

Equity and Inclusion Advisory Committee

Draft Minutes

Wednesday, July 20, 2022

Electronic Participation at 7:00 p.m.

Attendance:

Trecia McLennon
Maria Laws
Essra Abdelsamed
Nesrine Kandil
Stephanie Smith
Nina Jain-Sheehan

Absent:

Ezinne Waboso
Katharine Ramkheawan
Emily Kovacs
Vicki-Lynn Smith
Liam Coward

Staff Liaison

Anika Forde – Manager, Diversity, Equity & Inclusion

1. **Call meeting to order (Chair)**

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

2. **Recognition of Traditional Territories**

T. 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. **Additions / Deletions to the Agenda**

Amendment to the Agenda to move all items in Business arising from the minutes into Business as part of the Workplan Draft presentation prepared by T. McLennon.

4. **Motion to approve the agenda**

Moved by S. Smith

THAT the Agenda for July 20th Equity & Inclusion Advisory Committee be approved, as amended.

Carried

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

Moved by S. Smith

THAT the Minutes of the May 10, 2022, meeting of the Anti-Racism Advisory Committee be approved as amended.

Carried

6. **Declarations of Interest**

There are none.

7. **Business arising from the minutes**

- a) 8.2 – Motion on EDI Training--Deciding whether to recommend LGBTQ2S+ Foundations Course Training from [Rainbow Health](#) for Councillors / city staff
- b) 8.3 – Motion to decide if celebrating Inclusive Behavior Project should be added to the workplan
- c) 8.4 – Update regarding Friendly and Accessible Signage
- d) 8.5 – Update regarding Support for Newcomers
- e) 8.6 – Update regarding Best Buddies-style residential project
- f) 8.7 – Update on Training “Get Real Movement

T. McLennon included these items within business arising from the minutes in the presentation, discussion on the draft workplan.

8. **Business**

- a) Presentation, discussion and finalization of draft Workplan by working group (T. McLennon, E. Kovacs, S. Smith, L. Coward and N. Kandil)

T. McLennon presented the draft workplan (attached as Appendix 1) for discussion. Equity and Inclusion Advisory Committee members provided feedback and identified three focus areas they wish to divide work into – (1) Training and Development; (2) Housing & Homelessness and (3) Inclusive Signage.

Move by T.McLennon

THAT the three areas of focus in the draft workplan be approved by the Equity & Inclusion Committee.

Carried

9. **Date of next meeting – August 9, 2022, 7:00 p.m. (To be confirmed)**

10. **Motion to Adjourn**

Moved by N. Jaina- Sheehan

THAT there being no further items of business, this meeting be adjourned at 8:08 p.m.

Carried

Draft E&I Workplan

To present to Social Pillar

Purpose

- We need a formal work plan to present to Social Pillar next month
- We need to guide our activities for the remainder of our term, i.e., 6ish months
- To build on what we've started and be responsive to our communities
- To be realistic about what we can do in a short timespan
- To wrap up our committee work in a good way and pass the baton to who or what is next

Proposal for Discussion (3 Areas and a Bonus)

1. Training and Development: Nina, Maria, Trecia
2. Housing & Homelessness: Nes, Stephanie, (Emily?)
3. Inclusive Signage: Stephanie, (Katherine?) Essra
4. Bonus=Consultations that come at the request of council or staff

Potential details about proposed areas

- Training and Development: Review needs and recommendations for councillors e.g.
 - 2SLGTBQ+ training from rainbow health
 - GetReal Movement Training
- Equitable Housing & Homelessness Prevention: reviews and recommendations e.g.
 - Best-Buddies-Style housing
 - Newcomer housing & supports
 - Review of city approaches to removing homeless peoples' tents, erecting barriers etc. with an inclusive and equitable lens

Potential details about proposed areas

- Friendly and Accessible signage: review and recommendations eg
 - Inclusive Behavior Project
 - We are St. Catharines video project/storyboard
- Bonus: Consultations that come from council or staff eg
 - Diverse supplier program
 - Other elements of the equitable recovery plan

Proposed Approach

- Which of these sub-group areas would you want to serve on?
- Sub groups could determine what the priorities are in their group
- Each group would realistically only focus on 1-2 things.
- We need to vote today to approve our workplan