

# DIVERSITY, EQUITY & INCLUSION ADVISORY COMMITTEE MINUTES

Haldimand County

August 31, 2022 | 7:00 p.m.

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## **Attendance**

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

Recording Secretary: Lacey Eagle

Regrets: Rabiya Azeez, Arif Majid, Bailey Gardien

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## **1. Call to Order**

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Committee Chair Anita Gombos-Hill called the meeting to order at 7:15pm.

Minutes were carried as-is and seconded by Gayatri Bousfield.

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## **2. Land Acknowledgement/ Report to Council (Anita/Megan)**

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### Discussion:

Anita will attend Council on September 20<sup>th</sup> to present the annual report/presentation and proposed Land acknowledgement. Together the Committee discussed proposed amendments to the Report going to Council taking into account each person's recommendations and the report was finalized. There was discussion about recommending a plaque featuring the land acknowledgment to be put up at HCAB; however, the committee questioned this given it is a living document and may change fairly often. Ultimately, the committee decided to wait and see any feedback on the land acknowledgement and will readdress as part of 2023 work plan. This will also allow time to research costs.

The group discussed what type of questions may come from Council in relation to the presentation. The staff liaison will revise slides as discussed and recirculate for review.

Finally, as it relates to use of a land acknowledgement by other committees, it was agreed that it should be a recommendation that the other committees use it as opposed to them being required by Council.

### Action Items:

The staff liaison will be sending out the recommendation and update to those consulted. The Chair and staff liaison will be present at Council in Committee on September 20, 2022.

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### 3. Goals & Objectives (Work Plan Update)

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#### Discussion:

- a) Anti-Racism and Inclusion Competency for County Staff/ key boards (Anita)

Recommendation that Haldimand County receive training on sensitivity regarding all different groups of people (indigenous, lbgtq, etc ...) Some suggested courses were Indigenous cultural safety training programs, faces of dementia – how to create supportive and inclusive environments for people living with dementia. A suggestion was made regarding this group running an education series for staff to attend to learn from the committee.

#### Action:

Committee to put together a list of priority items that can be achieved over time. Information sheets can be put together to provide as resources for County staff to go through. Anita will send out her notes and recommendations to the Committee.

- b) Representation/ Reflection in Various County Business Areas (Arif)

Arif was unable to attend. This will be added to the next meeting agenda.

- c) Outreach/ Collaboration with Police Services Board (Harsit)

Harsit relayed that he met with the PSB and went over what their mandate was; there was discussion on what the committee could provide for the PSB. Going forward, the committee discussed reviewing past minutes/ current policies of the PSB and providing feedback/input where there is opportunity to do so. The PSB seemed open and welcomed the recommendation to have DEIAC review any new policies that are going forward for input.

#### Action:

Request if the PSB is okay with the committee reviewing their previous policies for feedback. Members would like to be able to review their agendas before it goes out to point out where the committee members may be able to help. Staff liaison to look into logistics and report back.

There was discussion on how the Committee felt about looking over the County's Council Agendas to see what is coming forward and if there is anything they feel they would like to add some suggestions/input to. However, at this point in time the committee felt the workload would be too heavy and will rely on Council and/or staff to reach out for ad hoc advice as necessary.

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### 4. Committee Representation at Community Events (Anita)

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#### Discussion:

An issue was raised as to whether members of the DEIAC should be attending community events for the purpose of representing DEIAC in the community. Members discussed communication opportunities from staff (CDP) in order to find out about events that are happening in the community. Through this discussion, the committee confirmed that would comment and give feedback on how to make events more inclusive, when requested, however it is not our role to represent Haldimand

County at community events. Some members feel that the committee should tread carefully on what we officially endorse and follow within our terms of reference.

Action Items:

none at this time

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## **5. Remaining 2021 Meeting Schedule**

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Discussion:

Evenings are best for everyone who attended  
Harsit – any day other than Mondays and Thursdays in the fall

It was suggested to aim for Tuesdays or Wednesdays – check with other members

Action Items:

Lacey will check with the members who were unavailable to attend and send out meeting requests to the group.

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## **New Business**

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The question was posed as to whether there is an interest in recommending to Council that First Nations/ Mississauga's of New Credit to be part of our committee, given the steps proposed towards reconciliation efforts. When the committee was first created there were no applicants that self-identified as being Indigenous. There are no current vacancies, however the committee agreed that, should a vacancy come up then we will take steps to advertise/recruit someone who can provide better insight to one of the neighbouring First Nation communities.

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## **Adjournment**

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The meeting adjourned at 8:38pm.

The next Meeting will reconvene in the Fall in the Haldimand Room @ the Haldimand County Administrative Building. Date TBD.