Chair McLennon provided a recap of the items in the workplan as of late 2021.

- **Economic Recovery Subcommittee**

- The Committee members discussed the status of the Economic Recovery Subcommittee report and noted that they would like to present the report in its entirety to the Social Sustainability Committee at the next meeting of the Social Sustainability Committee, and following that, to the members of Council or the Budget Standing Committee as early as possible.
- The members discussed updating Recommendation 13 in the Economic Recovery Subcommittee report to include "Advocacy for Ontario Disability Support Program." The members agreed not to change the Recommendations in the

Economic Recovery Subcommittee report; rather, any new items will be incorporated into the report as 'action items' under the existing listing of Recommendations.

Moved by: Liam Coward

That the report prepared by the Economic Recovery Subcommittee be referred to the Social Sustainability Committee for inclusion on the agenda of the next meeting of the Social Sustainability Committee; and

That members of the Economic Recovery Subcommittee present the report to the Social Sustainability Committee.

Carried

- **Diversity, Equity and Inclusion Training for Councillors**
 - Chair McLennon provided an updated on the status of the item and noted new equity training topics - such as LGBTQ2+, anti-bias and anti-racism - that could be introduced in the future and as part of orientation for the new term of Council.
 - Katherine Ramkhelawan raised the issue of whether training programs and inclusive communication best practices could be expanded city-wide.
- **The following workplan items were deferred to a future meeting:**
 - New inclusionary project;
 - Friendly and accessible signage; and
 - Support for newcomers

b. 9.2 - Update from Economic Recovery Subcommittee

Discussion was included as part of Item 9.1.

10. Items of Correspondence

There were none.

11. Date of next meeting

Tuesday, May 10, 2022

12. Motion to Adjourn

Moved by: Stephanie Smith

That, there being no further items of business, this meeting be adjourned at 8:33 p.m.

Carried