



THE REGIONAL MUNICIPALITY OF NIAGARA  
DIVERSITY EQUITY AND INCLUSION  
ADVISORY COMMITTEE  
AGENDA

DEIAC 1-2024

Tuesday, April 16, 2024

4:00 p.m.

Meeting will be held by electronic participation only

If you are interested in viewing this meeting or would like to speak to an item listed on the agenda please contact the Office of the Regional Clerk at [clerk@niagararegion.ca](mailto:clerk@niagararegion.ca).

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1. <u>CALL TO ORDER</u>	
2. <u>LAND ACKNOWLEDGEMENT STATEMENT</u>	
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**6. ITEMS FOR CONSIDERATION**

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Motion – Diversity, Equity, and Inclusion Category for the Niagara Impact Awards

**7. ITEMS FOR DISCUSSION**

**7.1 Diversity, Equity, and Inclusion Advisory Committee Work Plan 42 - 65**

A presentation will proceed the discussion on this item.

**8. ITEMS FOR INFORMATION**

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Diversity, Equity, and Inclusion Committee Meeting Minutes - November 14, 2023

**9. OTHER BUSINESS**

**10. NEXT MEETING**

The next meeting will be held on Tuesday, June 18, 2024, at 4:00 p.m.

**11. ADJOURNMENT**

If you require any accommodations for a disability in order to attend or participate in meetings or events, please contact the Accessibility Advisor at 905-980-6000 ext. 3252 (office), 289-929-8376 (cellphone) or [accessibility@niagararegion.ca](mailto:accessibility@niagararegion.ca) (email).

# Collecting Socio-Demographic Data

Diversity, Equity, and Inclusion Committee  
April 16, 2024

Cassandra Ogunniyi, Manager, Diversity, Equity, Inclusion, and Indigenous Relations

Emily Chemnitz, Epidemiologist

# Collecting Socio-Demographic Data

Diversity, Equity, and Inclusion Advisory Committee  
April 16 2024

# Background

- Best practice for diversity, equity, and inclusion
- Who is accessing services, or providing feedback
- Identify gaps
- Surveys and program intake tools
- Not consistent

# Purpose

- Standardize demographic questions for use across the organization
- Council of Medical Officers of Health and Niagara Region Public Health and Emergency Services have endorsed a set of questions
- Can these questions be used across the rest of the organization?

# Examples

- 2021 Diversity, Equity, and Inclusion Community survey
- 2021 Employee Engagement survey
- 2022, 2023 Niagara Employment Inventory
- 2023, 2024 Advisory Committee applications
- 2024 Children's Services Engagement survey
- Public Health and Emergency Services intake tools
- Job applicants

# Considerations

- Consistency and comparison
- Disclaimer
- Confidential
- Voluntary
- Data use
- Data storage and access



# Race

**Which race category(ies) best describes you?** *(Select all that apply)*

- a. Asian (East): Chinese, Japanese, Korean, Taiwanese, etc. descent
- b. Asian (South): Indian, Pakistani, Bangladeshi, Sri Lankan, Indo-Caribbean, etc. descent
- c. Asian (South East): Cambodian, Indonesian, Filipino, Thai, Vietnamese descent
- d. Black: African, Afro-Caribbean, African-Canadian descent
- e. Indigenous: First Nation, Métis, Inuit descent
- f. Latino/Latina: Latin American, Hispanic, Argentinian, Chilean, etc. descent
- g. Middle Eastern: Arab, Persian, West Asian descent e.g. Afghan, Egyptian, Iranian, Lebanese, Turkish, etc.
- h. White: European descent (e.g. English, Italian, Portuguese, Russian)
- i. Not listed, please specify: \_\_\_\_\_
- j. Do not know
- k. Prefer not to answer

# Time in Canada

**Were you born in Canada?**

- a. Yes
- b. No
- c. Do not know
- d. Prefer not to answer

**If no, How long have you lived in Canada?**

- a. 0 to 5 years
- b. 6 to 10 years
- c. More than 10 years
- d. I do not currently live in Canada
- e. Prefer not to answer

