



## Diversity and Inclusion Advisory Committee Minutes

**Date:** May 17, 2021  
**Time:** 6:00 p.m.  
**Location:** Virtual (Microsoft Teams)

**Present:**

Erden Ertorer, Elizabeth Grimmond, Marla Terreberry-Portfilio, Matthew Aiello, Melissa Gray, Nkiru Nwagbo, Sheila Deluca, Celeste Turner, Wayne Campbell (Council Rep), Jay MacLean (Staff)

**Regrets:**

Falynn Shaw

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### Meeting Minutes

#### 1. Welcome and Roundtable Introductions

#### 2. Advisory Committee Terms of Reference

- The committee spent some time reviewing the current terms of reference that were drafted back in early Fall 2020. Committee has some discussion on the following topics (What is the diversity of Niagara Falls, What type of diversity data exists in the Niagara Region, Is there any diversity training in the community and or across the Niagara Region).

#### 3. Committee Presentation (Attached)

- Fellow Committee Member (Erden Ertorer), provided a thorough presentation on some Diversity and Inclusion Ideas for the Committee to consider. The presentation addressed items such as what is the current status of metrics/data on diversity and inclusion. The presentation also identified what are other related agencies doing in terms of work on diversity and inclusion (ie. Niagara Regional Police, DSBN, Region of Niagara etc).
- The presentation also identified potential ways to further promote diversity and inclusion such as (Sports, Arts and Craft, Festivals, Social Media, Curriculum Development and other related workshops).

#### **4. Regional Roundtable Working Group**

- Staff advised the Region of Niagara has established a working group/committee of various municipalities within Niagara. The committee is essentially set-up as a roundtable-working group to share and collaborate on work being done in the area of diversity, inclusion and equality.
- Staff will follow-up with the Region on some of the data they have gathered to date. The Region is also in the process of recruiting community members for their Diversity and Inclusion Advisory Committee.

#### **5. Motion for Committee to Have Dedicated Section on City Website**

- A motion from Sheila DeLuca and seconded by Marla Terreberry-Portfilio for the Diversity and Inclusion Advisory Committee to have a dedicated section on the City's website.

**MOTION CARRIED**

#### **6. Roundtable Discussion**

- The committee collectively identified some key initiatives/topics to focus on in the coming months which included the following:
  - Poverty Reduction
  - Homelessness
  - City Policies/Training
  - Regional data on Diversity and Inclusion
  - Media Releases
  - Creation of a Committee Work-plan
- sponources staff provided an orientation presentation via a power-point slide deck. The orientation highlighted various items such as Corporate Training and Policies, AODA and Human Rights Legislation as well as Committee Protocols for advisory committees.

#### **7. Next Steps**

- The Committee suggested discussing some ideas for the next meeting in June on what they would like to have on the dedicated Committee Section of the City's Website.

#### **8. Adjournment**

**Next Meeting**  
June 21, 2021  
6:00 p.m.  
Microsoft Teams