



**THE CORPORATION OF
HALDIMAND COUNTY**

Diversity, Equity and Inclusion Advisory Committee Minutes

Date: September 17, 2024
Time: 7:00 P.M.
Location: Haldimand County Administration Building - Haldimand Room
53 Thorburn Street South, Cayuga

Members Present A. Gombos-Hill, Member
 G. Bousfield, Member
 M. Knight, Member
 A. Majid, Member
 H. Patel, Member

Members Absent A. Bergan, Member
 P. O'Neill, Councillor
 J. Pack, Member

Staff Present K. Meyer, Manager, Human Resources
 L. Eagle, Administrative Assistant
 S. Trimble, Council Services Assistant
 J. Nelson, Project Manager, Business Retention and Expansion

A. Call to Order

The Chair called the meeting to order at 7:00 p.m.

B. Land Acknowledgement

K. Meyer, Manager, Human Resources read the Land Acknowledgement statement.

C. Disclosures of Pecuniary Interest

D. Approval of Previous Diversity, Equity and Inclusion Advisory Committee Minutes

1. Diversity, Equity and Inclusion Advisory Committee Minutes - March 19, 2024

Recommendation 1

Moved By: A. Majid, Member

Seconded By: G. Bousfield, Member

THAT the minutes of Diversity, Equity and Inclusion Advisory Committee dated March 19, 2024 be approved as presented.

APPROVED

E. Items for Consideration

1. Announce Chair and Vice Chair Elections

Committee Chair and Vice-Chair Elections were conducted and the results were announced.

Chair: G. Bousfield

Vice Chair: H. Patel

2. Business Retention and Expansion Survey Results

Jaymie Nelson presented the results of the Business Retention and Expansion Survey to the Committee. The committee engaged in discussion on the findings. The full report is on the County website.

Economic Development and Tourism will be hosting a free job fair in October to promote jobs within the County.

3. Reflection and Representation on County products and programs

1. Category Ideas for Photo Contest

The Committee discussed the recommendation of the next Haldimand County photo contest being DEI related. The photo contest is not taking place in 2024, however a sub-committee will bring forward a recommendation in 2025.

4. Outreach to Committees and Awareness of DEIAC

Item deferred to next meeting.

5. Annual review of Land Acknowledgement, Reconciliation Efforts

The Committee discussed the existing Land Acknowledgement statement and how it is being utilized within Haldimand County. The Committee does not recommend any changes at this time.

6. Annual Review of Trends and Issues through DEIAC email and contact

A. Majid had to leave the meeting.

Staff have received limited correspondence through the DEIAC email. Continue to create awareness of the DEIAC committee and contact information.

7. Finalize Criteria for Consultation

Staff have been working on the Intranet page to provide resources to staff. Committee to review and provide feedback at an upcoming meeting.

8. Festivals and Events Feedback

Committee members to review the attached document and provide feedback.

9. Other Business

F. New Business

1. New Terms of Reference

The Terms of Reference have been updated to align with the new corporate template. The Committee reviewed the and accepted the revisions.

Recommendation 2

Moved By: H. Patel, Member

Seconded By: G. Bousfield, Member

THAT the existing Diversity, Equity and Inclusion Advisory Committee Terms of Reference be rescinded;

AND THAT the Terms of Reference, as attached to this item, be approved.

APPROVED

2. Suggestions to address Council Letters as Gender Neutral and inclusive language

It is recommended that letters should be addressed to the persons name and leaving out the Mr. and Mrs. This follows the Government of Canada recommendation.

3. Review new wording for County Facility Rentals

Following an unsanctioned event on County Property, the Committee debriefed and discussed preventative measures put in place by staff for the future.

G. Discussion/Comments from the Floor

H. Adjournment

Recommendation 3

Moved By: G. Bousfield, Member
Seconded By: M. Knight, Member

THAT this meeting is now adjourned at 9:16 p.m.

APPROVED