# Disability

**Do you live with or identify as having a disability or chronic health concern? (Select all that apply)**

- a. No chronic health concern or disability
- b. Blindness or low vision
- c. Deaf, deafened or hard of hearing
- d. Developmental or cognitive disability
- e. Learning disability
- f. Mental health disability
- g. Mobility disability
- h. Physical, coordination, manual dexterity, or strength
- i. Physical/chronic illness and/or pain
- j. Speech and language disability
- k. Substance (over)use or dependence
- l. Not listed, please specify: \_\_\_\_\_
- m. Do not know
- n. Prefer not to say

# Sexuality

**What best describes your sexual orientation?** Sexual orientation is a person's emotional, physical, romantic and/or sexual attraction to other people. (*Select all that apply*)

- a. Bisexual
- b. Gay
- c. Heterosexual or Straight
- d. Lesbian
- e. Queer
- f. Two-Spirit
- g. Don't know
- h. Not listed, please describe: \_\_\_\_\_
- i. Prefer not to answer

# Gender

**What is your gender?** Gender refers to current gender which you identify with. It may be different from sex assigned at birth and may be different from what is indicated on legal documents. (Select all that apply).

- a. Man/Boy - people who identify their gender as such, regardless of sex assigned at birth
- b. Non-binary - an umbrella term referring to people who do not identify with the gender binary of woman/man, and can include gender fluid, gender-queer, androgynous
- c. Trans man - a person whose sex assigned at birth is female and identifies as a man
- d. Trans woman - a person whose sex assigned at birth is male and identifies as a woman
- e. Two-Spirit – an Indigenous person who identifies with both man and woman gender identities
- f. Woman/Girl - people who identify their gender as such, regardless of sex assigned at birth
- g. Not listed, please specify: \_\_\_\_\_
- h. Do not know
- i. Prefer not to answer

# Pronouns

**What pronoun(s) do you use?** (Select all that apply).

- a. She/Her
- b. He/Him
- c. They/Them
- d. Not listed, please specify: \_\_\_\_\_
- e. Do not know
- f. Prefer not to answer

# Housing

**What is your current housing situation? (Select one only)**

- a. Home-owner
- b. Renting
- c. Permanently live with parent or other family member
- d. Temporarily staying with others (no fixed address)
- e. Homeless (staying outside, shelter, etc.)
- f. Not listed, please describe: \_\_\_\_\_
- g. Do not know
- h. Prefer not to answer

# Income – Part One

**What was your total household income before taxes last year?** Income can come from various sources such as from work, investments, pensions or government. (Select one only)

- a. \$0 to \$29,999
- b. \$30,000 to \$49,999
- c. \$50,000 to \$69,999
- d. \$70,000 to \$99,999
- e. \$100,000 to \$149,999
- f. \$150,000 or more
- g. Do not know
- h. Prefer not to answer



# Income – Part Two

We also know that income is impacted by the number of people supported by that income. The more people, the more stretched the income will be. So as part of asking about your income, **can you let us know, including yourself, how many people live in your household on a regular basis?** (Select from drop down list of numbers)

- a. Do not know
- b. Prefer not to answer

# Education

**What is the highest level of formal education that you have completed?**  
(*Select one only*)

- a. Grade 8 or less
- b. Some high school
- c. High school diploma or equivalent
- d. Registered Apprenticeship or other trades certificate or diploma
- e. College, CEGEP or other non-university certificate or diploma
- f. University certificate or diploma below bachelor's level
- g. Bachelor's degree
- h. Post graduate degree above bachelor's level
- i. Do not know

# Language

**What is your preferred language for receiving services?**

- a. English
- b. Spanish
- c. Turkish
- d. French
- e. Arabic
- f. Ukrainian
- g. Hindi
- h. Italian
- i. Dutch
- j. German
- k. Not listed, please specify: \_\_\_\_\_
- l. Do not know
- m. Prefer not to answer

