

**WEST HANTS REGIONAL MUNICIPALITY**  
**Diverse and Inclusive Communities Committee Meeting Minutes**  
**April 29, 2024 - 6:00pm**  
**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  
David Ferguson, RCMP Representative  
Jim Ivey, Councillor, District 11  
Mark Phillips, CAO  
Deanna Snair, WHRM Employee  
Sarah Taylor, WHRM Employee  
Chris Burns, WHRM Employee  
Vanessa Lake, WHRM Employee

Regrets:

Shartelle Lyon, SPEC Advisory Member  
Abraham Zebian, Mayor  
Ian Shaw, Community Member  
Sarah Brothers, Community Member  
Jessie Drysdale, WHRM Employee  
Kevin Waters, WHRM Employee

1. At 6:04pm, Domenic called the meeting to order and read the Land Acknowledgements.
2. Domenic would like to add the approval of the agenda, including any additions or deletions, and the approval of minutes, to the Committee's usual agenda. The Committee agreed to modify the agenda. Anne added an update on Pride preparations to the agenda. Moved by Jamie and seconded by Domenic that the agenda be approved as amended. Motion carried unanimously.
3. Moved by Anne and seconded by Jamie that the minutes from the previous meeting be approved as circulated. Motion carried unanimously.

4. Domenic asked if there were any announcements, upcoming events, etc.
  - Anne followed up on the concerns brought up at the last meeting over recent events at the middle and high schools. She spoke to Ian, and she and Andrea attended the equity group meeting for the middle school. There was enthusiasm for meeting with the Committee to talk about what they could do to help. A dedicated meeting to discuss ongoing issues within the schools was considered, or a portion of another meeting. Dave provided additional updates on the situation from the RCMP's perspective. Richard Collins, special constable for the high school, has been investigating the situation. There are strict requirements for what makes up a criminal offence. Constable Collins has been working proactively with the school administration.
  - Sarah provided an update on behalf of Kevin regarding the Silent Disco. The date of June 1, from 3:00-5:00pm, has been chosen. The special headphones and a DJ will be provided by the sponsor. The current proposed location is the Community Centre, though this is open to suggestions. The only costs associated with the event would be rental of the space, and any snacks or drinks to be provided.
  - Domenic advised the Committee that the number of visible homeless people in Windsor will likely increase soon, due to the end of the Homelessness Program.
  
5. At the last meeting, the Committee made a motion for staff to investigate the feasibility of painting a crosswalk with Pride flag colours or alternative direction. Staff returned with information. WHRM's traffic authority, Troy Burgess, was in contact with the Provincial Public Works department and learned that crosswalks must adhere to strict visual and safety guidelines. These guidelines also affect signage. The Committee discussed ways to go forward.
  - The Committee discussed getting in contact with other municipalities or groups/locations that have painted their crosswalks and asking how they were able to do it.
  - Municipal complexes and the municipal fleet (work vehicles) were listed as alternatives.
  - Jenna commented that it does not have to be a crosswalk. The goal is to be *seen*. Little changes at a time, on a regular basis, can normalize concepts without being obtrusive. She suggested gradually decorating Victoria Park's sidewalks with visuals and quotes from diverse communities, including the 2SLGBTQIA+. She also suggested hosting special events in the park, with different food, languages, etc.
  - Mark gave some examples of things the municipality could do in short order. Outdoor, resilient stickers can be placed in municipal complexes (floors, doors, windows, etc.) and on the WHRM fleet. Telephone poles may also be decorated. Andrea asked about the Sports Complex; the lights can only be one colour at a time, though it could be changed daily to achieve a "rainbow" effect.
  - Ripley suggested the Community Centre as an alternate location, painting the steps or hanging different flags along the ramp to the visitor information centre. The stairs should only have the riser painted, so not to cause accessibility issues.
  - Andrea suggested getting Avon View students involved, particularly those in the O2 program.
  - Anne had attended a Diversity Kings meeting and included their Strategic Plan with the agenda. Their meetings are open to the public, and they have invited the D.I.C.C.

- Committee to attend, or have a joint conversation. Anne will reach out to Kings, and in the meantime encourages the Committee to look at their Plan for ideas.
- This year's Pride parade is on June 15. The Committee discussed the municipality becoming more involved, with staff, councillors, and perhaps a float in the parade.
  - Regarding the stickers, Andrea asked if they could be sold to businesses and proceeds be donated to Pride groups. Ripley and Domenic mentioned that Pride stickers in businesses indicate that the business is a safe space for 2SLGBTQIA+ folks and requires specific training. Anne identified this as the Ally Program. Ripley said the training is \$600.
  - With only 33 days until June, Jim suggested getting the word out to the WTBA and other groups as soon as possible. Jamie shared other training opportunities for businesses.
6. Due to the late delivery of the action chart templates, not everyone was able to prepare them for this meeting. The Committee would prefer to have them in one single document to look at together. Those who did not get an opportunity to complete or fill out a chart may send them to Deanna, Vanessa, or Sarah, who will compile them into a single document to be reviewed at the next meeting. Sarah added that the Committee should also think about prioritizing their goals.
7. The Committee would have liked to meet again in two weeks' time. However, due to upcoming budget discussions with Council, this date was not available. The next meeting date was set for May 23, 2024, at 6:00pm. Anne suggested selecting a time for the meeting after that, as well, and the second date was set for June 10, 2024. The Committee discussed when they would like to have their focused discussion about schools. They felt completing their strategic planning first was a priority. Andrea mentioned that speaking with Sheldon States, the principal of the middle school, would be a valuable resource, but he is largely unavailable during the school year. Anne will see if she is able to arrange a meeting with school representatives for the future June 10 meeting, when school is out but still fresh in mind.
8. With no further business, the meeting adjourned at 7:32pm.