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**Attendance:**

Anne Bishop, Community Member  
Domenic Padula, Community Member  
Alma Crnalic, Community Member  
Mattea Sexton, Community Member  
Michel Bourgeois, Accessibility Advisory Committee Chair  
Pegah Memarpour, Consultant, Davis Pier  
Kayla Leary-Pinch, Councillor  
Mark Phillips, CAO  
Kathy Johnston, WHRM Employee  
Kevin Waters, WHRM Employee  
Vanessa Lake, WHRM Employee  
Deanna Snair, WHRM Employee

**Regrets:**

Charlotte Paul, Glooscap Representative  
Lisa Bland, Community Member  
Jamie Patterson, Community Member  
Jessie Drysdale, WHRM Employee  
Chris Burns, WHRM Employee  
Jim Ivey, Councillor (Alternate)  
David Ferguson, RCMP Representative

- 1. Call to Order** – At 7:00pm, Kevin called the meeting to order. This was not an official meeting of the Committee; it was a meeting of the working group who are further refining the draft plan. Since the group last saw the draft on February 10, a lot has happened. The consultants from Davis Pier worked to incorporate the suggested changes and Kevin met with AMANS to discuss the document. The steering committee (Kevin Waters, Kathy Kehoe, Kathy Johnston, and Mark Phillips) also met to discuss the changes. One topic that was brought up was the accessibility of the document itself. The formatting, language, and length should not deter the public. Mark felt that a lot of good discussion was had during this process. The comments received were an extension of the community, and the document is *for* the community. He said if the contents don't make people uncomfortable, then it doesn't do its job. This is the uncomfortable reality we are trying to acknowledge and address. He reiterated the importance of this plan. It reveals weaknesses and failures and states how to correct them. Refining the plan is crucial for these actions to be done properly and respectfully.

**2. Draft 'Equity, Anti-Racism, and Accessibility Strategy Plan' Review** – Pegah thanked everyone for the feedback they provided to Johana on Feb. 10. Following the discussion with the Committee and other groups, the document was completely re-structured to better present the ideas and actions. It was noted that many expected this meeting to be about a particular section. Kevin explained that, during reflection, it seemed that each section faced some amount of apprehension, and this rework hopes to address those concerns. Each item ties together and is part of the whole. Pegah noted that the action items are not listed in a particular order. Pegah walked the working group through each updated section, and everyone provided comments and suggestions as they went. Key discussion points:

- Including items from the RAD Report (2022).
- Providing additional context and definitions.
- The reactionary way the Municipality has handled these issues so far, and how they want to have a more pro-active approach in the future.
- Establishing trust and dialogue with marginalized communities.
- Mandatory training for elected council and municipal staff.
- Not letting perfection get in the way of progress.
- Accountability on the Municipality's part.
- Identifying the trauma that exists within the community.
- Creating standard language around discrimination.
- Partnering with and/or supporting local businesses.
- The overall need to change the mind of the Region as a whole.
- Youth support and engagement.
- Constantly moving goalposts and the continuous nature of the work.
- Reducing barriers for equity-denied individuals.
- Amplifying and celebrating diversity, creating a stronger sense of belonging.
- Community healing sessions.
- Repercussions for hateful and discriminatory actions.
- Equity-denied representation within municipal leadership and committees.
- Immediate, concrete action.
- The accessibility of PDFs as a format.
- Addressing homelessness and poverty.
- Meaningful engagement with individuals with lived or living experiences.

Everyone thanked Pegah and her team for their considerable effort.

**3. Next Meeting Date / Adjournment** – The next meeting will be “business as usual” for the Committee. A Chair and Vice-Chair will be elected. Those present decided on the second Monday of each month as their preferred date. An agenda and meeting invite will be sent prior to the next meeting. Pegah is accepting additional feedback until Friday, February 21, 2025. With no further business, the meeting adjourned at 9:45pm.