

Kincardine IDEA Committee.

June 6th, 2022

Kincardine Council.

Dear Mayor Glover and members of council:

We, the members of Kincardine's Inclusion, Diversity, Equity, and Accessibility committee hereby submit our resignation from the IDEA committee effective immediately. Our decision was not an easy one. From the outset the appointed committee members were excited to be a part of a team that could make positive change in our municipality and promote the IDEA values. However, also from the outset it was apparent that the committee's composition did not reflect our own terms of reference and the committee itself had little credibility. The lack of representation on the committee from key stakeholders such as visible minorities, new Canadians, and those with visible disabilities clearly demonstrated that we did not reflect the makeup of our residents. These gaps went unfilled, and many members became disengaged. Recommendations from the IDEA committee to council on issues such as SMART received a lukewarm response. Recommendations to overhaul the selection process for committee members were met with resistance from council. The last two IDEA committee meetings were cancelled due to a lack of quorum.

The IDEA committee members wish to encourage council to re-exam what their mission statement is for an IDEA committee and restart the process once the new council is elected.

Respectfully,

Tracy Primeau, Chair of the Idea Committee

Randy Hughes

Jordyn O'Connor

Madison Cachagee

Lanny Irving