



Diversity and Inclusion Advisory Committee Minutes

Date: June 26, 2023

Time: 5:00 p.m.

Location: Virtual (Microsoft Teams)

Present: Erden Ertorer, Sheila DeLuca, Brian Kon, Marilyn Tian, Jitto Tom Uthup, Wayne Campbell (Councillor), Mona Patel (Councillor), Jay MacLean (Staff)

Regrets: Marla Terreberry-Portfilio, Elizabeth Grimmond, Cat Thagard, Nkiru Nwagbo

Guests: Ms. Janelle Benjamin (All Things Equitable), Jason Burgess (CAO), Trent Dark (Director of HR), Kathy Moldenhauer (GM, Rec/Cult/Facilities), Clark Bernat (Manager of Museums), Members of Anti-Racism Advisory Committee, Lori Lococo (Councillor)

Meeting Minutes

1. Land Acknowledgement (Co-Chair)

2. Guest Speaker (Ms. Janelle Benjamin, All Things Equitable)

- Ms. Benjamin is the Founder and Chief Equity Officer of All Things Equitable.
- She presented on the work she did with the City which included an audit review on various Corporate Policies as well as reviewing an employee engagement survey and providing various DEI related questions and metrics for the survey.
- The policy audit review was done through an equity lens which is a process for analyzing or diagnosing the impact of the design and implementation of policies on under-served, marginalized, and diverse individuals and groups to identify and potentially reduce or eliminate barriers.
- Overall, Ms. Benjamin was very pleased with her review of the City's various corporate policies. She did provide a spreadsheet of recommendations to enhance some of these policies by clarifying the language, addressing any potential bias, eliminating any redundancies, and enhancing some definitions.
- Staff advised the committee members of both Advisory Committees that all the recommendations provided by All Things Equitable have been adopted and implemented into the corporate policies.

3. Approval of May 2023 Minutes

- A motion from Sheila DeLuca and seconded by Councillor Patel to approve the minutes from May 2023.

Motion CARRIED

4. Discussion on Land Acknowledgements

- Staff and Brian Kon provided an update to the committee on a recent meeting held with the mayor and staff on Land Acknowledgements done at Council.

- At present, Council does do a Land Acknowledgement (in-person) followed by a Welcome Message (via video) at every Council.
- Council is considering have 3-4 different versions of Land Acknowledgements for various members of council to do at the beginning of each council meeting.
- Brian advised he has done some updated Welcome Messages and will be providing these messages to the city.

5. Committee Name Change

- Staff advised the recommendation to change the name of the committee by adding Equity was approved at the June 20th Council Meeting.
- The new name is now (Diversity, Equity, and Inclusion Advisory Committee).

6. Park Bench Donation from D&I Committee

- After some discussion about locations for the 2 park benches, a motion from Brian Kon and seconded by Erden Ertorer to have the benches located at the following recommended sites:
- **Pride Bench** located in and around the Main & Ferry intersection.
- **Truth & Reconciliation Bench** located either near the Falls and or the Landscape of Nations display in Queenston Heights.

Motion CARRIED

- Staff will follow-up with the appropriate staff at the Niagara Parks Commission to see if the Truth & Reconciliation Bench can be placed in 1 of the suggested locations.

NEW BUSINESS

- a. nTwyne Niagara would like to meet with the committee to discuss their 2024 Multicultural Weekend.
- b. The committee would like to have someone from the Region provide an overview of their 2021-2022 D&I Survey done with the public. There are some new committee members and an update on this regional data would be very helpful. Staff will send an invite to the Regional D&I Department.
- c. The committee also inquired if there is any way they could provide any assistance or guidance to the refugees staying in Niagara Falls. Staff advised this program is being overseen by the Federal Government. Staff will check with the Mayor's Office regarding an update on this initiative.

MEETING ADJOURNMENT

- A motion from Sheila DeLuca and seconded by Councillor Patel to adjourn the meeting.

Motion CARRIED

NEXT MEETING

July 31, 2023
6:00 pm.
(MS Teams)