



Equity, Diversity and Inclusion Advisory Committee Minutes

**October 23, 2024, at 6:00pm
Town of Petawawa Municipal Office
Council Chambers**

Present:

Councillor Lisa Coutu, Chair
Natalie Chaumont, Vice-Chair
Deputy Mayor, Theresa Sabourin
Maryse Ahow
Patrick Aird
Becky Conroy
Joshua Vardy

Regrets:

Ellen Wong
Colin Howard, Director of Legislative Services/Clerk

Also Present:

Chrissy Jolicoeur, National Civilian Co-chair for the Defense Indigenous Advisory Group (DIAG).

Major Michael Henderson-Miville, Military Co-chair for the Defense Team Pride Advisory Organization (DTPAO) at Garrison Petawawa.

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 Acknowledgment

The land acknowledgement including a Truth and Reconciliation Commission Call to Action was read.

3. Adoption of Agenda (additions/deletions)

Deletions: 9(c): Community Pride Planning Committee Update and 6: Board Member Check-in were removed from the agenda.

Additions: 9(h): Discussion about Healing Circle for Men, 9(i) IPV training and 9(j) 2025 planning were added to the agenda.

Moved by Theresa Sabourin and seconded by Natalie Chaumont, that the agenda be approved as amended. Motion carried.

4. Disclosure of Pecuniary Interest

There were no disclosures of pecuniary interest.

5. Adoption of Minutes

(a) September 25, 2024

Item 9a. Community Survey Report Review and Next Steps was amended to note that the Committee agreed that Natalie Chaumont and Maryse Ahow would create a presentation based on the report.

Moved by Becky Conroy and seconded by Maryse Ahow, that the amended minutes previously circulated be adopted. Motion carried.

7. Introductions/Presentations/Correspondence

Major Michael Henderson-Miville, DTPAO Military co-chair at Garrison Petawawa and Chrissy Jolicoeur, National DIAG Civilian co-chair introduced themselves to the EDI committee and gave an overview of some of the initiatives their groups have worked on. Major Henderson-Miville said that he is hopeful to collaborate more with the Town for a combined Pride event in 2025.

Chrissy Jolicoeur mentioned that greater communication between the Town and Base for various events would be helpful so that we can support each other. November 8, 2024 is Indigenous Remembrance and there is an event planned in on base, she will try to extend invitations to the EDI committee to attend if schedules allow. Chrissy Jolicoeur also suggested having a brochure or handout for military families at the PFMRC because this is such a transient community it would be helpful for them to know where to find resources.

8. Financial Report

(a) Detailed Budget Trial Balance to October 7, 2024 – provided by Town Treasurer

Moved by Theresa Sabourin and seconded by Maryse Ahow, that the detailed trial balance to October 7, 2024, which was provided by the Town Treasurer, be approved as amended. Request finance to move Truth and Reconciliation Ceremony donation to proper Grant account under Community Services. Motion carried.

9. New Business

(a) Community Survey Report Update

The presentation was prepared by Maryse Ahow and the Committee discussed that Lisa Coutu and Josh Vardy will make the presentation of the survey at the next Town Council meeting in November.

Some errors and omissions were discovered in the report. Changes to the report were approved as outlined. Moved by Maryse Ahow and seconded by Becky Conroy. Motion carried.

(b) Cultural Awareness Training – Review of dates and Committee Availability

Eight (8) senior staff members of the Town are attending the Cultural Awareness Training with the Algonquins of Pikwakanagan First Nation (AOPFN) on November 27, 2024. There is still space for two (2) members of the committee to attend. Becky Conroy and Josh Vardy expressed their interest pending approval of their leave requests from work. Lisa Coutu will reach out to Ellen Wong to see if she might be interested in or capable of attending.

(d) Safe Space stickers

Theresa Sabourin presented the committee with quotes from SpeedPro signs for the window decals and bag signs for lawns. The committee agreed that for the stickers the words "Advisory Committee" will be removed from the logo. Maryse Ahow said she will make this change and send it to Theresa Sabourin. The committee agreed on the 4x4 and 5x5 sizes and 200 of each are to be printed.

