

September 23, 2021

SUBJECT: Recommendation for Consideration from:  
INCLUSIVITY COMMITTEE MINUTES

MEMO TO: Committee of the Whole

FROM: Colleen Hutt, Deputy Clerk

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The Inclusivity Committee, at their meeting of July 12, 2021, recommended and approved the following for consideration by Council:

Item 7.2 Correspondence

- 1.1 that Council support the motion from the Region regarding the 16 days of Activism against Gender-based violence and to seek such steps as Council sees fit to act in accordance with the Region.

Item 8.2 Rainbow Crosswalk and Benches

- 1.2 that one Rainbow Bench, per community, be installed using the best cost to durability option and that the Committee review options of finding private funding sources.

Item 8.4 National Day for Truth and Reconciliation

- 1.3 that the Committee consider September 30th National Day for Truth and Reconciliation to be a very important day and fully supports and encourages that the day be marked in an appropriate manner.

Item 9 New Business

- 1.4 that the Committee recommend to the Town and Council that the Inclusivity Committee be renamed Diversity, Equity and Inclusion.

The following is attached:  
Appendix I - September 18, 2021



## INCLUSIVITY COMMITTEE MEETING MINUTES

Monday September 13, 2021

10:00 AM

### **PRESENT:**

Members: Co-Chair Niki Walker, Co-Chair Jamie Knight, Kiera Sangster, Richard Mell, Bex McKnight

### **REGRETS:**

Councillor John Wiens, George Webber, Sandra Gruosso

### **STAFF:**

Marilena Basilone    Administrative Assistant  
Shaunna Arenburg    Administrative Assistant  
Colleen Hutt         Acting Town Clerk

### **OTHERS:**

#### **1. Call to Order**

Co-Chair Jamie Knight called the meeting to order at 10:18 am, followed by a reading of a land acknowledgment by Kiera Sangster.

#### **2. Adoption of Agenda**

Moved by Richard Mell that the agenda be adopted, as presented.

### **APPROVED.**

#### **3. Conflict of Interest**

There were no conflicts of interest declared at this time.

#### **4. Previous Minutes**

The Committee reviewed the minutes of July 12, 2021.

Moved by Niki Walker that the Inclusivity Committee minutes of July 12, 2021 be approved.

## **APPROVED.**

### **5. Presentations**

There were no presentations at this time.

### **6. Announcements**

There were no announcements at this time.

### **7. Correspondence**

The Committee reviewed the following correspondence:

#### **7.1 Email re Rainbow Crosswalk**

- Recommendation remains unchanged
- Requested that staff reach out to Correspondent and enquire if she would like to present to the Committee

#### **7.2 Niagara Region resolution re 16 days of Activism against Gender-based violence**

Moved by Bex McKnight that Council support the motion from the Region regarding the 16 days of Activism against Gender-based violence and to seek such steps as Council sees fit to act in accordance with the Region.

## **APPROVED**

#### **7.3 Email re Niagara Falls Rainbow Crosswalk**

- Recommendation remains unchanged

### **8. Business**

#### **8.1 Shaw Guild Collaboration**

Kiera Sangster provided the following update to the Committee:

- met with Lori Harley and Susan McDonald, they are on board with helping the Committee drive forward diversity inclusion within the Town
- they are open to either a presentation or to opening up a dialogue about ways to educate Guild members
- Guild gave a positive response to the idea of articles in the newspaper
- Guild wants to stay in communication regarding information/resources/concerns
- Committee agreed Kiera will continue communications with the Guild

#### **8.2 Rainbow Crosswalk and Benches**

Finalizing recommendation to Town Staff about rainbow bench siting and materials

The Committee discussed the following:

- would like a few benches in multiple locations
- would like to go with the most cost effective option with durable materials for

- the benches
- possibility of determining a method of donation that produces a tax receipt
- possibility of opening donations to a general fund

Moved by Kiera Sangster that one Rainbow Bench, per community, be installed using the best cost to durability option and that the Committee review options of finding private funding sources.

## **APPROVED.**

### **8.3 Working Groups**

Updates and next steps for our working groups (Inclusivity calendar; education/outreach; procurement)

Deferred to future informal meeting with meeting date to be determined

### **8.4 National Day for Truth and Reconciliation**

Acknowledging September 30th National Day for Truth and Reconciliation, is a new federal holiday this year and discussing any initiatives the committee can undertake and/or support

Moved by Jamie Knight that the Committee consider September 30th National Day for Truth and Reconciliation to be a very important day and fully supports and encourages that the day be marked in an appropriate manner.

## **APPROVED.**

## **9. New Business**

Jamie Knight brought forward that the Committee has been called the Inclusivity Committee, and since being established, it has become increasingly settled that the proper reference to the kinds of issues tackled is actually diversity, equity and inclusion.

Moved by Jamie Knight that the Committee recommend to the Town and Council that the Inclusivity Committee be renamed Diversity, Equity and Inclusion.

## **APPROVED.**

### **10. Next Meeting Date**

Moved by Niki Walker the meeting for the Committee be moved to October 18, 2021, as the regularly schedule meeting date is a recognized Holiday.

## **APPROVED.**

October 18, 2021 @ 10:00 a.m.

### **11. ADJOURNMENT - 10:59 a.m.**