

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

**DEIAC 2-2024
Tuesday, April 30, 2024
Meeting held by electronic participation**

Committee Members Present: Councillors Huson, Ip (Committee Chair); J. Dube, C. Dutcher, C. Ecker-Flagg, L. Hay, K. Kawall (Committee Vice-Chair), P. Segawa, A. Shabbar, C. Wulff

Absent/Regrets: A. Ingabire, E. Ivri

Staff Members Present: Y. Al-Harazi, Diversity, Equity and Inclusion Advisor, A. Basic, Legislative Coordinator, K. Lotimer, Deputy Regional Clerk, C. Ogunniyi, Manager, Diversity, Equity, Inclusion & Indigenous Relations, M. Sergi, Commissioner, Growth Strategy & Economic Development

1. CALL TO ORDER

Committee Chair Ip called the meeting to order at 4:00 p.m.

2. LAND ACKNOWLEDGEMENT STATEMENT

Committee Chair Ip read the Land Acknowledgement Statement.

3. DISCLOSURES OF PECUNIARY INTEREST

There were no disclosures of pecuniary interest.

4. PRESENTATIONS

There were no presentations.

5. DELEGATIONS

There were no delegations.

6. ITEMS FOR DISCUSSION

6.1 DEIAC Terms of Reference Review

Committee members discussed potential amendments to the Diversity Equity and Inclusion Advisory Committee's Terms of Reference.

Moved by K. Kawall
Seconded by A. Shabbar

That this Committee **RECOMMEND** to the Planning and Economic Development Committee that the Diversity, Equity and Inclusion Advisory Committee Terms of Reference, **BE AMENDED** as follows:

3. GOAL AND PURPOSE

The goal of the 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.

The purpose of the Committee is to:

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

Recorded Vote:

Yes (5): C. Dutcher, C. Ecker-Flagg, K. Kawall, P. Segawa, A. Shabbar.

No (3): Councillor Huson, J. Dube, C. Wulff.

Carried

6.2 DEIAC-C 3-2024

Correspondence from Gabriel Gebril, resident, City of St. Catharines, respecting his delegation at the Diversity, Equity and Inclusion Advisory Committee meeting held on April 16, 2024

Committee members discussed the correspondence received from Mr. Gebril respecting his delegation from the Diversity, Equity and Inclusion Advisory Committee meeting held on April 16, 2024.

Moved by L. Hay
Seconded by Councillor Huson

That Correspondence Item DEIAC-C 3-2024, from Gabriel Gebril, resident, City of St. Catharines, dated April 17, 2024, **BE RECEIVED** for information; and

That staff **BE REQUESTED** to provide information respecting an anti-discrimination acknowledgement statement that includes anti-racism, as set out in the Diversity, Equity, and Inclusion Action Plan 2023-2027, and to consider including this information on the next meeting agenda.

Carried

7. ITEMS FOR INFORMATION

There were no items for information.

8. OTHER BUSINESS

8.1 Streaming/Recording of Meetings

Ken Kawall, Committee Vice-Chair, requested that staff provide information respecting the feasibility of live-streaming Diversity, Equity and Inclusion Advisory Committee meetings and the posting of the meeting videos similar to the Region's Standing Committees.

9. NEXT MEETING

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

10. ADJOURNMENT

There being no further business, the meeting adjourned at 5:35 p.m.

Councillor Ip
Committee Chair

Kelly Lotimer
Legislative Coordinator

Ann-Marie Norio
Regional Clerk