

WEST HANTS REGIONAL MUNICIPALITY
Diverse and Inclusive Communities Meeting Agenda
March 23, 2023 - 6:00 p.m.
Windsor Community Centre Room 5



1. Call to Order
2. Attendance
3. Announcements
4. Approval of the Agenda, including additions or deletions
5. New Business
 - a) Introductions
 - b) Election of Chair and Vice Chair
 - c) Review/Highlight RAD Report
 - d) Terms of Reference
 - e) NS Human Rights Training <https://humanrights.novascotia.ca/education-training/free-online-training>
 - f) Open Floor Discussion
6. Next Meeting Date / Adjournment

WEST HANTS REGIONAL MUNICIPALITY
Diverse and Inclusive Communities Committee Meeting Minutes
March 23, 2023 - 6:00 p.m.
Windsor Community Centre Room 5



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1. Call to Order – CAO Phillips called the meeting to order at 6:08 p.m.
 2. Attendance
 - Anne Bishop, Community Member
 - Domenic Padula, Community Member
 - Ian Shaw, Community Member
 - Ripley Brown-Fougarty, Community Member
 - Jamie Patterson, Community Member
 - Jenna Warren, Community Member (Phone)
 - Jim Ivey, Councillor, District 11
 - Mark Philips, CAO
 - Deanna Snair, WHRM Employee
 - Jessie Drysdale, WHRM Employee
 - Chris Burns, WHRM Employee
 - Regrets:
 - Abraham Zebian, Mayor
 - Shartelle Lyon
 - Sarah Brothers, Community Member
 - Levi Metcalfe, WHRM Employee
 - RCMP Rep
 - Community Health board Rep
 3. Announcements
 - CAO acknowledged that we are in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People and that this land is governed by the treaties of Peace and Friendship signed in 1726. West Hants Regional Municipality also recognizes that we are all treaty people and have responsibilities to this land and each other.
 4. Approval of the Agenda, including additions or deletions
 - CAO reviewed the agenda. No new items were added.
 5. New Business
 - a) Introductions
 - Introductions were done. Everyone provided a brief insight into their backgrounds, life experiences (from an educational and lived perspectives) and an explanation for their desire to be a part of the committee.

b) Election of Chair and Vice Chair

CAO Phillips reviewed the process for electing a chair and vice chair. A call for nominations occurred. CAO Phillips nominated Anne Bishop. Anne declined the nomination. Consensus was that due to this being the first meeting it was more beneficial to defer nominations until the next meeting to provide individuals with the opportunity to become more familiar with the committee as a whole.

c) Review/Highlight RAD Report

The RAD report was included in the agenda package. Overall consensus was that the report was a good baseline to begin with. More in-depth discussions would occur at the next meeting, once the committee had time to fully review and digest the report.

A concern raised that the report was completed via an online survey, most individuals identified with marginalized populations would not have had access or the ability to complete the survey. The need was expressed to have a representative from Glooscap sit on the committee. Staff will reach out to Glooscap to inquire.

d) Terms of Reference

CAO reviewed the “draft” Terms of Reference, noting changes within the terms of reference were already undertaken as a result of amendments made to the Meeting and Committee Procedural Policy RCOGE-003.00, Appendix M (committee’s composition). Additional changes would result from discussions that occur at the committee level and be brought forward for Council approval.

e) NS Human Rights Training

CAO reviewed the training that was included within the package. WHRM staff have completed the training on-line (used as a baseline). The training was also offered to Council as well. It was suggested the committee may want to participate in the online training as a starting point.

Discussion Points:

- Online training provides a service but in person training was seen as more valuable. In-person training challenges individuals and has the ability to affect/change attitudes.
- Value in exploring/establishing a baseline level of training for all employees.
- Value in utilizing the committee’s expertise to establish a training program/idea.
- Value in bringing in outside expertise (with lived experiences and new perspectives). This could be facilitated through a grant if any were available.
- CAO to further explore potential education/awareness/training opportunities with Anne.
- The consensus was that the work would really begin at the next meeting.

f) Open Floor Discussion

An open floor discussion occurred to bring the meeting to a close.

Discussion Points:

- CAO reviewed the process for committees to make recommendations to Council, they are the decision-making body.

- Discussions occurred on community education/ taking action and how to engage with the communities and the younger demographic.
- The consensus was for the committee to start small and build momentum.
- Suggested that at the beginning of each meeting a reminder or acknowledgement be stated that we are all in a safe space.
- Items can be shared and promoted in the Nova Scotia Works Newsletter.

6. Next Meeting Date / Adjournment – May 18th, 2023. The meeting will be held at the Nova Scotia Works Community Board Room.