# Other Questions - Religion

**Please indicate your religious or spiritual affiliation. Select all that apply.**

- |                            |                                      |
|----------------------------|--------------------------------------|
| a. Agnostic                | k. Protestant                        |
| b. Atheist                 | l. Roman Catholic                    |
| c. Buddhist                | m. Seventh-Day-Adventist             |
| d. Christian               | n. Sikh                              |
| e. Hindu                   | o. Not listed, please specify: _____ |
| f. Indigenous Spirituality | p. No religious affiliation          |
| g. Jehovah's Witness       | q. Prefer not to answer              |
| h. Jewish                  |                                      |
| i. Mormon                  |                                      |
| j. Muslim                  |                                      |

# Other Questions

- Age
- Municipality

# Summary Question

**Do you identify as a member of any the following demographic groups? Select all that apply.**

- a. Francophone
- b. New immigrants (have lived in Canada 5 years or less)
- c. 2SLGBTQQIA+ individuals
- d. Seniors/older adults
- e. Individuals living with low income
- f. Individuals experiencing homelessness
- g. Post-secondary students/youth
- h. Prefer not to answer

# Thoughts or Questions?

- What are your thoughts?
- Is anything missing?
- Any cautions for standardizing questions across the organization?



# Thank You!

Cassie Ogunniyi  
[diversity@niagararegion.ca](mailto:diversity@niagararegion.ca)



# Niagara Poverty Reduction Strategy

Presentation to Diversity Equity Inclusion Advisory Committee

April 16, 2024

**Marc Todd**

*Manager, Social Assistance and Employment Opportunities (SAEO)*

# Agenda

- Niagara Poverty Reduction Strategy
  - Recommendations
  - How to create change
- Next Steps
  - Community discussions and alignment
  - Niagara Prosperity Initiative funding

# Poverty as a Human Rights Issue



# Niagara Poverty Reduction Strategy



- Recommended by Brock University report
- Identified in the Region's Community Safety and Well-Being Plan
- Part of Council's Strategic Priorities under Equitable Region
- Links to other strategies i.e. HHAP, DEI, Ec-Dev, Transportation, Children's Services Plan etc.
- Developed with extensive community input and research

# Areas of focus

- **Indigenous Well-being**
- **Housing**
- **Income**
- **Employment**
- **Food Security**
- **Early Child Development**
- **Transportation**
- **Mental Health and Addiction**

# Recommendations

- **Indigenous Well-Being:** Indigenous community to develop a strategy for Indigenous specific poverty reduction initiatives.
- **Housing:** Provide housing stability services for people living in poverty to maintain their current housing, prevent eviction, improve social inclusion, and access income through periods of financial instability.

# Recommendations

- **Income:** Increase opportunities for living wage employment in Niagara and advocate for adequate, liveable rates from government income assistance programs.
- **Employment:** Promote and develop decent work opportunities that provide fair wages and benefits and foster stable, consistent, and safe employment.

# Recommendations

- **Food Security:** Improve access to fresh, culturally appropriate, affordable and nutritious foods through income-based solutions to food insecurity.
- **Early Child Development:** Improve access to affordable, high-quality child care for families living in poverty or at risk of poverty.



# Recommendations

- **Transportation:** Continue the work of Niagara Region Transit to achieve affordable and equitable access to services across municipalities.
- **Mental Health and Addiction:** Enhance core service capacity and offer a choice of timely, early recovery interventions and treatments for people who are living in poverty or at risk of poverty.

# How to create change

- Service Access, Coordination, and Capacity
  - improve ease of system navigation and access
- Diversity, Equity and Inclusion
  - poverty is shaped through the intersections of identity, such as age, culture, gender, race, ability and other social aspects

# How to create change

- Leveraging Voices of Lived Expertise
  - creating opportunities for people with lived expertise to provide input in policy development, planning and decision making
- Changing Mindsets
  - address false belief systems that feed into negative and harmful stereotypes

