



**Diversity, Equity and Inclusion Advisory
Committee Minutes
Monday, June 24th, 2024 at 6:30 pm
Councillor's Lounge, Municipal Building, Hebron**

1. CALL TO ORDER / RECORD OF ATTENDANCE

The meeting was called to order at 6:36 pm by Maia Mathieu with the following in attendance: Jude Fulton, Livinus Numfor, Mani Chakrabarty, Troy Lawrence (guest), Sheri Hurlburt, Patti Durkee, Darlene LeBlanc, Maia Mathieu.

Regrets: Barb DeViller

2. 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.

3. DECLARATION OF CONFLICT OF INTEREST

No declarations were made.

4. APPROVAL OF THE AGENDA

It was moved by Sheri Hurlburt and seconded by Patti Durkee to approve the agenda as circulated.

Motion carried unanimously.

5. APPROVAL OF THE MINUTES OF MARCH 25th, 2024

It was moved by Patti Durkee and seconded by Sheri Hurlburt to approve the minutes of March 25th, 2024.

Motion carried unanimously.

6. TROY LAWRENCE, AFRICAN NOVA SCOTIAN AFFAIRS

Troy Lawrence is the Program Administration Officer for African Nova Scotia Affairs for this area. He explained that his office acts as a liaison between government and the community. There was discussion on how to reach out to various groups and communities, as well as how to build trust and become an ally. Troy also agreed to be an adviser to the committee in the engagement with the African Nova Scotian Community.

The committee also discussed doing more outreach to try to get involvement and representation from under-represented communities and groups.

It was moved by Patti Durkee and seconded by Maia Mathieu to recommend Council direct staff to research the demographics of the Municipality and determine what groups and communities should be represented on the committee.

Motion carried unanimously.



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It was moved by Patti Durkee and seconded by Sheri Hurlburt to recommend to Council that the DEIAC terms of reference be amended to include up to 10 citizen representatives.

Motion carried unanimously

7. OLD BUSINESS

7.1 Outreach

Covered in discussion with Troy Lawrence.

7.2 Update from Province

Livinus gave an update from the Office of Equity and Anti-Racism.

The OEA has produced some guidelines for the development of municipal plans that are due April 1, 2025. There is also some support from the Association of Municipal Administrators. The committee felt it would be helpful to have consultants who can assist us with this work. Livinus and Darlene will work on a timeline for the drafting and approval of the plan.

7.3 Committee Chair

It was moved by Jude Fulton and seconded by Patti Durkee to appoint Mani Chakrabarty as committee Chairperson and Maia Mathieu as Vice Chairperson.

Motion carried unanimously

8. NEW BUSINESS

8.1 Meeting Dates

Darlene asked if the meetings could be held on a different night. However, the committee determined that Mondays were the best evening for the majority.

9. DATE OF NEXT MEETING

The date of the next meeting is to be determined based on timelines for development of plan.

10. ADJOURNMENT

It was moved by Sheri Hurlburt to adjourn the meeting.