

DIVERSITY, EQUITY & INCLUSION ADVISORY COMMITTEE MINUTES

Haldimand County

April 18th, 2023 | 7:00 p.m. – Haldimand Room HCAB

Attendance

Members In Attendance: Anita Gombos-Hill, Gayatri Bousfield, Harsit Patel, John Pack,

Staff In Attendance: Katie Meyer (liaison); Lacey Eagle (Recording Secretary)

Regrets: Megan Jamieson, Arif Majid, Patrick O'Neill

1. Call to Order/ Approval of Minutes

Committee Chair Anita Gombos-Hill called the meeting to order at 7:05 pm.

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

2. Business Arising out of Minutes

a) Police Services Board / Council Agendas and Minutes

Discussion:

Due to vacancies in the provincial appointees and Ward 4 councilor, the next practical PSB meeting is September 28, 2023 at 9:30am. Meetings are typically held on the 4th Thursday of every month.

Action:

Megan and Harsit to attend on September 28th, 2023.

b) BRE Questionnaire

Discussion:

All previous comments from the committee were taken to CDP and the following questions were added to the Business Retention + Expansion interviews:

1. How important is Diversity, Equity, and Inclusion (DEI) to you and your business at this time?
 - a. Not important/Somewhat Important/Very Important
2. Do you want to diversify your workforce?
 - a. Yes/No

3. Do you provide Diversity, Equity, and Inclusion (DEI) training to your staff and/or clients?
 - a. Open ended
4. What does Diversity, Equity, and Inclusion (DEI) mean for our community?
 - a. Open ended

Action:

CDP will share the results of the survey with the committee.

c) Request to share partner information on the County's webpage - update

Discussion:

The County's current criteria only permits contracted service or a committee with the County to have events posted on the Website. The County recognizes the importance of supporting our community/neighbours and sharing information, therefore is interested in expanding this to outside groups.

Action:

Recommendation for County staff (CDP) to develop criteria for posting content to ensure consistency and share with the committee for comment.

d) HC Customer Service Satisfaction Survey

Discussion:

Customer satisfaction survey results were shared with the committee so that they could see what the public feels we need to work towards. The committee wants to know what platforms were used to promote the survey.

Action:

Further targeted surveys will be conducted to obtain additional feedback. Following the completion of the survey's, further information will be shared with the committee. Committee to make suggestions on alternative ways to get future surveys out to the public to get more response.

e) Establishing Priorities / Confirming a workplan for 2023 (proposed next steps to define, rank & set)

Discussion:

The committee defined action items for the initiatives identified in the March 2023 meeting. A ranking criteria was established by the committee to determine which items are to be completed by the end of this term.

Action:

Rank and set action items at next meeting with the goal to secure top 5 topics to achieve during the Committees term. Revisit at the next meeting.

3. New Business

None

4. Other Business/ Correspondence

None

5. Discussion/ Comments

None

6. Adjournment

The meeting adjourned at 8:35 pm.

The next Meeting will reconvene on May 16th @ 7:00 PM in the Haldimand Room @ the Haldimand County Administrative Building.