

# DIVERSITY, EQUITY & INCLUSION ADVISORY COMMITTEE MINUTES

Haldimand County

June 13, 2022 | 7:30 p.m.

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## Attendance

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In Attendance: Anita Gombos-Hill, Arif Majid, Bailey Gardien (virtually), Gayatri Bousfield, Harsit Patel, Megan Jamieson

Recording Secretary: Chantelle Seguin

Regrets: Donna Jenkins, Rabiya Azeez

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## 1. Call to Order

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Committee Chair Anita Gombos-Hill called the meeting to order at 7:36pm.

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

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## 2. Land Acknowledgement

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### Discussion:

The committee reviewed Land Acknowledgment phrasing options brought forth by Anita and Harsit and worked together as a group to make adjustments with the goal of preparing options that Council could select from.

The newly edited Land Acknowledgement document was circulated to the committee. As next steps, the proposed language will be provided to Haldimand County Senior Management Team as well as representatives from Six Nations of the Grand River (Robin/Tayler) and Mississaugas of the Credit First Nation (Darin) for direct consultation and feedback. Any recommendations as a result of these reviews will be provided to the committee before language is finalized.

### Action Items:

The staff liaison, with consultation from the Chair, will coordinate the remaining reviews and circle back to the committee before the recommendations are finalized and presented to Council.

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## 3. Goals & Objectives (2022 Work Plan)

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### Discussion:

Gayatri and Bailey shared their suggestions for a work plan this year – Actions for Consideration.

1. Land Acknowledgement Initiative
2. Recommend for Staff implementation an anti-racism and inclusion competency and capacity for all county employees (including Council and Police Service Board)
3. Provide recommendations to County staff for representation / reflection in various county business areas-
4. Outreach / Collaboration opportunities with adjacent County boards, committees and staffing groups. In particular outreach to the Police Services Board, as well as investigation into the County's current practices with the "duty to consult" as it relates to economic development projects.

Action Items:

The recommendations were reviewed and will be incorporated into a Council report, to ensure support of the work plan before implementation begins.

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**New Business**

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The staff liaison advised that Donna Jenkins has provided formal notification of her resignation for personal reasons and the committee wishes her well.

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**Adjournment**

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The meeting adjourned at 9:25pm.

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