

Minutes

Equity, Diversity & Inclusion Advisory Council Meeting

Date/Time/Location: January 20, 2021 – Executive Boardroom/BlueJeans 455 010 217

Attendees: Claudine Cousins, Julie McAlpine, Angelia Brooks, , Desiree Mckenzie, Natasha Brown, Lorraine Durnford-Hill, Edith Reyes, Julie Robins (minutes)

Regrets: Travis Yon, Chau To, Danisha Allen, Aidan Daoust, Bev Campell

<u>Item</u>		<u>Discussion Topic</u>	<u>Action/ Timeline/ Lead</u>
1		Acceptance of Agenda – January 20, 2021	Motion Carried
2		Minutes – no errors/omissions Claudine introduced Julie McAlpine as new Executive Assistant	Approved
3		<ul style="list-style-type: none"> Angelia Brooks stated Land Acknowledgement and performed Smudging Ceremony to set intention for meeting to hear, see and speak in a good way. 	Angelia Brooks
4		<ul style="list-style-type: none"> Survey is going to be uploaded to Survey Monkey by Human Resources and will be sent out on behalf of Council – completion date by first week of February Claudine asked for ideas around encouraging survey completion by staff and to promote and encourage others to complete (there are funds available to use for gift cards as enticement to complete) and timeframe to complete survey After discussion, it was agreed that survey should be sent out for a 2 week period to complete with a reminder after one week which should include data on percentage of responses to date Gift cards should be categorized to provide opportunity so every department has a chance to win <p style="text-align: center;"><i>Only through your voice can change be made.</i></p>	Survey
5		<ul style="list-style-type: none"> Council needs to recruit members who want to assist with moving forward agenda of council and can commit to attending meetings – we now have set meeting times for the year Claudine asked for input on naming members of council for news release or website It was agreed that message of council is more important than who the individual members are – council is one body – suggestion that list of individuals, their functions and experience as opposed to their name Suggestion made that Council have their own email to direct concerns, questions and information – for community to contact Council and will assist with recruitment 	<p style="text-align: center;">Claudine Cousins</p> <p style="text-align: center;">Angelia Brooks</p>

6		<ul style="list-style-type: none"> • <i>New Business:</i> Meetings every 2nd Tuesday of every other month • Gender Pronouns and gender identity was discussed briefly – will be looked into at back end of survey – survey results will provide information for recommendations to put in place at agency • Land Acknowledgement and smudging will be discussed as well • Next meeting will include survey feedback/results and interpreting results for report to Agency with recommendations 	
		<ul style="list-style-type: none"> • <i>Next Meeting: March 9, 2021</i> 	