



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

**April 8, 2021, 6:00 p.m.
Electronic Participation**

Members Present: Kari Walton
Frances Northeast
Beverley Shepherd
Anna Albouni
Terry Dillon
Marilou Martin
Heidi Carisse
Shawn Levy
Boutheina Maraoui
Jeff Sheils
Councillor Emily Chorley
Councillor Nicole Beatty

Members Absent: Ashley Bouman
Councillor Adam Bureau

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

Staff Absent: Jamie Kramer, Accessibility Coordinator

1. CALL TO ORDER

Brent Larmer, Manager, Legislative Services/Municipal Clerk, called the Meeting to Order at 6:03 P.M.

2. TRADITIONAL LAND ACKNOWLEDGEMENT

Brent Larmer, Manager, Legislative Services/Municipal Clerk, recited the Traditional Land Acknowledgment Statement

3. APPROVAL/ADDITIONS TO THE AGENDA

Moved by Marilou Martin

THAT the Agenda dated April 8, 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

The following amendments were made to the previous minutes:

- Councillor Beatty, Councillor Bureau and Councillor Chorley added as being in attendance
- Heidi Carisse, Citizen Member, requested an amendment on page 6

Moved by Councillor Emily Chorley

THAT the minutes dated March 25, 2021 be adopted, as amended.

Carried

6. DELEGATIONS/PRESENTATIONS

6.1 Brent Larmer, Municipal Clerk/Manager, Legislative Services, and Krystal Christopher, Deputy Clerk, presenting on Board and Advisory Committee Governance.

B. Larmer provided background information and overview of the governance of advisory committees in the Town of Cobourg and spoke to the current term of council in relation to the Municipal Strategic Plan, Council's vision, mission, composition and coordinator roles. B. Larmer provided comments on the policies and by-laws relating to advisory

committees, meeting procedures and the role of committee members and staff.

7. COMMUNICATIONS/CORRESPONDENCE

8. REPORTS

8.1 Equity, Diversity, and Inclusion Strategy Update - Verbal - Accessibility Coordinator.

This matter was referred to the next meeting.

9. NEW BUSINESS

10. UNFINISHED BUSINESS

10.1 Election of Chair and Vice-Chair for the Equity, Diversity, and Inclusion Committee of Council.

Kari Walton, was nominated as Chair of the committee

Marilou Martin, was nominated as Vice-Chair of the committee.

Moved by Marilou Martin

THAT Kari Walton be appointed as Chair of the Equity, Diversity and Inclusion Committee

Carried

Moved by Councillor Nicole Beatty

THAT Marilou Martin be appointed as Vice-Chair of the Equity, Diversity and Inclusion Committee

Carried

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

Kari Walton, Chair, took over as Chair of the meeting.

Members of the committee engaged in a discussion regarding the suggested changes and actions for the Work Plan. Members provided

suggestions on the initiatives the committee should undertake and spoke to the following changes/additions to the Work Plan:

- Action Item #9 change womxn to women
- Gender neutral training
- Gender pay gap reporting
- 50/30 Challenge (Emilio Ojedo, Northumberland County, will provide further information next meeting)
- Diversity in higher level positions of organization

Vice-Chair, Marilou Martin, requested from staff that resources and training materials be sent to the committee for review and spoke to the Work Plan be referred to the next meeting. Members agreed to review further the items on the 2021 Work Plan.

Moved by Marilou Martin

THAT the 2021 Work Plan for the Equity, Diversity and Inclusion Committee be referred to the next meeting.

Carried

11. ADJOURNMENT

Members engaged in roundtable introductions

Moved by Marilou Martin

THAT the meeting be adjourned (7:44 P.M.)

Carried