# How to create change

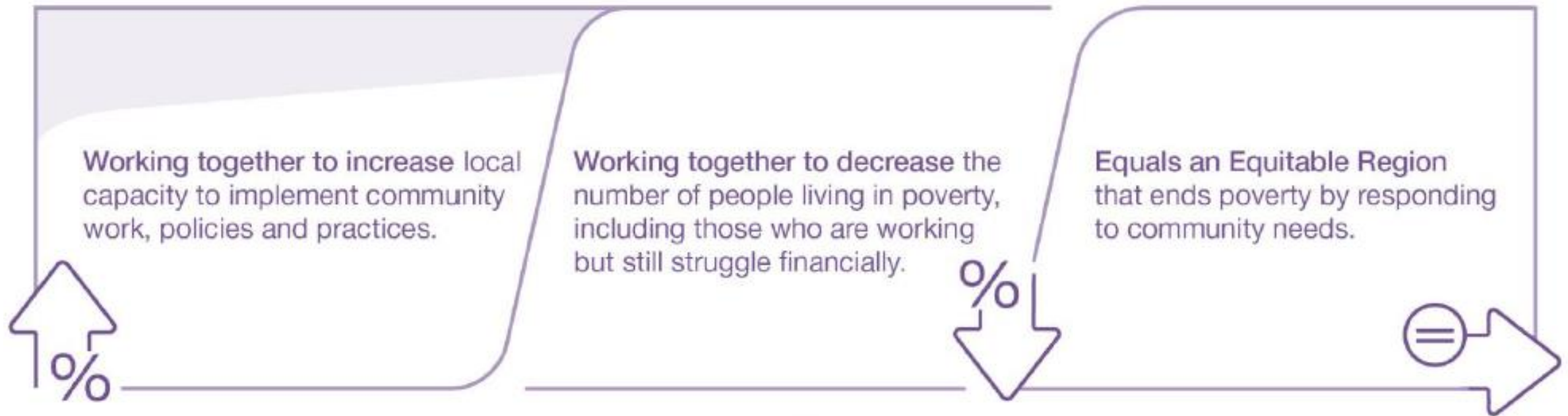
- Advocacy

- ensure that people have their voice heard, to protect and promote rights and have views considered when decisions are being made

- Funding

- adequate funding for outcome focused programs and addressing funding gaps

# Working Together



# Next steps

## March - December 2024

- Connect with interested and affected parties and invite them to identify their role in helping to end poverty
- Explore with community champions ways to best implement actions listed in the strategy along with others that emerged during community engagement
- Align Niagara Prosperity Initiative with the strategy and release call for applications

# Next steps

January 2025 - December 2028

- Start Niagara Prosperity Initiative funded projects
- Increase local capacity to implement community work, policies and practices
- Monitor and evaluate the strategy and impact on poverty
- Bring together implementation champions to explore the impact of our collective work and share knowledge about promising practices

**From:** [REDACTED]  
**To:** [Norio, Ann-Marie](#)  
**Subject:** Presentation for Diversity and inclusion Advisory Committee  
**Date:** April 2, 2024 11:13:25 PM

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**CAUTION EXTERNAL EMAIL:** This email originated from outside of the Niagara Region email system. Use caution when clicking links or opening attachments unless you recognize the sender and know the content is safe.

Name: Gabriel Gebril

Address: [REDACTED]

Postal Code: [REDACTED]

City: St. Catharines

Phone: [REDACTED]

Email: [REDACTED]

Committee to speak at: Diversity and Inclusion Advisory Committee

Presentation Topic: DEI in regards to Palestine

Does the presentation include slides: no

Have you previously presented on the topic: no

Include details outlining the request / direction you are seeking from the committee or Regional Council: I will be speaking to an item not on the agenda (as far as I know). Will speak on the struggles and strength of the local Palestinian community and how the committee can include this diverse community in its recommendations to council.

Do you consent to your information being public: yes



To: Diversity, Equity, and Inclusion Advisory Committee

From: Councillor Huson

Subject: Motion – Diversity, Equity, and Inclusion Category for the Niagara Impact Awards

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Whereas the Niagara Impact Awards was created in 2020 to recognize community members who have made a positive impact on life in Niagara; and

Whereas expanding the awards to include a diversity, equity and inclusion category is consistent with the objectives and guiding principles of our Diversity, Equity and Inclusion Action plan.

