

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

**DEIAC 1-2021  
Tuesday, June 29, 2021  
Meeting held by Video Conference**

Committee: Councillors Darte, Ip; C. Ecker-Flagg, B. Irvine, E. Ivri, K. Kawall, L. Hay, S. Hill, R. Nand, A. Shabbar, E. Spanton

Absent/Regrets: Y. Wang

Staff: N. Early, Director, Corporate Strategy & Innovation, J. Flores, Diversity, Equity and Inclusion Intern, S. Murphy, Accessibility Advisor, C. Ogunniyi, Diversity, Equity & Inclusion Program Manager M. Trennum, Deputy Regional Clerk

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**1. CALL TO ORDER**

Matthew Trennum, Deputy Regional Clerk, called the meeting to order at 4:02 p.m.

Cassie Ogunniyi, Diversity, Equity & Inclusion Program Manager to read the land acknowledgement statement.

**2. DISCLOSURES OF PECUNIARY INTEREST**

There were no disclosures of pecuniary interest.

**3. ROUND TABLE INTRODUCTIONS**

Committee members briefly introduced themselves, and provided their experience and reasons for wanting to be part of the Committee.

**4. SELECTION OF COMMITTEE CHAIR AND VICE CHAIR**

Committee members discussed the Committee Chair and Vice-Chair selection process, and members shared concerns selecting a Chair and Vice-Chair without first hearing interested nominees discuss their goals and objectives for achieving the Committee's mandate.

Moved by K. Kawall  
Seconded by E. Spanton

That the selection of Committee Chair and Vice-Chair for a two-year term (2021-2022), **BE DEFERRED** until the Diversity, Equity and Inclusion Advisory Committee meeting being held August 24, 2021; and

That a Regional Councillor **BE APPOINTED** as an Interim Chair of the Diversity, Equity and Inclusion Advisory Committee until the completion of the formal selection of Committee Chair and Vice-Chair at the meeting being held August 24, 2021.

**Carried**

Moved by E. Spanton  
Seconded by S. Hill

That Councillor Ip **BE APPOINTED** as the Interim Chair of the Diversity, Equity and Inclusion Advisory Committee until the completion of the formal selection of Committee Chair and Vice-Chair at the meeting being held August 24, 2021.

**Carried**

## **5. PRESENTATIONS**

### **5.1 Diversity, Equity and Inclusion Overview**

Cassie Ogunniyi, Diversity, Equity & Inclusion Program Manager, provided information respecting Diversity, Equity and Inclusion Overview. Topics of the presentation included:

- Coalition of Inclusive Municipalities
- Ten Common Commitments
- Definitions
- Project Plan
- Importance of Diversity, Equity and Inclusion Work
- Supporting Groups
- Council Advisory Committees (CACs)
- Key Diversity-related Groups in Niagara
- Diversity, Equity and Inclusion (DEI) Goals 2021-2022
  - To Develop a 5 year DEI Action Plan by April 2022
- Accomplishments and Next Steps
- Staff and Community Engagement
  - Staff and Community Focus Groups
  - Community Survey
  - Discussion/Opportunities

**6. ITEMS FOR CONSIDERATION**

**6.1 DEIAC-C 1-2021**

2021 Diversity, Equity and Inclusion Advisory Committee Meeting Dates

Moved by E. Spanton

Seconded by C. Ecker-Flagg

That Correspondence Item DEIAC-C 1-2021, being a memorandum from A.-M. Norio, Regional Clerk, dated June 29, 2021, respecting 2021 Diversity, Equity and Inclusion Advisory Committee Meeting Dates, **BE RECEIVED** and the following recommendation **BE APPROVED**:

1. That the Diversity, Equity and Inclusion Advisory Committee meetings **BE HELD** on Tuesdays at 4:00 p.m. on the following dates in 2021:

August 24, October 26, and December 14.

**Carried**

**7. CONSENT ITEMS FOR INFORMATION**

**7.1 DEIAC-C 2-2021**

Diversity, Equity and Inclusion Advisory Committee - Terms of Reference

Moved by R. Nand

Seconded by E. Spanton

That Correspondence Item DEIAC-C 2-2021, being the Diversity Equity and Inclusion Advisory Committee Terms of Reference, **BE RECEIVED** for information.

**Carried**

**8. OTHER BUSINESS**

**8.1 Community Diversity, Equity and Inclusion Survey - Discussion**

Cassie Ogunniyi, Diversity Equity and Inclusion Program Manager, provided information respecting the development of a community survey concerning diversity, equity and inclusion in Niagara. She noted the survey responses will support the creation of the Diversity, Equity and Inclusion Advisory Committee's work plan, objectives and key priorities. Ms. Ogunniyi advised that she was seeking Committee members to provide input on how best to administer the survey and the development of survey questions.

Moved by E. Spanton  
Seconded by E. Ivri

That L. Hay, E. Ivri, A. Shabbar, and E. Spanton **BE SELECTED** to assist with the development of the community survey.

**Carried**

**9. NEXT MEETING**

The next meeting will be held on Tuesday, August 24, 2021 at 4:00 p.m.

**10. ADJOURNMENT**

There being no further business, the meeting adjourned at 5:27 p.m.

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Councillor Ip  
Interim Committee Chair

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Matthew Trennum  
Deputy Regional Clerk

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Ann-Marie Norio  
Regional Clerk