



## **Equity, Diversity and Inclusion Advisory Committee Minutes**

**March 29, 2023 at 6:00 p.m.**

**Town of Petawawa Municipal Office  
Council Chambers**

### **Present:**

Councillor Lisa Coutu, Chair  
Natalie Chaumont, Vice-Chair  
Deputy Mayor Theresa Sabourin  
Maryse Ahow  
Alaina Campbell  
Becky Conroy  
Joshua Vardy  
Ellen Wong

### **Also Present:**

Colin Howard, Clerk  
Katherine MacKinnon, Outreach Team Lead, Garrison Petawawa  
Colin Coyle, Program Coordinator, Community Services  
Duane Gastant Aucoin, Former Pembroke EDI Member  
Julianna Morin, Former Pembroke EDI Member

#### **1. Call to Order**

Lisa Coutu, Chair for the Equity, Diversity and Inclusion Advisory Committee, called the meeting to order at 6:00 p.m.

#### **2. Land Acknowledgement**

The land acknowledgement was read.

#### **3. Adoption of Agenda (additions/deletions)**

Moved by Alaina Campbell 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) February 7, 2023**

Moved by Joshua Vardy and seconded by Natalie Chaumont, that the minutes previously circulated be adopted as presented. Motion carried.

## **6. Introductions/Presentations**

### **(a) Defense Team Pride Advisory Organization (DTPAO) – Katherine MacKinnon, Outreach Team Lead**

Katherine MacKinnon, Team Lead for the DTPAO took the opportunity to introduce herself to the Petawawa EDI Advisory Committee. Katherine informed our group that the DTPAO are willing to share, provide support, and work together moving forward on initiatives that are beneficial to both Garrison Petawawa and the Town of Petawawa. The DTPAO reported they are working on a Pride Parade planned for Garrison Petawawa in June.

### **(b) Civic Centre Days Pride Event – Colin Coyle, Program Coordinator, Community Services, Town of Petawawa**

Colin Coyle, Program Coordinator, took the opportunity to introduce himself to the EDI Committee. Colin reported on event planning for the upcoming Civic Centre Days in June and commented on the possibility of incorporating a Pride Event during the festival. A discussion occurred around the raising of a Pride flag on a proposed new community flag pole during Civic Centre Days.

### **(c) Former Members from Pembroke EDI Committee – Duane Gastant Aucoin and Julianna Morin**

Julianna Morin and Duane Gastant past members of the Pembroke Diversity Committee took the opportunity to introduced themselves to the Petawawa EDI Committee. Julianna and Duane reported on initial procedures undertaken by the Pembroke Diversity Committee in establishing themselves as a committee and they provided some great suggestions on implementing change, hearing from the people in the community and how best to represent their voices in the Town.

The Committee broke for a short recess at 7:05 p.m.

The Committee reconvened at 7:13 p.m.

## **7. Financial Report**

### **(a) Detailed Budget Trial Balance to March 22, 2023 – provided by Town Treasurer**

Moved by Maryse Ahow and seconded by Alaina Campbell, that the detailed trial balance to March 22, 2023, which was provided by the Town Treasurer, be approved. Motion carried.

## **8. New Business**

(a) Creation of Ad Hoc Working Groups to advance EDI Projects

The following Ad Hoc Working groups were established during the meeting:

1. Pride Working Group – Joshua V., Becky C., Natalie C.
2. Reconciliation Group – Lisa C., Alaina C., Ellen W., Theresa S.
3. Community Survey Group – Joshua V., Natalie C., Alaina C., Maryse A.

Moved by Joshua Vardy and seconded by Alaina Campbell, that three Ad Hoc Working Groups be established to help advance EDI Advisory Committee initiatives and projects. Motion carried.

(b) Proclamation Policy Resolution #11 – Action to update policy

The pride working group will meet to discuss and review the proclamation policy and report back to the committee at an upcoming meeting.

(c) Community Survey/Petawawa Showcase – See attached schedule

The community survey group will meet to discuss and design a draft community survey and design a flyer to be distributed during the Petawawa Showcase for review at an upcoming meeting.

(d) Inclusion of Indigenous Art in Wooden Replica of Town Logo/Healing Circle

The reconciliation group will meet to discuss and propose an indigenous art piece replica of the Town's logo for the committee to review at an upcoming meeting.

(e) Naming of Wilson Avenue Park and Liam Street Playground

The reconciliation group will meet to discuss and proposed indigenous names for the Wilson Avenue Park and Liam Street Playground that the committee can review at an upcoming meeting.

(f) Pronoun Education/Promotion

The committee as a whole discuss pronoun education and promotion. It was suggested to have education be a recurring agenda item and that an information sheet be developed that can be shared with staff on the importance of pronoun use. Lisa Coutu to report back on a draft information sheet for review at an upcoming meeting.

**9. Board Member Input/Report**

Natalie C. – There is a lot of work to be done and I'm excited about addressing issues. It has been hard to watch the issues developing in the United States around transgender day.

Theresa S. – I am honored to be a part of this exciting committee and provide assistance to the community through the initiatives our group will be proposing.

Joshua V. – It is nice to be back for our second meeting and I am looking forward to the improvements we'll be a part of for Petawawa.

Alaina C. – I enjoy our meetings and the passion and drive all the members are displaying. It was nice to hear from the guest speakers this evening and I am pleased we have the support of our Town Council.

Ellen W. – I feel great to be a part of this group and I am excited to move forward with our initiatives and education.

Becky C. – It is encouraging to see the long term goals of our committee.

Maryse A. – It was very nice to hear from our guest speakers this evening and thanked them for giving us some good suggestions for our committee moving forward.

Lisa C. – I would like to thank everyone for their participation this evening. Please contact me for any suggestions or questions you may have prior to our next meeting.

**10. Date of Next Meeting**

(a) April 26, 2023

**11. Adjournment**

Moved by Ellen Wong and seconded by Joshua Vardy that the meeting adjourn at 8:30 p.m. Motion carried.

Minutes recorded and respectfully completed for presentation by C. Howard.

Signature of the Chair



Date Minutes Approved

April 26, 2023