

## THE CORPORATION OF THE MUNICIPALITY OF KINCARDINE

### Inclusion Diversity Equity & Access Advisory Committee Minutes

Tuesday, September 28, 2021

Members Present	Tracy Primeau, Chair Madison Cachagee Councillor Andrea Clarke Randy Hughes Lanny Irving Jordyn O'Connor
Members Absent	Joye Hunt Branko Veljovic
Staff Present	Lorie Fioze Jennifer White
Others:	Jessie McGibbon, Communications Trish Meekins, Nikaananganaa Counselling & Learning Centre

#### 1. **Call to Order**

The Inclusion Diversity Equity & Access Advisory Committee meeting of The Corporation of the Municipality of Kincardine was called to Order at 5:32 p.m. on September 28, 2021 electronically.

##### 1.1 **Land Acknowledgment Statement**

The Chair opened the meeting with the Land Acknowledgment Statement and a recognition of Truth and Reconciliation week.

##### 1.2 **Setting the Intentions for the Meeting**

Trish Meekins of Nikaananganaa Counselling & Learning Centre provided an opening to set the intentions for the meeting.

#### 2. **Additions/Deletions/Amendments to the Agenda**

None noted.

3. **Disclosure of Pecuniary Interest**

None disclosed.

4. **Adoption of Minutes**

**Resolution # 09/28/21 - 01**

**Moved by:** Randy Hughes

**Seconded by:** Andrea Clarke

THAT the minutes of the Inclusion, Diversity, Equity and Access (IDEA) Committee of August 31, 2021 be adopted as amended.

Carried.

5. **Outstanding Business**

5.1 **Committee Composition**

This item was added to the agenda as result of discussions regarding last meeting's minutes.

The Committee expressed concerns with the transparency of the recruitment and selection process for Committee members. Following the identification of the areas not represented by the Committee and stakeholder engagement the Committee would like to revisit this discussion.

5.2 **Community and Stakeholder Consultation**

The Committee discussed community and stakeholder consultations. The Committee discussed the following questions:

- What does success look like? within the municipal organization? within the community?
- What actions do we need to take to address inequities?
- Who do we need to talk to in order to understand priorities?
  - Specific demographics
  - community groups
  - organizations, etc.

- What methods should we use to engage stakeholders?
- What resources will we need to engage stakeholders?

Staff will use the discussion from these questions to develop the stakeholder engagement framework.

The Committee discussed that success would be a supportive, safe, barrier free community. Additionally, the Committee expressed a desire to see permanent changes reflecting the IDEA learning which has been taking place. The desire to see oneself within and be welcomed within the community regardless of who you are, was an overall desired outcome.

The Committee provided feedback on various inequities evident within the community, and potential stakeholders to communicate with, and possible partnerships opportunities. The Committee recognized that this list is not exhaustive based on the limited representation of the Committee.

The Committee discussed methods to engage with Stakeholders, however the meeting adjourned before resources could be discussed.

Randy Hughes left the meeting during these discussions. Jordyn also left the meeting during these discussions, and the meeting was adjourned at that point due to a lack of quorum.

## 6. **Adjournment**

Due to a loss of quorum, the meeting was automatically adjourned at this point. All other agenda items were not considered by the Committee.

## 7. **New Business**

### 7.1 **Updates on Activities**

- Inclusion Lens Resource
- Inclusion and the arts community conversation - September 9, 2021
- Afro-centric Mural creation - September 24 - 26, 2021
- Equity, anti-oppression and inclusion training sessions
- September 30, 2021 - Every Child Matters - Orange Shirt Day
- History of the Land from a First Nations, Metis, and Inuit perspective - October 6, 2021

## 8. **Schedule of Meetings**

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Chair

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Secretary

DRAFT