



**Diversity, Equity and Inclusion Advisory
Committee Minutes
Monday, March 25th, 2024 at 6:30 pm
Councillor's Lounge, Municipal Building, Hebron**

CALL TO ORDER / RECORD OF ATTENDANCE

The meeting began at 6:35 pm with the following in attendance: Patti Durkee, Sheri Hurlburt, Jude Fulton, Agamani Chakrabarty, Livinus Numfor, Darlene LeBlanc, Maia Mathieu, and Barb DeViller, Recording Secretary.

Regrets were received from Victoria Brooks.

1. FIRST NATION LAND ACKNOWLEDGEMENT

The committee acknowledged that we are on the traditional lands of the Acadia First Nation, part of Mikmaki (meeg-ma-gee), the ancestral territory of the Mikmaq people.

Introductions were made around the table.

2. APPROVAL OF THE AGENDA

It was moved by Patti Durkee and seconded by Maia Mathieu to approve the agenda as circulated.

Motion carried unanimously.

3. APPROVAL OF THE MINUTES OF JANUARY 4TH, 2024

It was moved by Patti Durkee and seconded by Agamani Chakrabarty to approve the minutes of January 4th, 2024

Motion carried unanimously.

4. ELECTION OF CHAIRPERSON AND VICE CHAIRPERSON

Sheri Hurlburt called for nominations for chairperson and vice-chairperson. Jude Fulton nominated Agamani Chakrabarty and Maia Mathieu to act as co-chairs for the Diversity, Equity and Inclusion Advisory Committee.

It was the consensus of the committee to elect Agamani Chakrabarty and Maia Mathieu to act as co-chairs for the Diversity, Equity and Inclusion Advisory Committee.

Motion carried unanimously.

5. OLD BUSINESS

5.1 Update from province

The province is preparing to provide a direction with respect to the requirements of the municipal plan. To date no instructions have been received. Livinus had a meeting with the Luke Power, Director of Engagement at the office of Equity and Anti-Racism who indicated they don't have

anything set up yet but that the municipalities should start thinking of what their plans will look like. Resources and funding will be provided to the municipalities. A virtual training session will be held this spring. The committee agreed to hold off on developing a plan until we hear from the province as to what they expect. Livinus indicated there are municipal units who have created a plan, namely



**Diversity, Equity and Inclusion Advisory
Committee Minutes
Monday, March 25th, 2024 at 6:30 pm
Councillor's Lounge, Municipal Building, Hebron**

the Municipality of Kings, HRM and the Municipality of Chester. These plans will be circulated to the committee.

Livinus also made contact with Jamus Dorey, Senior Advisor with Persons with Disabilities and 2SLGBTQ+Initiatives but, unfortunately, he is not able to accommodate our request to attend a meeting. Livinus also contacted Troy Lawrence who is the Program Coordinator for African Nova Scotia Affairs who agreed to join us at one of the committee meetings.

5.2 Standardization of language

We assume the terminology the province will be using will be based around the Dismantling Racism and Hate Act.

5.3 Size of the committee

At this time the Terms of Reference allows for three citizen representatives. In order to increase the size of the committee a recommendation must be made to Council. It was suggested the committee first look at doing some outreach to determine who may want to be a part of the committee before we go to Council. It was also suggested that if the committee did change the number of citizen representatives that it be up to a certain amount. It was suggested the committee reach out to women's groups, indigenous peoples, and people of colour for citizen representative positions.

Action: The committee recommended municipal staff look into what groups to target and reach out to those groups concerning citizen representative positions.

6. NEW BUSINESS

Copies of the "NS Accessibility Act" and the "Dismantling Racism and Hate Act" were printed and given to committee members.

7. DATE OF NEXT MEETING

The date of the next meeting is scheduled for June 24th, 2024 beginning at 6:30 pm.

8. ADJOURNMENT

The meeting was adjourned at 7:36 pm.