Moved by Becky Conroy and seconded by Theresa Sabourin that the EDI committee approves up to \$2000.00 for the printing of window decals. Motion carried.

Theresa Sabourin also got a quote for vinyl bag signs to be used as lawn signs within the community. However as there was a three (3) colour limit on these the committee agreed to do some more research on other types of lawn signs that may be more suitable.

(e) Safe Space Agreement

This agreement would accompany the decals and be displayed in the businesses that agree to display the decals on their doors or windows.

A few examples of safe space notices were reviewed. Becky Conroy, Josh Vardy, Maryse Ahow and Natalie Chaumont to meet informally to discuss and draw up a potential safe space agreement can be used for the window sticker program for next meeting.

(f) Moose Hide Campaign

Lisa Coutu explained more about this indigenous-led initiative primarily directed to engage men and boys creates awareness about gender-based violence.

It was discussed that the committee could potentially collaborate with various groups such as the Defense Womens Advisory Group (DWAG) on base, the Renfrew Women's

Sexual Assault Centre and the Petawawa Youth Haven to engage in this campaign next year around May 5, 2025 which is the National Day of Awareness for Missing and Murdered Indigenous Women and Girls and 2SLGBTQI+ people.

(g) EDI Banner

Theresa Sabourin also received a quote of \$549.00 from SpeedPro Signs for a pop up screen banner that can be used by the committee at events, tradeshow etc. Theresa will ask SpeedPro Signs for some potential designs for this banner and will present them to the committee at a future date.

Moved by Natalie Chamount and seconded by Josh Vardy that a total amount of \$600.00 be approved for a pop-up EDI banner pending committee approval of final design. Motion carried.

(h) Healing Circle Project

Elder Pat Aird listed a few of the requirements for a Men's Healing Circle. Ideally it would consist of no more than 15 men who meet once every 2 weeks for 2 hours (6:00pm – 8:00pm). The ideal location would also be private to ensure the confidence and safety of attendees. If indoors it must also be a space that can accommodate a smudging ritual. Using Town chambers was discussed as a potential option. Light refreshments were discussed but Elder Aird said these should only be provided after all sharing was completed since eating and drinking might break the focus of the circle.

Elder Aird also emphasized the need to have support services and resources immediately available should the attendees express a need since if they have to wait, they might change their minds. Support for addiction, mental health, anger-management, housing, transportation and housing were discussed. Lisa Coutu said she will reach out to MESA and see what can be arranged within the Renfrew County.

(i) IPV training

Bernadette McCann House (BMH) will be sending representatives to the Petawawa Civic Centre on November 8, 2024 to conduct a training on Intimate Partner Violence with some town staff and offices.

If a larger-scale training is held in the future that is open for the rest of the community, the committee would be interested in partnering with BMH for that event.

(j) 2025 planning

April 2025 was discussed as a potential time for the committee to host a Kairos Blanket Exercise. Maryse Ahow will look into getting a quote to be approved at the next meeting. Indigenous food vendors, Mādahòki Farms, Kokomish Café were also discussed and quotes for these will also be welcome.

Lisa Coutu to reach out to Ellen Wong about purchasing pride décor and prizes since some items were unavailable for purchase this year.

Hosting a potential speaker series at Festival Hall in 2025 was also discussed.

Another Legacy of Hope Exhibit in September 2025 was discussed and Lisa Coutu will reach out to staff at the Garrison Museum to start planning for this event.

10. Board Member Check-out

Board members provided verbal follow-ups.

11. Date of Next Meeting

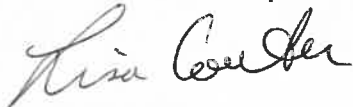
(a) November 27, 2024

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

12. Adjournment

Moved by Theresa Sabourin and seconded by Joshua Vardy, that the meeting adjourns at 8:09 p.m. Motion carried.

Minutes recorded and respectfully completed for presentation by Maryse Ahow.



Signature of the Chair

Nov. 27, 2024

Date Minutes Approved