



**Diversity, Equity and Inclusion Advisory  
Committee Minutes  
Thursday, February 27th, 2025 at 5:30 pm  
Boardroom, Municipal Building, Hebron**

**1. CALL TO ORDER / RECORD OF ATTENDANCE**

The meeting was called to order at 5:30 pm by Chairperson Mani Chakrabarty with the following in attendance: Jude Fulton, Livinus Numfor, Darlene LeBlanc, Jim Baxter, John Cunningham, and Barb DeViller, Recording Secretary.

Regrets: Victoria Brooks.

**2. FIRST NATION LAND ACKNOWLEDGEMENT**

The committee acknowledged that we are on the traditional lands of the Wasoqopa'q First Nation, part of Mi'kma'ki (meeg-ma-gee), the ancestral territory of the Mi'kmaq people.

**3. DECLARATION OF CONFLICT OF INTEREST**

No declarations were made.

**4. APPROVAL OF THE AGENDA**

*It was moved by Jim Baxter and seconded by Jude Fulton to approve the agenda with the following additions under New Business.*

- 6(a) Municipal Boards and Committees Application Form completed by Wanda Doucette.
- 6(b) Discussion on conference held late summer/early fall.
- 6(c) Confirmation of new councillor being added to the committee.
- 6(d) Dates for monthly meetings

*Motion carried unanimously.*

**5. OLD BUSINESS – EQUITY & ANTI-RACISM PLAN**

Doreen MacAulay of Iris Communications joined the meeting virtually to review their Equity and Anti-Racism Plan Community Engagement report including topics of communication challenges, training for municipal staff as well as councillors and committee members, education of the community, accountability and transparency, community feedback, and short-term and long-term recommendations.

**6. NEW BUSINESS**

**a) Municipal Boards and Committees Application Form completed by Wanda Doucette**

The committee received a Municipal Boards and Committees application form from Wanda Doucette which will be added to the next council meeting agenda for recommendation.



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**(b) Discussion on conference held late summer/early fall**

Troy Lawrence attended a conference late summer/early fall of 2024. Livinus will be contacting Troy for further information.

**(c) Confirmation of new councillor being added to the committee**

After the Municipal By-Election of March 1<sup>st</sup>, 2025 and the swearing-in ceremony of March 5<sup>th</sup>, the committee will address who will be appointed as the second councillor for the committee.

**(d) Dates for monthly meetings**

The committee will discuss future meeting dates and times at the next meeting of the Diversity, Equity and Inclusion Advisory Committee.

**7. DATE OF NEXT MEETING**

The date of the next meeting will be March 6, 2025 at 6:00 pm.

**8. ADJOURNMENT**

*It was moved by Jim Baxter to adjourn the meeting at 7:00 pm.*

*Motion carried unanimously*

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Chairperson, Mani Chakrabarty

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Barb DeViller, Recording Secretary