

**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

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.

Councillor Ip
Committee Chair

Kelly Lotimer
Deputy Regional Clerk

Ann-Marie Norio
Regional Clerk