

DIVERSITY, EQUITY & INCLUSION ADVISORY COMMITTEE MINUTES

Haldimand County

March 19th, 2024 | 7:00 p.m. – Haldimand Room HCAB

Attendance

Members In Attendance: Anita Gombos-Hill, Gayatri Bousfield, Patrick O’Neill, Avaia Bergan, Arif Majid

Staff In Attendance: Katie Meyer (Liaison), Lacey Eagle (Recording Secretary), Kyra Hayes, Erin Lindeboom

Regrets: Harsit Patel, Marianne Knight, John Pack

1. Call to Order/ Approval of Minutes

Committee Chair Anita Gombos-Hill called the meeting to order at 7:02 pm.

Minutes were carried as-is and seconded.

2. Business Arising out of Minutes

a) Criteria for Consultation

Discussion:

Staff provide DEI information for staff to be compiled into a toolkit and placed on the intranet. This is intended to accompany training and utilized as a resource for staff to ensure a DEI lens is taken. The information has been provided to the communications team to develop a template.

Action:

Bring back once documents are completed for review by the Committee.

b) “Coffee with a Cop” update

Discussion:

Harsit inquired with the Police Service Board (PSB) regarding the “Coffee with a Cop” program which has been launched in Norfolk to determine if there is any interest in bringing this to Haldimand County. The PSB responded that they are currently undergoing changes with new legislation and recommended it be brought to the new board in the fall..

Action:

Harsit to inquire with the fall again after the new legislation is in place.

3. New Business

a) Social Media Policy/ General Communications (Kyra/Erin)

Discussion:

Kyra Hayes reviewed the “Social Media and Media Relations Training” with the Committee. Erin Lindeboom, Accessibility Coordinator provided an overview of her training plans for staff and volunteers related to accessibility.

Action:

Committee members to provide feedback on recommendations to be included in accessibility training. Erin to attend once training is developed for further feedback from the committee.

b) Chair/ Co-Chair Elections

Discussion:

The committee members were supplied with ballots to place their votes for the 2024 Chair and Co-Chair of the Committee. The Nominees were Anita Gombos-Hill and Gayatri Bousfield for Chair and Harsit Patel and John Pack for Co-Chair.

Action:

To be finalized at next meeting once all votes have been received.

c) Reflection/ Representation on County products/programs (Arif)

Discussion:

Arif presented a recommendation that a way to get the Committee’s efforts out to the public is to have a photo contest. Recognizing Haldimand County holds an annual photo contest, this would be an opportunity to engage the committee on DEI efforts. The committee discussed various themes to capture all aspects of DEI.

The Committee discussed social media platforms utilized by the County and expressed the use of facebook and twitter is limiting our communication to many demographics. Members recommended the County investigate into additional platforms such as Instagram to reach the younger demographic of the community as well.

Action:

To review at next meeting and formalize a recommendation to bring to staff related to the photo contest.

Staff to bring forward the feedback to communications regarding investigating into additional social media platforms.

d) Outreach to Committees/ Awareness of DEIAC (John)

Discussion:

None

Action:

Postpone until next meeting

4. Other Business/ Correspondence

- a) There is a M.I.C.E. final showcase event tomorrow between 1:00 and 5:00 pm at the Lifespan Centre at the Dunnville Arena that the Committee members are invited to attend.
- b) Grandview Lodge Annual training – Staff shared a recent request from Grandview Lodge (long-term care) regarding diversity, equity and inclusion training for staff. The Committee was asked to give thought to any training recommendations specific to healthcare. Staff noted, they will also share the recommended training guide put together by the committee in the fall.

5. Discussion/ Comments

None

6. Adjournment

The meeting adjourned at 8:04 pm.

The next Meeting will reconvene on May 21st, 2024 @ 7:04 PM in the Haldimand Room @ the Haldimand County Administrative Building.