

DIVERSITY, EQUITY & INCLUSION ADVISORY COMMITTEE MINUTES

Haldimand County

January 30th, 2023 | 7:00 p.m. – Haldimand Room HCAB

Attendance

Members In Attendance: Anita Gombos-Hill, Gayatri Bousfield, Harsit Patel, Arif Majid, Patrick O'Neill

Staff In Attendance: Megan Jamieson (liaison); Lacey Eagle (Recording Secretary)

Regrets:

1. Call to Order/ Approval of Minutes

Committee Chair Anita Gombos-Hill called the meeting to order at 7:04 pm.

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

2. Business Arising out of Minutes

a) Update on Ongoing Projects

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

Discussion:

We need to start looking at ideas such as photo contest, etc. to celebrate diversity within the county so that we can bring more attention/awareness to these areas of the County. The vast majority of County facilities aren't open to the public so we should be aiming towards the more public facing buildings to promote diversity.

We are now heading into the next term of Council so we should be looking at the next 4 years and establishing our list of priorities for what we would like this committee to achieve for each year. This could come as a recommendation to County staff or Council. If we get these ideas down on paper it can then be brought to SMT.

Action Items:

Come up with different initiatives to celebrate diversity. Figure out who should be responsible for implementing these initiatives, whether it be Committee members or different staff groups.

The County will be getting a new website over the next few years and this Committee can be making suggestions on how to make the website more diverse.

Hold item until we go through initiatives.

- ii) Police Services Board Support (staff response to action items)

Discussion:

The PSB does not have specific policies that we as a committee would have any jurisdiction over. The PSB has been informed that this committee is here and that they can reach out when these items come up again. We are able to view their agendas and minutes on their website and make suggestions.

Action Items:

Circulate a link to their upcoming agendas so everyone can look before each meeting

- iii) Anti-racism and inclusion competency training for County Staff/ Key Boards

Discussion:

Anita had proposed some strategies on Anti-racism and it has been brought to SMT. As a committee we will need to figure out what we feel is the most meaningful/useful training for staff.

Action Items:

Anita has prepared a slide show that is about a 1 hour presentation on anti-racism/ anti-oppression that the committee can review. We need to create a list and decide what is the highest priority to train staff on first and spread over the next 4 years. We can categorize it so that everyone has the option to choose what they are most interested in and learn more.

- b) Land Acknowledgement implementation (staff update)

Discussion:

Members of Council are rotating who reads the Land Acknowledgement at each meeting. We also have more committees in the County that are now using it. There has been very good feedback regarding the Land Acknowledgement from the different groups including the Mississauga's of New Credit at an engineering meeting.

Action Items:

None

3. New Business

Discussion:

- a) 2023-2026 Committee Membership and Council liaison (staff update)

Discussion:

The 4 current committee members are continuing for the next 4 years. We will know shortly who the new Committee members will be once we hear from the other committees who their appointees are. We now have Patrick O'Neill as the Council liaison on the committee.

Action:

Await decision from other Committees then finalize membership.

b) Establishing Priorities/ Confirming a work plan for 2023

Discussion:

to the new committee is encouraged to “reset” and establish a few key priorities to achieve throughout this term. Priorities should relate to the terms of reference for the committee, be objective and attainable. Megan noted recommendations from staff to be considered as part of the planning process. Carry over items include: Representation in County business areas, digital media/website and variety of DEI Training for staff and committees, including anti-racism.

Action:

Staff to pull previous discussion around planning to date. Committee planning session, to be deferred until full committee has been established (3 appointees are announced).

c) 2023 Meeting Schedule

Discussion:

The Committee needs to establish a regular schedule for meetings to better meet quorum. Members recommended avoiding Fridays and Mondays for personal reasons. Decision was made to meet every third Tuesday of the month. Rescheduling to be considered on an as-need basis.

Action:

Lacey to send out all meetings requests for the remainder of the year and add to the Corporate calendar. To be confirmed with new members.

4. Other Business/ Correspondence

a) DEIAC Section on County webpage (staff update)

Discussion:

Currently there is a DEIAC section of the website, which publishes minutes of meetings only. There is a separate page featuring the County’s Land acknowledgement. This committee is asked to consider what, if anything they want on the public facing platform to showcase the work of the DEIAC. Discussion was had regarding whether or not we should be posting our goals and objectives and “beef up” the page in terms of sharing names/faces and intentions.

Action Items:

Everyone to send their short bios/photos over so that we can have it added to the page. Add in communication to the public on how/who to contact if they have any questions for the committee.

b) HC Customer Service Satisfaction Survey (staff update)

Discussion:

Customer Experience & Communications conducted a community satisfaction survey last year and a few of the questions related to DEI. We are waiting on those results and Trish Cardwell, Manager of CEC will pull them together and present the results to the committee.

Action Items:

Set a date with Trish to see which meeting she will be able to attend to present results.

c) Upcoming dates

Feb 7 @ 1 PM – Daryn Wybenga is doing a presentation for Council or live stream

Feb 9 @ 9 AM – PSB orientation since there is turnover on PSB members

Mid March – 2 different general orientation sessions for all boards and committees. Not mandatory but beneficial.

Jan 31 - Sharing your story - Indigenous engagement – how to engage with first nations committees

5. Discussion/ Comments

Discussion:

Anita will be attending a Pow Wow social night and bring back information for the committee on whether or not there is an opportunity to partner or information share.

6. Adjournment

The meeting adjourned at 8:09 pm.

The next Meeting will reconvene on February 21st in the Haldimand Room @ the Haldimand County Administrative Building.