

DIVERSITY, EQUITY & INCLUSION ADVISORY COMMITTEE MINUTES

Haldimand County

May 19, 2022 | 6:00 p.m.

Attendance

In Attendance: Anita Gombos-Hill, Bailey Gardien, Gayatri Bousfield, Harsit Patel, Megan Jamieson

Recording Secretary: Chantelle Seguin

Regrets: Arif Majid, Donna Jenkins, Rabiya Azeez

1. Call to Order

Committee Chair Anita Gombos-Hill called the meeting to order at 6:10pm.

Minutes were carried as-is and seconded by Harsit Patel.

2. Land Acknowledgement

In the 2nd week of May, the committee had the opportunity to meet virtually with representatives from Mississaugas of the Credit First Nation and Six Nations of the Grand River. Representatives shared their account of history as it pertains to their First Nation and , in particular, the local area that we are meeting. Further, they provided their views and advice pertaining to land acknowledgement; the following recommendations were made to the team as we begin to work on language for this acknowledgment:

- Important that it is based on fact and in the spirit of the Truth and Reconciliation Calls to Action
- Speak to *responsibilities* and not *rights*
- Include the intentions of the acknowledgement, not just a statement
- There was a differing of opinion among the representatives when it comes to including referencing First Nations people, treaty rights and wampum agreements.

The committee discussed the information and decided to select the common themes of *stewardship of the land; peace, friendship and respect*; and with a focused effort on acknowledging and thanking the various indigenous nations who have lived and continue to live in this territory.

The committee also discussed related recommendations to accompany the proposed land acknowledgement as a means of taking action. For example, a focused effort on education and representation within Haldimand County administration.

There are 2 ways in which to proceed:

1. The committee provides Council what they requested, which is a land acknowledgement statement to be read before council meetings.

2. A written recommendation is provided which would include several statements for specific uses such as a council meeting, a formal event, etc. including suggestions of what that commitment might look like: staff and council training, indigenous artwork throughout Haldimand County, representation in the building and on our website, a commitment to consult on things that would impact first nations people. We could also reference the Truth & Reconciliation report (calls to action) and bring forth recommendations based on which ones are in our control and where council could have an impact (ex. cultural training).

Action Items:

Anita and Harsit were tasked with drafting a few different land acknowledgements based on the type of use (facility, event, meeting). Recommendations to be brought back to the committee for comment as the next step.

Megan will review through the 94 Calls to Action (Truth & Reconciliation) and flag the ones that are within the jurisdiction of the Municipality, for discussion at the next meeting.

Gayatri and Bailey agreed to work on other recommendations brought forth by the committee and bring this to the next meeting.

The goal of the committee is to have recommendations ready for proposal to Council by the September meeting.

3. Goals & Objectives (2022 Work Plan)

Based on the proposed “Action Items” for this term as discussed in the Diversity Advisory Committee meeting on April 21st, the goals and objectives focused on:

- Representation/reflection in County Business (County website, photos, artwork, showcasing diversity in Haldimand County)
- Awareness Building (training for staff and community)
- Outreach initiatives (PSB, other committees, community)
- Equal Access to Services and protecting demographics in need

Action Items:

Committee members to consider the above list of Goals & Objectives and by the next meeting, have a list of approximately 3-4 topics ranked in terms of importance that the committee can confidently attain this term. At that time, committee members would be broken up into groups and assigned topics to work through and resume discussions in September.

4. Haldimand County - Employment Vacancy Wording

The committee discussed this topic after reviewing our current job posting template. Examples brought forward on how we can make this wording more inclusive included listing what accommodations we provide as an organization as well as providing alternate interviewing options.

Action Item:

Megan to take the committee comments back to Human Resources for consideration during job description/postings revamp. To be discussed at a future meeting, if necessary.

5. New Business

Summer Meetings. The committee discussed the logistics of meeting over the summer months and agreed that a summer recess would allow time to move projects forward. To be confirmed at next meeting.

Adjournment

The meeting adjourned at 7:30pm.

Next Meeting: Monday, June 13th at 7:30 pm in the Haldimand Room @ the Haldimand County Administrative Building.