NOW THEREFORE BE IT RESOLVED:

That staff **BE DIRECTED** to provide information to the Committee on the development of a Diversity Equity and Inclusion category for the Niagara Impact Awards including recommendations for adjudication.

# DEI Advisory Committee Work Plan

Diversity, Equity, and Inclusion Committee  
April 16, 2024

Cassandra Ogunniyi, Manager, Diversity, Equity, Inclusion, and Indigenous Relations

# DEI Advisory Committee Work Plan

Cassie Ogunniyi

Manager, Diversity, Equity, Inclusion and Indigenous Relations

# Outline

- Overview of previous term of DEI Advisory Committee
- Niagara Region Corporate Strategic Plan
- Diversity, Equity, and Inclusion Action Plan 2023-2027
- Niagara Region Departments
- Upcoming opportunities at the Region

# Previous DEI Advisory Committee

- First meeting on June 29, 2021
- Held 8 meetings from June 2021 to August 2022
- Main work was supporting the creation of the DEI Action Plan
- Provided input on community engagement, survey questions
- Participated in planning sessions for the Plan
- Reviewed survey results, environmental scan
- Reviewed Draft Plan

# Previous DEI Advisory Committee Continued

- Reviewed Human Resources Best Practices Guidebook: How to Increase Diversity and Inclusion in Recruitment, Hiring, and Promotion
- Three external presentations
- Poverty Reduction Strategy presentation
- Provided content for staff newsletter about significant events

# Niagara Region Council Strategic Priorities 2023-2026

- Strategic Lenses
  - Diversity, equity, inclusion and Indigenous reconciliation
  - Fiscal responsibility
  - Innovation
  - Sustainability and climate change
- Partnerships with government and community
- Transparency and accountability

# Strategic Priorities: Effective Region



Remain an employer of choice by transforming service delivery in a way that is innovative, collaborative and fiscally-responsible.



# Strategic Priorities: Green and Resilient Region

Reduce our collective carbon footprint and prepare to adapt to climate change impacts by ensuring current and future infrastructure is resilient.



# Strategic Priorities: Equitable Region



Provide opportunities for a safe and inclusive Niagara by listening and responding to our community needs and planning for future growth.

# Strategic Priorities: Prosperous Region

Advocate with senior governments for future growth. Improve Niagara's transportation network to help new and existing businesses thrive and grow locally, nationally and internationally.





# Coalition of Inclusive Municipalities



- Niagara Region and the 12 local area municipalities signed a declaration to join the Coalition on September 18, 2020
- Objectives of the Coalition:
  - Improve municipal practices to promote social inclusion
  - Establish policies to eradicate all forms of racism and discrimination
  - Promote human rights and diversity
- After signing the declaration, we have committed to develop a DEI Action Plan



# Diversity, Equity, and Inclusion

Action Plan 2023–2027

June 2022



Niagara  Region

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# Diversité, équité, et inclusion (DEI)

Plan d'action 2023–2027

Sommaire exécutif



Niagara  Region

# DEI Action Plan 2023-2027

- **Vision:** Niagara region is welcoming and inclusive, where diversity and equity are reflected and valued
- **Mission:** The people of Niagara advance equity; build welcoming and inclusive communities and workplaces, while eliminating barriers and forms of discrimination





# Six Areas of Focus



A. Inclusive workplace culture, leadership, and accountability



B. Increased understanding and humility through learning



C. Diverse workforce reflective of Niagara's community

# Six Areas of Focus (Continued)



D. Programs and services meet the needs of everyone



E. Addressing discrimination



F. Inclusive Communication



# 2023 Progress on the Diversity, Equity, and Inclusion Action Plan

- Create program to recognize staff who advance DEI – new category for Corporate Employee Recognition Awards
- DEI Community of Practice in Niagara
- DEI E-Modules / Inclusive Leadership Development
- DEI Interview Guide for People Leaders that incorporates diversity, equity, and inclusion considerations
- Equity Statement
- Increase awareness for Significant Cultural Dates

