



## THE CORPORATION OF HALDIMAND COUNTY

### Diversity, Equity and Inclusion Advisory Committee Minutes

**Date:** January 21, 2025  
**Time:** 7:00 P.M.  
**Location:** Haldimand County Administration Building - Haldimand Room  
53 Thorburn Street South, Cayuga

**Members Present**

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

**Members Absent**

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

**Staff Present**

- K. Meyer, Manager, Human Resources
- L. Eagle, Administrative Assistant

#### **A. Call to Order**

The Chair called the meeting to order at 7:07 p.m.

#### **B. Land Acknowledgement**

Member K. Meyer read the Land Acknowledgement statement.

#### **C. Disclosures of Pecuniary Interest**

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

##### **Recommendation 1**

Moved By: A. Majid, Member  
Seconded By: A. Gombos-Hill, Member

1. Diversity, Equity and Inclusion Advisory Committee Minutes - October 15, 2024.

THAT the minutes of Diversity, Equity and Inclusion Advisory Committee dated October 15, 2024 be approved as presented.

**E. Items for Consideration**

1. Haldimand County Website Update

The new Haldimand County website has now gone live, and staff have confirmed the website's ability to be translated into alternative languages. Committee members to review and provide any additional feedback.

2. Spotlight on Ageism

The Committee discussed the link shared by member M. Knight regarding ageism.

3. DEI Inquiries

The Committee discussed recent acts of racism reported and the response from Haldimand County. Members engaged in dialogue around training and policies to support Haldimand County staff. Secondly, the Committee discussed the existing Haldimand-Norfolk Community Safety and Well-Being Plan and put forth a recommendation. The recommendation is for Council to request that the Haldimand and Norfolk Social Services include anti-discrimination and anti-harassment efforts in their revised 2025 Haldimand-Norfolk Community Safety and Well-Being Plan.

4. Annual Report to Council - Overview of Activities

K. Meyer will share a copy of our high level report to Council with the Committee members outlining 2024 accomplishments and 2025 plans. Committee discussed the upcoming council meeting and presentation to be delivered. Members G. Bousfield and H. Patel to attend Council on February 10, 2025 to make presentation on behalf of the Committee.

5. Annual Work Plan Review

The Committee reviewed of annual work plan to review achievements and re-assess action items for 2025 to ensure they remain relevant and if any new considerations need to be made.

6. Review Committee Attendance and Meeting logistics

Confirmed committees availability of date/time booking for future 2025 meetings.

7. Other Business

**F. New Business**

**G. Discussion/Comments from the Floor**

**H. Adjournment**

**Recommendation 2**

Moved By: A. Majid, Member

Seconded By: H. Patel, Member

THAT this meeting is now adjourned at 8:47 p.m.

**APPROVED**