



Diversity and Inclusion Advisory Committee Minutes

Date: November 22, 2021
Time: 6:00 p.m.
Location: Virtual (Microsoft Teams)

Present:

Nkiru Nwagbo, Sheila DeLuca, Elizabeth Grimmond, Marla Terreberry-Portfilio, Melissa Gray, Falynn Shaw, Councillor Wayne Campbell, Jay MacLean (Staff)

Regrets:

Erden Ertorer, Councillor Lori Lococo

Meeting Minutes

1. Land Acknowledgement

- The Land Acknowledgement was prepared by Erden Ertorer and read by the Committee Chair for the meeting.

2. Approval of October 2021 Minutes

- A Motion from Sheila DeLuca and seconded by Elizabeth Grimmond to approve the October 2021 Minutes.

Motion CARRIED

3. Guest Speaker (Clark Bernat, Manager of Museums)

- Staff (Clark Bernat) did a presentation on the Recreation & Culture Exchange Development taking place behind the Niagara Falls Museum. The PowerPoint presentation is attached.

4. Update on Sub-Committee Working Groups

- The Committee Chair and Vice Chair both gave an update on the work being done by sub-committee groups. An update was provided on the draft communication which will be sent out to various community agencies in the new year. The purpose of the communication is to invite key organizations who can assist in providing the committee with vital information on diversity and inclusion issues within our community. The draft communication is attached to the minutes.

5. Update on Region of Niagara Diversity and Inclusion Survey

- The Region of Niagara's Diversity Equality and Inclusion community survey went live on November 16, 2021 and will close on December 1, 2021.
- The survey takes approximately 20 minutes to complete and can be completed on any personal computer or mobile device. This survey is confidential and only the research team will have access to the data.
- We encourage you to share this survey with all those in your community who you feel would like to share their experiences of discrimination and exclusion in Niagara and any recommendations on how to make Niagara more welcoming and inclusive.

- Your feedback is important to us and will help us in developing a DEI Action Plan for a more equitable Niagara region. You can use the attached poster to help share the details of the survey.

6. Committee Resignations

- The committee Chair advised two (2) members recently resigned from their positions on the committee due to scheduling conflicts. Councillor Campbell will notify Council of the vacancies at the upcoming December 7th, 2021, meeting and will make the recommendation to advertise and fill the two (2) vacancies.
- The committee also discussed the importance of having a member from within the Indigenous community represented on the Diversity and Inclusion Advisory Committee.
- A motion from Elizabeth Grimmond and seconded by Committee Vice Chair Sheila DeLuca [to encourage the committee members to reach out to local Indigenous agencies/centres and encourage them to participate on the committee].

Motion CARRIED

7. Diversity and Inclusion Communications

- A Motion from Sheila DeLuca and seconded by Nkiru Nwagbo [recommending the Mayor's office communicate on social media various Diversity and Inclusion content at least once a month]. Committee members will assist with creating content.

Motion CARRIED

8. Meeting Adjournment

- A motion from Sheila DeLuca and seconded by Elizabeth Grimmond to adjourn the meeting.

Motion CARRIED

NEXT MEETING

February 28, 2022

6:00 p.m. Virtual (ZOOM)