



**The Corporation of The Town of Cobourg
Equity, Diversity and Inclusion Committee
MINUTES**

**May 13, 2021, 6:00 p.m.
Electronic Participation**

Members Present: Kari Walton
Frances Northeast
Beverley Shepherd
Anna Albouni
Terry Dillon
Marilou Martin
Ashley Bouman
Heidi Carisse
Shawn Levy
Boutheina Maraoui

Members Absent: Councillor Adam Bureau
Jeff Sheils

Staff Present: Jamie Kramer, Accessibility Coordinator

Staff Absent: Krystal Christopher, Deputy Clerk
Brent Larmer, Municipal Clerk / Manager of Legislative Services
Emilio Ojedae, Northumberland County

1. CALL TO ORDER

Vice-chair Marilou Martin called the Meeting to Order at 6:01 P.M.

Anna Albouni joined the meeting at 5:57 pm.

Ashley Bouman joined the meeting at 5:57 pm.

Frances Northeast joined the meeting at 5:58 pm.

Marilou Martin joined the meeting at 5:58 pm.

Shawn Levy joined the meeting at 5:59 pm.

Heidi Carisse joined the meeting at 6:00 pm.

2. TRADITIONAL LAND ACKNOWLEDGEMENT

3. APPROVAL/ADDITIONS TO THE AGENDA

Moved by Heidi Carisse

THAT the Agenda dated May 13, 2021 be approved as presented.

Carried

4. DECLARATIONS OF INTEREST BY MEMBERS

There were no Declarations of Interest Declared by Committee Members.

5. ADOPTION OF MINUTES

Terry Dillon joined the meeting at 6:05 pm.

Moved by Kari Walton

THAT the minutes dated April 8, 2021 be adopted as presented.

Carried

6. DELEGATIONS/PRESENTATIONS

7. COMMUNICATIONS/CORRESPONDENCE

8. REPORTS

8.1 Jamie Kramer, Accessibility Coordinator, on an update for the EDI Strategy - Verbal Update

- Update on the various projects including:
 - Equity, Diversity, and Inclusion Policy and Procedure to be brought to the next Committee meeting.
 - Equity, Diversity, and Inclusion Strategy to be updated at next Council meeting.
 - Women in Governance Program still receiving applications until May 20th and will be running throughout the summer.

- Public Town Hall meetings to take place in the summer to engage the public.
- Inclusive Communities Grant for accessibility to provide more awareness to the public on engaging with the Town and enabling more accessibility.
- National Accessibility Awareness Week events from May 31st to June 4th including keynote speaker, Beniot Huot, and Minister Qualtrough.

Moved by Shawn Levy

THAT the report by the Accessibility Coordinator be accepted.

Carried

9. NEW BUSINESS

9.1 Discussion by Members at Large on potential training and awareness programs provided to the public.

- J. Kramer to provide training to all Boards and Committees in June.
- S. Levy: Can provide gender pronoun and gender training. Could we provide training on allyship.
- A. Bouman: I am the President of PFLAG Chapter and providing a proper pronoun and trans-advocacy in Northumberland.
 - May 17th: Day Against Homophobia, Biphobia, and Transphobia.
- Cheif Vandegraaf: Pride in Service has provided great training.
 - Would be great to provide the Indigenous Awareness Training to everyone on Boards and Committees.
- S. Levy: Has any of this transpired over to the health unit?
- M. Martin: Training that people are suggesting and a way to have a formalized training into every meeting or a portal/drop box to access it.
- T. Dillon: We all have different backgrounds and training so it would be great to have the ability to select the type of training rather than using the time for actioning items.
 - S. Levy: In agreement of that.

- M. Martin: Training sometimes opens up discussion that don't happen when we watch alone.
- R. Ramkissoon: Poll the group on the topics that we would like group training to happen.
- J. Kramer to send out a survey to assist with knowledge and understanding gaps for training.

10. UNFINISHED BUSINESS

10.1 Discussion by Members at Large on the 2021 Work Plan.

- Seventh item:
 - A. Bouman: Want to have a sooner timeline for this than 2023.
 - E. Chorley: Based upon the sunshine list and making sure that this gap can be closed.
- Eighth item:
 - B. Maraoui: Educating employers on hiring people with international experience.
 - A. Albouni: More information about how to access the community.
- J. Kramer to finalize the workplan with new additions for the next meeting.

Moved by Shawn Levy

THAT the first action item, Understand the demographics of the Town of Cobourg.,
be approved as presented.

Carried

Moved by Heidi Carisse

THAT the second action item, Create more education and awareness on EDI topics for residents in the Town of Cobourg, be approved as presented.

Carried

Moved by Ashley Bouman

THAT the third action item, Promote the local diversity of the Town of Cobourg through awareness campaigns., be approved as presented.

Carried

Moved by Kari Walton

THAT the fourth action item, Create more opportunities to engage youth in governance at the Town of Cobourg., be approved as presented.

Carried

Moved by Shawn Levy

THAT the fifth action item, Create more opportunities to engage seniors in governance at the Town of Cobourg., be approved as presented.

Carried

Moved by Ashley Bouman

THAT the sixth action item, Create more opportunities to engage women in governance at the Town of Cobourg., be approved as presented.

Carried

Moved by Heidi Carisse

THAT the seventh action item, Identify and work to close the gender pay gap at the Town of Cobourg., be approved as presented.

Carried

Moved by Terry Dillon

THAT the eighth action item, Provide opportunities to welcome newcomers to the Town of Cobourg., be approved as amended with the following added in:

1. Provide education to the community to help newcomers be more active in the community through volunteering, employment, Boards, Committees, etc.
2. Provide education to businesses to help newcomers to have gainful employment.

Carried

Moved by Kari Walton

THAT the ninth action item, Understand and revitalize the programs and services provided by the Town of Cobourg., be approved as presented.

Carried

Moved by Ashley Bouman

THAT an additional action item, Incorporate additional religious celebrations into what the Town publicly celebrates., be added to the Work Plan.

Carried

Moved by Terry Dillon

THAT an additional action item, Create a list of resources for community organizations that provide information on a variety of EDI topics., be added to the Work Plan.

Carried

Moved by Ashley Bouman

THAT the additional discussions around incorporating Stop Asian Hate and ensuring our programs work for all residents be added into the Work Plan.

Carried

10.2 Discussion by Members at Large on Additional Topics.

- A. Bouman: Can we promote more of the Stop Asian Hate.
- A. Bouman: Transportation - don't have access to the resources to take public transit.
 - E. Chorley: Not only person to raise the concerns, but Town Staff is leading the project and aware of the concerns and working through solutions.

11. ADJOURNMENT

Moved by Ashley Bouman

THAT the meeting is adjourned at 7:41 p.m.

Carried

Municipal Clerk B. Larmer

Mayor J. Henderson