



Equity, Diversity and Inclusion Advisory Committee Minutes

**February 7, 2024, at 6:00 p.m.
Town of Petawawa Municipal Office
Council Chambers**

Present:

Councillor Lisa Coutu, Chair
Natalie Chaumont, Vice-Chair
Maryse Ahow
Deputy Mayor Theresa Sabourin
Ellen Wong

Regrets:

Alaina Campbell
Becky Conroy
Joshua Vardy

Also Present:

Colin Howard, Director of Legislative Services/Clerk
Bryce Gallant

1. Call to Order

Lisa Coutu, Chair for the Equity, Diversity and Inclusion Advisory Committee, called the meeting to order at 6:04 p.m.

2. Land Acknowledgement

The land acknowledgement was read by Lisa Coutu.

3. Adoption of Agenda (additions/deletions)

Moved by Maryse Ahow and seconded by Ellen Wong, that the agenda be approved as presented. Motion carried.

4. Disclosure of Pecuniary Interest

There were no disclosures of pecuniary interest.

5. Adoption of Minutes

(a) November 22, 2023

Moved by Theresa Sabourin and seconded by Maryse Ahow, that the minutes previously circulated be adopted as presented. Motion carried.

6. Board Member Check-In

Verbal updates were provided by board members.

7. Introductions/Presentations/Correspondence

There were no presentations.

8. Financial Report

(a) Detailed Budget Trial Balance to December 31, 2023 – provided by Town Treasurer

Moved by Natalie Chaumont and seconded by Maryse Ahow, that the detailed trial balance to December 31, 2023, which was provided by the Town Treasurer, be approved. Motion carried.

9. New Business

(a) Recruitment of Indigenous Member – Change to Terms of Reference

The Committee approved the proposed new language in the Terms of Reference for the recruitment of an indigenous member.

Moved by Maryse Ahow and seconded by Natalie Chaumont, that the proposed new language in the Terms of Reference state the following:

Petawawa EDI Advisory Committee members must live on the Territory of the Anishnaabe Algonquin Nation. Non-Indigenous members must also be residents of the Town of Petawawa. Motion carried.

(b) Community Survey Update

How many responses?

Natalie Chaumont provided an update on the 374 community survey responses, and of those responses, Natalie commented on a couple of statistical percentages - 33% of respondents have witnessed discrimination and 45% of respondents often have a hard time to make ends meet. The Committee will further review at an upcoming meeting.

Create a team and a plan to review.

The EDI Committee discussed forming a team to review the survey data and report back to EDI at a future meeting. The following members agreed

to form the review committee - Natalie Chaumont, Josh Vardy, and Maryse Ahow.

(c) Community Flag Program

First Edit – Community Flag Criteria

Second Edit – Community Flag program additions

The Committee discussed the proposed revisions and community flag program additions but agreed to bring this discussion back to the next meeting to finalize the approval of the suggested revisions.

(d) PBAN Collaboration Update – Ellen Wong and Theresa Sabourin

Theresa Sabourin and Ellen Wong provided an update on the collaboration efforts presented to Christine Mitchell, Economic Development Manager, and staff resource to the Petawawa Business Advisory Network on how to promote EDI initiatives and get local business support moving forward. A future presentation will be presented to PBAN upon the finalization of EDI Logo and proposed guidelines.

(e) 2024 EDI Budget

Lisa Coutu reviewed the approved 2024 EDI Budget with the Committee and confirmed the overall budgeted amount for 2024 to be \$10,000.00.

(f) Park Naming Project

Lisa Coutu updated the Committee on the plans that are currently being worked on for the consultation process to propose new park naming projects for Wilson Avenue and Liam Street Parks.

(g) EDI Logo

The Committee discussed beginning the process of reviewing new EDI Logo for the Committee. A proposed contest was suggested. Further discussions to occur at a future meeting.

(h) Pride Date, Time and Location

The Committee discussed the upcoming Pride Event and the suggested dates to follow up with Community Services department for the event, time and to confirm location. Lisa Coutu will follow up and report back to the Committee. The Committee suggested a possible free event could be explored such as a free Mini Putt Pride for people attending the Pride Celebrations.

(i) Intercultural Competencies Training for Board Members

The Committee discussed the three part free training offered from the Local Immigration Partnership of Lanark and Renfrew for Committee members.

1. Introduction to Intercultural Competency
2. Cultural Orientations
3. How to Engage Meaningfully in Allyship and Anti-Bias Practices

(j) Legacy of Hope Foundation

Maryse Ahow provided the Committee with a brief background on the Legacy of Hope Foundation timeline exhibit. Maryse will forward an email to the Committee members with a virtual tour of the exhibit for members to review. The Committee discussed the proposed exhibit and decided to bring this forward to a future meeting for further discussion with an aim for a possible September 2024 proposed date.

10. Board Member Check-Out

Verbal follow-ups were provided by board members.

11. Date of Next Meeting

(a) February 28, 2024

The date of the next meeting was confirmed by the EDI Committee as noted above.

12. Adjournment

Moved by Ellen Wong and seconded by Theresa Sabourin, that the meeting adjourns at 7:23 p.m. Motion carried.

Minutes recorded and respectfully completed for presentation by Colin Howard.

Signature of the Chair



Date Minutes Approved

03/13/2024