

WEST HANTS REGIONAL MUNICIPALITY
Diverse and Inclusive Communities Committee Meeting Minutes
April 15, 2024 - 6:00 p.m.
NS Works Community Board Room



Attendance:

Anne Bishop, Community Member
Domenic Padula, Community Member
Jamie Patterson, Community Member
Jenna Warren, Community Member
Ripley Brown-Fogarty, Community Member
Andrea Parker, Community Health Board Representative
Charlotte Paul, Glooscap Representative
Abraham Zebian, Mayor
Jim Ivey, Councillor, District 11
Mark Phillips, CAO
Kevin Waters, WHRM Employee
Deanna Snair, WHRM Employee
Sarah Taylor, WHRM Employee
Chris Burns, WHRM Employee
Vanessa Lake, WHRM Employee

Regrets:

Shartelle Lyon, SPEC Advisory Member
David Ferguson, RCMP Representative
Ian Shaw, Community Member
Sarah Brothers, Community Member
Jessie Drysdale, WHRM Employee

1. At 6:00pm, Anne called the meeting to order. The Committee welcomed their new member, Charlotte Paul, and everyone introduced themselves. Anne gave a brief overview of what the Committee has accomplished so far. The agenda was approved with unanimous consent.
2. Anne asked if anyone on the Committee had any announcements, news of upcoming events, or any concerns.
 - Domenic brought up two very concerning incidents which occurred at the Avon View High School. The Committee discussed the ongoing issues with racism, bullying, and discrimination at the school. It is beyond the jurisdiction of the Committee, but it is something they feel strongly about. They discussed ways these issues could be addressed and how the Committee could play an advocacy role. Having a discussion with Ian and

Dave is a starting point. Andrea also suggested speaking with Sheldon States from the middle school.

- Mark expressed that WHRM has experienced a lot of public engagement at recent events. He hopes the environment is friendly. He observed the attendance and would like to see a more diverse mix for each session. Anne commented that this can be addressed with the Committee's ongoing communication strategy plan.
- Both Andrea and Abe mentioned upcoming public engagement events that have yet to be formally announced for the Committee's information.

3. Mark explained the thought process behind the chart that he, Sarah T., and Vanessa created for the Committee. Each item is a goal and will have several action items behind it for how to reach that goal. The Committee may add to or change anything on the chart, it is merely a starting point. The hope is to set priorities for the upcoming year.

- The Committee reviewed each item and discussed them at length. They identified who on the Committee (in some cases, multiple members) would be "champion" or take the lead on specific items, ways each goal could be met, what the Committee's role would be, and which items are already on-going. The priorities and action items of some items shifted slightly, but the intent remains the same.
- Some items on the chart are not necessarily in the Committee's jurisdiction, but they are still important to the members. For these items, the Committee discussed being in contact with community groups who are on the ground level. The Committee or WHRM may be able to connect these groups to resources.
- Those who were not present for the prior planning meetings identified what goals they are interested in.

4. The Committee decided on several priority items. Advocacy for the school environment and literature, diversifying current festivals and events (such as the Garlic Fest or Avon River Days), WHRM recruitment (staff, council, committee members), an inclusive communication strategy, and public education. A template will be distributed for the "champions" of each priority item to fill out potential action items to achieve the goal. There was unanimous consent that these be brought back to the next meeting.

5. The Committee wanted to see immediate action for Pride celebrations. Moved by Domenic Padula and seconded by Jamie Patterson that the D.I.C.C. request that for Pride week, WHRM provide the feasibility of a crosswalk painted with Pride flag colours, and if not, to provide alternate direction. Motion carried unanimously.

6. Next Meeting Date / Adjournment – The Committee decided to meet again on April 29, 2024, at 6:00pm in the NS Works Community Board Room. Kevin noted that he may not be available on the 29th and he will forward his information to the Committee prior to the next meeting. With no further business, the meeting adjourned at 8:02pm.