



EQUITY & DIVERSITY ADVISORY COMMITTEE



Meeting Agenda

Friday October 11, 2024

Committee Members' Present:

Stephanie Keilhack, Peter McCracken, Michelle Parsons, Richie Wilcox, Rachel Smith

Regrets: Jane Grady

Meeting objectives:

- Get everyone on the same page re: purpose of committee & task at hand
- First ideation session: issues we see in Cumberland & what we might like to see in the Equity Plan

1. Call to Order:

The meeting was called to order at 10:00am and was chaired by Stephanie Keilhack

2. Approval of Agenda:

The agenda was approved as circulated.

3. Introduction:

- a. Icebreaker: What's at the top of your travel list?

4. Vision & broad strokes. A few guiding discussion questions:

- a. Starting with a vision: what do we envision for our future in Cumberland?



- b. Which barriers come to mind re: creating an equitable Cumberland?
- c. Which success stories & initiatives have we seen so far in our area or in other rural NS communities?
- d. Which strategies or partnerships will strengthen our efforts?

Summary of discussion:

- **Goals:**
 - The work doesn't end, so all we can do is be better today than yesterday
 - Be more inclusive of the diverse needs of all residents
 - (Re)consider what is the "norm" demographic?
 - Prospective services - educating on diversity
 - Equity in recreation and planning
 - hear more voices (barrier - not having diversity in rooms making decisions e.g. council)
- **Thoughts & ideas to consider:**
 - Strive for more diversity and intersectionality in our organization that is reflective of our community, including within our decision makers.
 - Leadership should be more diverse to reflect all residents
 - First Nations community elders at the table - not necessarily for a vote, but guidance
 - Welcome package for newcomers on the site
 - YMCA Halifax has intercultural training courses as part of immigrant services program - and staff who will travel
 - How do we construct policies and procedures for council to make improvements? e.g. town hall not the best or only form of engagement
- **Success stories:**
 - Welcoming week in Amherst
 - Lunenburg has a lot of equity resources, some towns and Municipalities across the bay were leaders in this work in NS

5. Election of Roles:

- a. Chair

Rachel Smith was elected as chair of the committee.

6. Plan:

- a. Context & Overview (Dismantling Racism & Hate Act, Prescribed Public Sector Bodies/PPSBs)

- b. First round revisions

Stephanie provided a brief overview of the plan draft. The office of Equity & Anti-Racism requires all municipalities to have an Equity plan publicly available by April 1, 2025.

7. Date of Next Meeting: **November 8, 2024, via TEAMS**

8. Adjournment: **The meeting was adjourned at 11:00 am.**

<u>Action List Items</u>	<u>Responsibility</u>	<u>Due Date</u>	<u>Status</u>
1. Finalization of Equity plan to submit to council for approval.	Stephanie	Feb	In Progress
2. Review materials from Equity Leads meeting in Wolfville to committee members.	Stephanie	Dec	In Progress