



## Diversity and Inclusion Advisory Committee Minutes

**Date:** September 20, 2021  
**Time:** 6:00 p.m.  
**Location:** Virtual (Microsoft Teams)

**Present:**

Erden Ertorer, Elizabeth Grimmond, Melissa Gray, Marla Terreberry-Portfilio, Falynn Shaw, Sheila Deluca, , Matthew Aiello, Councillor Wayne Campbell Jay MacLean (Staff)

**Present:**

MS. Shelly Mousseau and Mr. Bob Carthew (Gateway Niagara)

**Regrets:**

Nkiru Nwagbo, Celeste Turner, Councillor Lori Lococo

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### Meeting Minutes

**1. Guest Speaker (Ms. Shelly Mousseau and Bob Carthew), Gateway Niagara**

- Provided overview of the various community outreach work being done with their agency.
- Shared a great video resource with the committee, which highlighted a lot of the work they are doing.
- Gave an overview of the work being done across the Niagara Region and how many staff are dedicated to specific municipalities

**2. Land Acknowledgement**

- Marla Terreberry-Portfilio prepared the Land Acknowledgement for the September 2021 meeting.

**3. Review and Approval of August 2021 Minutes**

- A Motion from Wayne Campbell and seconded by Erden Ertorer to approve the August 2021 Minutes.

**Motion CARRIED**

**4. Vision Statement for Committee**

- A Motion from Elizabeth Grimmond and seconded by Sheila DeLuca to establish a sub-working group to finalize the Vision Statement and present it to staff at the October 2021 meeting. The working group will consist of Elizabeth, Nkiru and Sheila.

**Motion CARRIED**

**5. Draft Corporate Policy**

- The Committee reviewed the draft corporate policy prepared by staff regarding Diversity, Inclusion and Anti-Racism / Discrimination. The committee was very pleased with the policy and its content.
- A Motion from Elizabeth Grimmond and seconded by Wayne Campbell to approve the Corporate Policy (with 2 minor edits), which included the following:

- Section 4.....replace the word [lower], with [remove].
- Section 5.3.... replace the word [strive] with [aims].

**Motion CARRIED**

**6. Indigenous Crosswalk**

- The Committee discussed the idea of recommending the installation of an orange crosswalk in support of September 30 (National Truth and Reconciliation Day).
- A Motion from Matthew Aiello and seconded by Marla Terreberry-Portfilio to establish a sub-working group to discuss a strategy for this initiative. The working group will consist of Melissa, Matthew, Erden and Marla. The group will report to the committee once they have met and discussed ideas.

**Motion CARRIED**

**7. National Truth and Reconciliation Day**

- The committee discussed the various initiatives which will be taking place on September 30<sup>th</sup> which included the following:
  - a) Flag Raising / Lowering
  - b) Moment of Silence
  - c) Land Acknowledgement
  - d) Staff Training (via Mr. Brian Kon)
  - e) Encouraging the community and staff to wear orange on September 30<sup>th</sup>
  - f) Various Social Media Posts

**NEW BUSINESS**

**8. Community Partner List**

- The sub committee group will meet and report to the committee in October on which agencies should present to the committee.

**9. Land Acknowledgement for October 2021 meeting**

- Elizabeth Grimmond will coordinate the Land Acknowledgement for the October 2021 meeting.

**NEXT MEETING**

October 18, 2021  
6:00 p.m. Virtual (ZOOM)