



Diversity and Inclusion Advisory Committee Minutes

Date: November 28, 2022
Time: 6:00 p.m.
Location: City Hall and Virtual (Microsoft Teams)

Present:

Elizabeth Grimmond, Erden Ertorer, Sheila DeLuca, Nkiru Nwagbo, Donna Pierre, Brian Kon, Melissa Gray, Jay MacLean (Staff)

Virtual:

Councillor Wayne Campbell, Marla Terreberry-Portfilio

Meeting Minutes

1. Land Acknowledgement

- The Land Acknowledgement was prepared by committee member Sheila DeLuca.

2. Minutes for August 2022

- A Motion from Melissa Gray and seconded by Erden Ertorer to approve the September 2022 Minutes.

3. September 30th National Day for Truth and Reconciliation Debrief

- Overall, the week of events was excellent.
- Special thanks to Brian Kon for all his efforts and work behind the scenes in planning so many events and gatherings for the Webstad Family.
- The Webstad family had a great visit to Niagara Falls and surrounding areas in Niagara.
- Special thanks to committee members (Marla, Elizabeth and Melissa) for preparing and delivering Land Acknowledgements at the various special events for September 30th.

4. Donation of Orange Bench

- The committee has agreed to purchase an orange bench for the new Exchange Facility when it opens in 2023 as per their formal motion made at the September 2022 meeting.
- It is anticipated the bench will cost between \$3000-\$3500.
- Staff will follow-up with the Recreation and Culture Department as to when the Bench will be read to be installed.

5. Update on Committee Work Plan

- The chair provided an update on the committee workplan.
- At the September 2022 meeting, the committee agreed to establish a sub committee to work on and update the workplace. This sub committee was established via a formal motion made at the September 2022 meeting.
- The sub working group members consisted of Marla, Nkiru, Sheila, Erden, and Donna.
- The committee will review updating the partner letter sent out to the various community agencies working in the field of Diversity, Equity, and Inclusion in 2023.

6. Update on Consultant Policy Review

- Staff provided an update on the work being done by All Things Equitable.
- This is the consulting firm who is reviewing specific City Policies/standards/practices through the lens of Diversity, Equity and Inclusion.
- The goal is to ensure city policies/standards and practices create and enable an equitable, safe and inclusive workforce for all.
- The review and final recommendations report is expected to be completed some time early in the new year (January / February 2023).
- Once this report has been received and reviewed with Senior Leadership Team, staff will coordinate the consultant to provide an update report / presentation to the committee.

MEETING ADJOURNMENT

- A motion from Sheila DeLuca and seconded by Melissa Gray to adjourn the meeting.

Motion CARRIED

NEXT MEETING

To Be Determined January/February 2023