



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

**November 11, 2021, 6:00 p.m.  
Electronic Participation**

Members Present: Beverley Shepherd  
Marilou Martin  
Ashley Bouman  
Heidi Carisse  
Councillor Adam Bureau  
Roger Ramkisson, Chief Financial Officer, Cobourg Police  
Services  
Councillor Nicole Beatty  
Councillor Emily Chorley

Members Absent: Kari Walton  
Frances Northeast  
Anna Albouni  
Terry Dillon  
Shawn Levy  
Boutheina Maraoui

Staff Present: Brent Larmer, Municipal Clerk / Manager of Legislative Services

Staff Absent: Jamie Kramer, Accessibility Coordinator  
Krystal Christopher, Deputy Clerk  
Emilio Ojedae, Northumberland County  
Paul VandeGraaf, Chief of Police, Cobourg Police Service

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**1. CALL TO ORDER**

Chair Martin called the Meeting to Order at 6:00 P.M.

**2. TRADITIONAL LAND ACKNOWLEDGEMENT**

**3. APPROVAL/ADDITIONS TO THE AGENDA**

**Moved by** Heidi Carisse

THAT the Agenda dated Thursday, November 11, 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**

**Moved by** Beverley Shepherd

THAT the minutes dated October 14, 2021 be adopted as amended to make note of the guests that were in attendance at the meeting being Cobourg Police Services Chair Dean Pepper.

**Carried**

**6. DELEGATIONS/PRESENTATIONS**

There were no delegations or presentations received.

**7. COMMUNICATIONS/CORRESPONDENCE**

There were no communications or Correspondence received.

**8. REPORTS**

**8.1 Council Meeting Updates on EDI - Staff Reports, Youth on Advisory Committees and UNDRIP - Endorsement of the United Nations Declaration on the Rights of Indigenous Peoples at the Town of Cobourg**

The Municipal Clerk/Manager of Legislative Services provided an overview of the various Staff Reports that have been received and supported by Municipal Council.

The first Staff Report was on the inclusion of Youth on all Municipal Advisory Committees in the Town of Cobourg and a suggestion to mirror the Terms of Reference requirements of the EDI Committee to all of the

Town's Advisory Committee's which would be lowering the eligibility age from 18 years old to volunteer and sit on a Committee. The report suggests that the Youth will be engaged throughout 2022 through various means in order to gather strength in understanding of Municipal Government and the various Advisory Committees, and to lower the age for members who sit on AC's in the incoming Municipal Council Term.

The second Staff Report was on the Endorsement of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). UNDRIP is a document that describes both individual and collective rights of Indigenous peoples around the world. It offers guidance on cooperative relationships with Indigenous peoples based on the principles of equality, partnership, good faith, and mutual respect. UNDRIP addresses the rights of Indigenous peoples on issues such as culture, identity, religion, language, health, education, and community. Council's endorsement of UNDRIP as the framework for reconciliation represents the Town's commitment to a process of reconciliation and working collaboratively with the local First Nations and the urban Indigenous population in Cobourg to determine how UNDRIP's principles can be implemented at the local level in the Cobourg context.

## **9. NEW BUSINESS**

### **9.1 Municipal Clerk/Manager of Legislative Services, regarding draft Equity, Diversity and Inclusion 2022 Draft Budget Request.**

The Municipal Clerk/Manager of Legislative Services, provided an overview of the Legislative Services Operating Budget request to Municipal Council, based on the Town's EDI Strategy. The Clerk reviewed and commented on each item and explained in further detail to each item and answering any questions if there are any. Highlighted to the Members were areas in which the EDI Committee will need to contribute ideas and assistance in 2022 on delivering some projects for the Town of Cobourg.

### **9.2 EDI Strategy and Policy Update - November 15, 2021 Committee of the Whole Agenda.**

The Municipal Clerk/Manager of Legislative Services provided an updated on the two (2) Agenda items currently in front of Council that were endorsed by the EDI Committee. Once a final decision is made on these two items, a verbal report and update to the Committee will be given. The EDI Strategy will not only be a guiding document for the Town, but it will be a documents that can help the Committee to use as part of their

mandate and work plan to push initiatives forward internally and externally.

### **9.3 Police Body Worn Cameras Update**

**Moved by** Heidi Carisse

THAT the Equity, Diversity, and Inclusion Advisory Committee (EDIAC) endorses the Cobourg Police Service Officer Safety Plan (Body Worn Cameras) for the Cobourg Police Officers; and

FURTHER THAT this motion of support and endorsement from the Equity Diversity and Inclusion Advisory Committee (EDIAC) be forwarded to Municipal Council and the Cobourg Police Services Board as part of the public engagement process.

**Carried**

### **9.4 Introduction of Abilities Centre - LEAD Program - Achieving Accessibility and Inclusion Project - Town of Cobourg.**

The Municipal Clerk/Manager of Legislative Services provided an update on the Abilities Centre - LEAD Program initiative to them Committee. The Chair requested that the Abilities Centre be reached out to and asked if they can present to EDI Committee at the December Meeting. The Clerk will reach out to Pinder and Yin to attend the next meeting.

## **10. UNFINISHED BUSINESS**

### **10.1 Equity and Diversity Scan of the Town's Boards and Committees**

The Municipal Clerk/Manager of Legislative Services is still working on this and will hope to report back to the Committee in early 2022.

## **11. ADJOURNMENT**