

# DIVERSITY, EQUITY & INCLUSION ADVISORY COMMITTEE MINUTES

Haldimand County

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March 21<sup>st</sup>, 2023 | 7:00 p.m. – Haldimand Room HCAB

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## Attendance

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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: John Pack

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## 1. Introduction of new Committee Members

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New Committee member is John Pack from the Accessibility Committee. We are still waiting for appointees from the senior and youth advisory committees

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## 2. Call to Order/ Approval of Minutes

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

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

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## 3. Business Arising out of Minutes

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### a) Police Services Board / Council Agendas and Minutes

Discussion:

The links were sent out for the agendas for the PSB meetings. They are quite vague and it is hard to determine which meetings they should go to. There has been a lot of changeover in the PSB so some members may attend another PSB meeting to re-introduce our committee to all of the new members.

Action:

Harsit and Megan to attend a future PSB meeting

### b) DEIAC Section on County webpage

Discussion:

Group was reminded to send their bios/photos. The County will be getting a new webpage in the next couple years which will be more user friendly.

Action:

Each member to send over their Bio/Photo to Lacey to be added into the HC webpage by April 13<sup>th</sup>, 2023.

**c) HC Customer Service Satisfaction Survey**

Discussion:

Defer to next meeting.

Action:

None

**d) Establishing Priorities / Confirming a workplan for 2023**

Discussion:

Review Terms of Reference

Collaborative review of potential actions to date

In the last year we discussed the goals and objectives of the committee. We have come up with themes/action items.

There were many ideas out there but we need to put together the plan on who is going to do the work and lead the plan.

Proposed next steps to define, rank & set

1. Awareness building - Staff training – put together a list. DEIAC committee to get the training first and possibly we can have links to any of these free trainings on our page on website for the public to review if they choose.
2. Outreach to other committees
3. PSB – go to meeting and reintroduce committee and terms of reference
4. Equal access to services (what specific services) and protecting those demographics that need care – how to we bring some more diverse practices from within. This may be outside of the committees scope
5. Representation/ reflections – community flag protocol. Once we get our faces on the webpages people will feel more comfortable seeing the diversity. Make the public more aware. Are we able to put on an event like artwork, open house or DEI day. – build our initiatives from the feedback.
6. Communicating our efforts – ramping up the webpage
7. Corporate practices for staff
8. Review land acknowledgement and 1 year mark. – have plaque made up.
9. Anti-racism – training for County employees. How to report a hate crime (possibly get info from the PSB) or perhaps we can have a portal where people can report if they have felt racism/ discrimination etc at a municipal event. – who would provide responses – we can gather responses and bring to staff to see what we can do to help
10. Put together recommendations for Haldimand County to adopt
11. Content for user groups – DEI related considerations when organizing an event
12. All corporate priorities that involves the community people should consult the committee. Make sure project managers know to consult committee.
13. Review of County website

A few suggestions of what type of training to provide for staff and board members include rainbow health, sanyas indigenous culture safety training & Active offer of French language health services training (GHHN greater Hamilton health network website)

Action:

Each member to go over the above and rank where we should be putting our efforts first. Put together a list of training courses that we as a committee feel is important to have staff trained on first and bring the list to SMT where Megan can answer any questions that they have and bring it back to the committee. It would be the committees job to find out where these courses are offered.

**e) Orientation Sessions for Committee Members (staff update)**

Discussion:

The orientation sessions for Committee members are on March 24<sup>th</sup> and April 3<sup>rd</sup>.

Action:

Committee members to attend one of the sessions. If unavailable we can circulate the slideshow afterwards.

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**4. New Business**

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**a) Extended Membership – potential appointment by MCFN**

Discussion:

They would like to participate but we would have to designate/invite members to come to the committee. They would appoint someone themselves.

First nations of the grand river – 1 member

MCFN – 1 member

Action:

Find out how we go about getting members of indigenous groups

**b) Request to share partner information on the County's webpage**

Discussion:

Update from MFCN Social events.

Anita attended and had a discussion with Erma Ferrell related to partnership/advertisement and they thought it was a great idea to post some of their events on the County website.

Georgia Laforme is the Communication Director at the MCFN and can give the information to communications staff to go on the website.

Action:

Discuss with Communications on how to post

**c) BRE Questionnaire**

Discussion:

EDT is putting together a questionnaire for their business retention and expansion. They are developing questions for this now and are wanting suggestions from DEIAC of questions that they can ask the businesses such as:

What are your initiatives in diversifying your workforce.

Do you want to diversify your workforce?

Do you provide any DEI training to staff or clients?

Is DEI important to you right now?

Action:

Megan will send out questions to the CDP group.

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**5. Other Business/ Correspondence**

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None

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**6. Discussion/ Comments**

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None

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**6. Adjournment**

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The meeting adjourned at 8:35 pm.

The next Meeting will reconvene on April 18<sup>th</sup> @ 7:00 PM in the Haldimand Room @ the Haldimand County Administrative Building.