# 2024 Plans

- Employee Engagement Survey
- DEI Handbook with practical diversity, equity, and inclusion best practices, considerations, and recommendations for Niagara Region staff
- Quarterly Niagara DEI Community of Practice meetings
- Staff and Council trainings
- Accessibility Survey
- Incorporate DEI Impacts in Council Reports

# Niagara Region Departments

- Community Services
- Corporate Administration
- Corporate Services
- Growth, Strategy, and Economic Development
- Public Health
- Public Works

# Upcoming Strategies at Niagara Region

- Accessibility Plan
- Housing and Homelessness Action Plan
- Poverty Reduction Strategy
- Climate Change Community Action Plan
- Transportation Master Plan
- Attainable Housing
- Community Safety and Well-Being Plan

# Goal of the DEI Advisory Committee

- The goal of the DEI Advisory Committee is to address bias and discrimination and its negative impacts on quality of life, safety, health, and inclusion for the diverse communities in Niagara providing a safe place for all people to voice their opinions in order to work together to promote and foster understanding and inclusion in Niagara.

# Purpose of DEI Advisory Committee

- Advise and provide recommendations on the development and review of Niagara Region plans, policies and procedures to ensure they reflect Niagara Region's commitment to fostering diversity, equity, and inclusion within the organization, and within the community
- Provide advice and feedback for the municipality as an employer and service provider on the organizations' diversity, equity, and inclusion needs

# Purpose of DEI Advisory Committee Continued

- Provide advice to advance the internal action items of the DEI Action Plan
- Provide input and feedback as requested on Regional issues relating to DEI

# 2024 Workplan

- What upcoming opportunities do you find interesting?
- Are there any upcoming opportunities you would like to learn more about?
- Are there any other opportunities you are aware of that have not yet been mentioned?



# Thank you!

Cassie Ogunniyi

[diversity@niagararegion.ca](mailto:diversity@niagararegion.ca)

**THE REGIONAL MUNICIPALITY OF NIAGARA  
DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE  
MINUTES**

**DEIAC 1-2023  
Tuesday, November 14, 2023  
Meeting held by electronic participation**

Committee Members Present: Councillors Huson, Ip; J. Dube, C. Ecker-Flagg, L. Hay, E. Ivri, K. Kawall, P. Segawa, A. Shabbar

Other Councillors: Craitor

Absent/Regrets: Bradley (Regional Chair), C. Dutcher, A. Ingabire, C. Wulff

Staff Members Present: J. Flores, Diversity, Equity and Inclusion Intern, K. Lotimer, Deputy Regional Clerk, C. Ogunniyi, Manager, Diversity, Equity, Inclusion & Indigenous Relations

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**1. CALL TO ORDER**

Kelly Lotimer, Deputy Regional Clerk, called the meeting to order at 4:01 p.m.

**2. LAND ACKNOWLEDGEMENT STATEMENT**

Cassandra Ogunniyi, Manager, Diversity, Equity, and Inclusion and Indigenous Relations, read the Land Acknowledgement Statement.

**3. DISCLOSURES OF PECUNIARY INTEREST**

There were no disclosures of pecuniary interest.

**4. COMMITTEE INTRODUCTIONS**

Committee Members and staff provided introductions.

**5. SELECTION OF COMMITTEE CHAIR AND VICE-CHAIR**

**5.1 Call for Nominations for Committee Chair**

Kelly Lotimer, Deputy Regional Clerk, called for nominations for the position of Chair of the Diversity, Equity, and Inclusion Advisory Committee for the 2023-2024 term.

Moved by Councillor Huson  
Seconded by K. Kawall

That Councillor Ip **BE NOMINATED** as Chair of the Diversity, Equity, and Inclusion Advisory Committee for a two-year term (2023-2024).

5.2 Motion to Close Nominations for Committee Chair

Ms. Lotimer called a second and third time for nominations for the position of Diversity, Equity, and Inclusion Advisory Committee Chair. There being no further nominations, it was:

Moved by C. Eckert-Flagg

Seconded by L. Hay

That nominations for the position of Chair of the Diversity, Equity, and Inclusion Advisory Committee **BE CLOSED**.

