



**THE CORPORATION OF THE CITY OF THOROLD
PROCEEDINGS OF DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE
MINUTES**

**DEIAC 3-2023
Thursday, April 6, 2023
Video Conference**

Committee Members Present via Video Conference: Councillor O'Hare, N. Currie-Patterson, J. Desroches, A. Foster, C. Macpherson, R. Nand (Committee Chair), S. Qazi

Absent: M. Rahman (Committee Vice Chair)

Staff Present via Video Conference: H. Ekey, Health and Safety Specialist, S. Hansen, Legislative Assistant

1. Call to Order

Committee Chair Nand called the meeting to order at 5:01 pm.

2. Land Acknowledgement

Committee Chair Nand read the land acknowledgement.

3. Declaration of Interest

There were no declarations of interest.

4. Adoption of Agenda

Moved by: Councillor O'Hare

Seconded by: A. Foster

That Agenda DEIAC 3-2023, **BE ADOPTED**, as presented.

CARRIED

5. Adoption of Minutes

5.1 DEIAC 1-2023 and DEIAC 2-2023

February 14, 2023 and March 2, 2023

Moved by: Councillor O'Hare

Seconded by: J. Desroches

That Minutes DEIAC 1-2023, being the minutes of February 14, 2023 and DEIAC 2-2023, being the minutes of March 2, 2023, **BE ADOPTED** as presented.

CARRIED

6. Presentation

6.1 City Health, Safety and Human Resources

Heather Ekey, Health and Safety Specialist, provided information respecting the City's health, safety, and human resources policies. H. Ekey, Health and Safety Specialist, informed the committee that there is no specific diversity, equity and inclusion policy, but there are documents that support themes such as harassment, discrimination and inclusion.

7. Correspondence

There were no items of correspondence.

8. Committee Business

8.1 DEIAC-C 3-2023

Student Resources for Diversity Equity and Inclusion Workplan Items, and Priority Project Planning and Implementation

Committee members discussed DEIAC-C 3-2023 and were in favour of the initiative.

8.2 Working Group Formation

Committee members discussed potential working groups.

Moved by: Councillor O'Hare
Seconded by: N. Currie-Patterson

That a working group **BE ESTABLISHED** for 12 months to develop a diversity, equity and inclusion policy.

CARRIED

Moved by: Councillor O'Hare
Seconded by: C. Macpherson

That Councillor O'Hare, N. Currie-Patterson, C. Macpherson, and J. Desroches **BE APPOINTED** to the policy working group.

CARRIED

9. Roundtable Discussion

9.1 AODA Requirements

C. Macpherson enquired whether the City of Thorold has any plans to change current buildings to comply with AODA standards to make them more inclusive.

10. Next Meeting

The next meeting will be held on May 4, 2023 at 5:00 p.m.

11. Adjournment

There being no further business, the meeting was adjourned.

Rene Nand
Committee Chair

Sydney Hansen
Legislative Assistant

Matthew Trennum
City Clerk