

THE CORPORATION OF THE MUNICIPALITY OF KINCARDINE

Inclusion Diversity Equity & Access Advisory Committee Minutes

Tuesday, August 31, 2021

Members Present	Madison Cachagee Randy Hughes Joye Hunt Lanny Irving Jordyn O'Connor Tracy Primeau Councillor Andrea Clarke
Members Absent	Branko Veljovic
Staff Present	Lorie Fioze Jennifer White
Others:	Cherie Leslie, Community & Economic Development Coordinator, Trish Meekens of Nikaananganaa Counselling & Learning Centre

1. Call to Order

The Inclusion Diversity Equity & Access Advisory (IDEA) Committee meeting of The Corporation of the Municipality of Kincardine was called to Order by the Secretary at 5:34 p.m. on August 31, 2021 electronically.

1.1 Land Acknowledgment Statement

Lorie Fioze opened the meeting with the Land Acknowledgment Statement.

2. Setting Intentions for the Meeting

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

3. Introductions

Committee members introduced themselves. Additional introductions were provided by Staff member Cherie Leslie, and Trish Meekins of Nikaananganaa Counselling & Learning Centre who also attended the meeting.

4. Additions/Deletions/Amendments to the Agenda

Staff provided an overview of how items are added, deleted or amended on the Agenda. There were no additions, deletions or amendments to the agenda.

5. Committee Orientation

Staff provided a Committee of Council orientation to members, which included the Municipality's Procedure By-law and Code of Conduct as well as information regarding what is a Pecuniary Interest and what steps are involved in disclosing a pecuniary interest.

6. Disclosure of Pecuniary Interest

None disclosed.

7. Terms of Reference

Staff reviewed the Terms of Reference for Committee members and staff provided information regarding the Municipality's approach to the work ahead of the Committee. The Committee members inquired about the composition of the Committee, and whether additional committee members would be added.

The Members discussed the process for engagement with Council and the public.

8. Framework for the development of the IDEA Strategy

Staff provided an overview of the Framework for the Development of the Inclusion, Diversity, Equity and Access Strategy that was developed by Staff. Staff reviewed items that the Municipality has already initiated with respect to IDEA work. Staff also provided an update on some of the items in agenda item #11.1.

Committee Members are invited to attend events that are already being developed by Staff within the IDEA Framework, including an Equity, Anti-Oppression and Inclusion Training Session on September 14, 2021, the creation of an Afro-Centric Mural at the Davidson Centre between September 24 and 26, 2021 and a Community Conversation on Inclusivity in the Arts: Positionality, Approach & Arts Equity on Thursday September 9, 5:30-7:30 p.m..

9. Appointment of Chair

Resolution # 08/31/21 - 01

Moved by: Tracy Primeau

Seconded by: Joye Hunt

THAT Tracy Primeau be appointed Chair of the Inclusion, Diversity, Equity & Access Advisory Committee for the remainder of 2021;

AND FURTHER THAT Joye Hunt be appointed Vice Chair of the Committee for the same period.

Carried.

10. Current State

The Committee discussed how diversity is currently represented in the community and gaps in representation on the IDEA Advisory Committee.

The Committee identified the following communities as areas where representation or engagement is needed; Islamic, Asian, new-comer (immigrants), those with a visible disability, and low income individuals. The Committee discussed opportunities to reach out to members of those communities to invite them to present at an upcoming committee meeting.

Census data identifying the demographics within the community currently available is from 2016, but new data should be released shortly from the most recent census.

11. New Business

11.1 Update on IDEA Activities

Staff discussed the formation of an informal working group to recognize Every Child Matters- on September 30, 2021. Members inquired as to whether the Municipality is providing this day as a statutory holiday to employees in line with the Federal Governments decision. At this time, no decision has been made in this respect.

Staff previously updated on the upcoming event listed in agenda item 11.1 a,b,d in during the discussion regarding the framework for developing the strategy.

- a. Equity, Anti-Oppression and Inclusion Training Session
- b. Afro-centric Mural Creation

- c. Every Child Matters - Orange Shirt Day
- d. Community Conversation on arts and inclusion

12. Financial Report

At this time the Committee does not have a dedicated operating budget.

13. Correspondence

None noted.

14. Schedule of Meetings

The Committee discussed the schedule of upcoming Committee meetings. The Schedule for 2021 will be:

- September 28, 2021
- October 26, 2021
- November 30, 2021
- January 25, 2022
- March 29, 2022.

The Committee members expressed concern that 6 meetings may not be enough to complete the work of the committee. The Committee also discussed ideas for future agenda topics at this time, including the procedure for adding committee members.

15. Adjournment

Resolution # 08/31/21 - 02

Moved by: Randy Hughes

Seconded by: Andrea Clarke

THAT the Inclusivity, Diversity, Equity & Access Advisory Committee adjourn at 7:05 p.m.

Carried.

Chair

Secretary