**Carried**

5.3 Voting for the Position of Committee Chair

There being only one nominee for the position, Ms. Lotimer announced that Councillor Ip would be the Chair of the Diversity, Equity, and Inclusion Advisory Committee for the 2023-2024 term.

5.4 Call for Nominations for Committee Vice-Chair

Kelly Lotimer, Deputy Regional Clerk, called for nominations for the position of Vice-Chair of the Diversity, Equity, and Inclusion Advisory Committee for the 2023-2024 term.

Moved by A. Shabbar

Seconded by C. Ecker-Flagg

That Ken Kawall **BE NOMINATED** as Vice-Chair of the Diversity, Equity, and Inclusion Advisory Committee for a two-year term (2023-2024).

5.5 Motion to Close Nominations for Committee Vice-Chair

Ms. Lotimer called a second and third time for nominations for the position of Diversity, Equity, and Inclusion Advisory Committee Vice-Chair. There being no further nominations, it was:

Moved by L. Hay

Seconded by K. Kawall

That nominations for the position of Vice-Chair of the Diversity, Equity, and Inclusion Advisory Committee **BE CLOSED**.

**Carried**

5.6 Voting for the Position of Committee Vice-Chair

There being only one nominee for the position, Ms. Lotimer announced that Ken Kawall would be the Vice-Chair of the Diversity, Equity, and Inclusion Advisory Committee for the 2023-2024 term.

At this point in the meeting, Councillor Ip assumed the chair.

**6. PRESENTATIONS**

6.1 Advisory Committee Overview

Kelly Lotimer, Deputy Regional Clerk, provided an Advisory Committee Overview. Topics of the presentation included:

- Niagara Region Advisory Committees
- How Do Recommendations Get to Council?
- Responsibilities of Advisory Committee Members
- Meeting Expectations
- Meeting Preparation
- Electronic Meeting Etiquette

6.2 Advisory Committee Orientation Diversity, Equity, and Inclusion

Cassandra Ogunniyi, Manager, Diversity, Equity, and Inclusion and Indigenous Relations, provided information respecting Diversity, Equity, and Inclusion. Topics of the presentation included:

- Brave Space
- 12 Dimensions of Diversity
- Equality vs. Equity
- Inclusion
- Bias
- 4 Key Principles to Cultural Humility
- The Ontario Human Rights Code
- Gender Based Analysis Plus (GBA+)
- Inclusive Language

6.3 Diversity Equity and Inclusion Advisory Committee Terms of Reference Overview

Cassandra Ogunniyi, Manager, Diversity, Equity, and Inclusion and Indigenous Relations, provided an overview of the Diversity, Equity, and Inclusion Advisory Committee Terms of Reference. Topics of the presentation included:

- Mandate
- Goals and Purpose
- Working Groups
- Meeting Frequency

7. **DELEGATIONS**

There were no delegations.

8. **ITEMS FOR CONSIDERATION**

8.1 DEIAC-C 1-2023

Diversity, Equity, and Inclusion Advisory Committee 2024 Meeting Dates

Moved by Councillor Huson

Seconded by A. Shabbar

That Correspondence Item DEIAC-C 1-2023, dated November 14, 2023, respecting 2024 Diversity, Equity, and Inclusion Advisory Committee Meeting Dates, **BE RECEIVED**; and

That the Diversity, Equity, and Inclusion Advisory Committee meetings **BE HELD** on Tuesdays at 4:00 p.m. on the following dates in 2024:

February 13, April 16, June 18, August 27, October 15, and November 26.

**Carried**

9. **ITEMS FOR INFORMATION**

There were no items for information.

10. **OTHER BUSINESS**

There were no items of other business.

11. **NEXT MEETING**

The next meeting will be held on Tuesday, February 13, 2024, at 4:00 p.m.

**12. ADJOURNMENT**

There being no further business, the meeting adjourned at 5:25 p.m.

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Councillor Ip  
Committee Chair

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Kelly Lotimer  
Deputy Regional Clerk

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Ann-Marie Norio  
Regional Clerk