
HALDIMAND COUNTY

Report CLE-07-2021 Citizen Appointments – Diversity, Equity and Inclusion Advisory Committee and Youth Advisory Committee



For Consideration by Council in Committee on December 7, 2021

OBJECTIVE:

To appoint citizens to the newly established Diversity, Equity and Inclusion Advisory Committee, and to appoint additional members to the Youth Advisory Committee.

RECOMMENDATIONS:

1. THAT Report CLE-07-2021 Citizen Appointments – Diversity, Equity and Inclusion Advisory Committee and Youth Advisory Committee, be received;
2. AND THAT Memorandum CLE-M03-2021 Addendum to Report CLE-07-2021 Citizen Appointments – Diversity, Equity and Inclusion Advisory Committee and Youth Advisory Committee;
3. AND THAT the following individuals be appointed as members of the Diversity, Equity and Inclusion Advisory Committee until November 14, 2022: _____, _____, _____ and _____.
4. AND THAT the following members of the Seniors Advisory Committee and Youth Advisory Committee be appointed as members of the Diversity, Equity and Inclusion Advisory Committee until November 14, 2022: Donna Jenkins and Bailey Gardien respectively;
5. AND THAT the following individuals be appointed as members of the Youth Advisory Committee until November 14, 2022: _____ and _____;
6. AND THAT notwithstanding the minimum age limit for membership on the Youth Advisory Committee, _____ be appointed as a member of the Youth Advisory Committee until November 14, 2022.

Prepared by: Evelyn Eichenbaum, Manager, Clerks Division / Municipal Clerk

Approved: Craig Manley, MCIP, RPP, Chief Administrative Officer

EXECUTIVE SUMMARY:

In April 2021, Council approved the establishment of the Diversity, Equity and Inclusion Advisory Committee. As recruitment for members is now complete, four citizens are being recommended for appointment to the new committee, as required under the Terms of Reference. The committee membership is to also include appointees from the Seniors Advisory Committee and the Youth Advisory Committee and those are presented here as well.

Additional appointments to the Youth Advisory Committee are also being recommended.

BACKGROUND:

In April 2021, Council approved the establishment of a Diversity, Equity and Inclusion Advisory Committee (DEIAC) to provide recommendations, advice and information to the Mayor, Council, senior

staff and the Police Services Board on a number of matters that relate to: removal of barriers to inclusion for all residents in the community; initiatives to achieve a greater understanding of diverse communities within Haldimand County; recommendations on policies, procedures and practices to incorporate diversity and inclusions, and other matters that generally promote a broader understanding and engagement amongst residents of diverse backgrounds.

ANALYSIS:

Recruitment for DEIAC members took place in late summer, and a total of 11 applications were received. In accordance with the approved Process and Evaluation Criteria to be Applied to Citizen Appointments to Boards and Committees, Councillors Corbett and Metcalfe (Chair and Vice-chair of Corporate & Social Services), along with staff from the Corporate & Social Services Department reviewed the applications and conducted five interviews for potential committee members. Of the five interviewed, four are being recommended for appointment to the committee, as required in the Terms of Reference (included as Attachment 1 to Report CLE-07-2021).

Appointments to the Youth Advisory Committee were made by Council on November 1, 2021. Since that time, an additional application was received and staff were also made aware of an individual having applied to the committee where the application had not been received. Staff reached out to that individual and the application was subsequently resubmitted for consideration.

One of the applicants for the DEIAC is being recommended for appointment to the Youth Advisory Committee, as that committee can accommodate additional members and it is felt that she would be an asset to the committee. The appointment requires an exemption to the current age limits for committee members as she does not currently meet the age requirements (16 – 24 years of age). The Terms of Reference will be reviewed over the next year to determine if adjusting the age range for committee members is suitable.

Councillors Lawrence and Shirton (Chair and Vice-chair of Community & Development Services) are supportive of the three additional appointments to the Youth Advisory Committee.

Confidential Memorandum CLE-M03-2021 Addendum to Report CLE-07-2021 Citizen Appointments – Diversity, Equity and Inclusion Advisory Committee and Youth Advisory Committee includes all applications for DEIAC members as well as the additional applications for the Youth Advisory Committee.

One member each from the Seniors Advisory Committee, Youth Advisory Committee and Accessibility Advisory Committee is to be appointed to the DEIAC. Donna Jenkins is being recommended from the Seniors Advisory Committee and Bailey Gardien is being recommended from the Youth Advisory Committee. The recommendation from the Accessibility Advisory Committee will come forward to a future meeting.

FINANCIAL/LEGAL IMPLICATIONS:

Not applicable.

STAKEHOLDER IMPACTS:

Not applicable.

REPORT IMPACTS:

Agreement: No

By-law: No

Budget Amendment: No

Policy: No

ATTACHMENTS:

1. Terms of Reference – Diversity, Equity and Inclusion Advisory Committee