

**ATTENDING**

- Chair, Councillor Mike Butler
- Councillor Kelly van Niekerk
- Duncan Ebata
- Rev. Dr. Marjorie Lewis
- Ashley Hatt
- Roody Shahnna
- Laura Strong
- Barb Shaw, Manager of Communications and Strategic Initiatives
- Recording Secretary Laura Morrison

**ALSO ATTENDING**

- Deputy Mayor Jennifer Ingham
- CAO, Glenn Horne

**CALL TO ORDER**

Chair, Councillor Mike Butler called the meeting to order at 4:30pm.

<b>1. Approval of Agenda</b>	<b>MOTION: IT WAS REGULARLY MOVED AND SECONDED THAT THE AGENDA BE APPROVED AS CIRCULATED.</b>  <b>CARRIED</b>
<b>2. Approval of the Minutes</b>	No minutes due to this being the first meeting of this committee.
<b>3. Code of Conduct for Citizen Members</b>	The Code of Conduct was circulated to members. Members were asked to read the code and advise of any questions they may have.
<b>4. Public Input</b>	No public input but In response to a question from Councillor van Niekerk, it was confirmed that meetings

<p><b>5. Comments from the Chair</b></p>          <p><b>6. New Business &amp; Staff Reports for Discussion</b></p> <p>a. Committee Overview</p>	<p>are advertised on the website along with the agenda, and on social media channels.</p> <ul style="list-style-type: none"><li>• Excited to get into the work of this new committee.</li><li>• Deputy Mayor Jen Ingham who is Chair of Accessibility Committee attended the meeting to support. Very interested in the work of this committee which may crossover with some of the work of the Accessibility Committee.</li><li>• Each member of the committee shared their name and a brief introduction.</li></ul>          <ul style="list-style-type: none"><li>• Barb Shaw, Manager of Communications and Strategic Initiatives presented to the committee on the background of why this committee was started, the new legislation that the Town has been prescribed under and the work that is required to inform the Equity and Anti-Racism Plan for the Town.</li><li>• It was recognized that committee orientation has not yet taken place and will be done at a future meeting and acknowledged that ideally the orientation would take place before the work of the committee started. However, due to the timelines the committee is working under, it was important the plan and expectations be shared with the committee as soon as possible.</li><li>• The role of the committee is to share thoughts and ideas as recommendations to Council.</li></ul>
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<p>b. Draft Equity and Anti-Racism Plan</p>	<ul style="list-style-type: none"><li>● Dismantling Racism &amp; Hate Act is a new act which prescribes the Town and other public sector bodies to address systemic hate, inequity and racism through the development of a plan.</li><li>● The plan is in draft form currently for completion with a hard deadline of March 31st.</li><li>● Workplan is formed from public engagement with underrepresented and underserved communities in the Town including Acadia.</li><li>● The plan will focus on reviewing and rewriting the policies, practices and procedures as required.</li><li>● All feedback received from Public Engagement that has taken has informed the draft plan. Public engagement includes:<ul style="list-style-type: none"><li>➤ Policing Services Review in 2022</li><li>➤ Parks &amp; Open Spaces Master Plan in 2023,</li><li>➤ Engagement on barriers people in the community face in 2023</li><li>➤ Acadia student outreach in relation to this plan in Sept 2024</li><li>➤ Internal review with senior staff/council in 2024</li><li>➤ Discussions with Acadia’s African Nova Scotian community and with their Human Rights and Equity Office.</li></ul></li><li>● Some of the work to be done will include:<ul style="list-style-type: none"><li>➤ Looking at Town policies that need to be reviewed, revised or drafted including recruitment and hiring.</li><li>➤ Strategic Project Recommendations.</li><li>➤ Restorative Communities pilot project with Acadia.</li><li>➤ Wolfville International Student Supports Program.</li><li>➤ Looking at Specific events to support.</li></ul></li></ul>
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<p><b>7. Roundtable</b></p>	<p>➤ Ensuring our policies and practices do not cause unintended harm.</p> <ul style="list-style-type: none"><li>• Potential of a shared staff resource with Acadia.</li><li>• Would like to see what data exists around the number of diverse populations in the Town at Acadia and in the County. Acadia may be able to provide that information around their students and look at trends.</li><li>• Glooscap community – would like to build sincere and trusting relationships to close that gap.</li><li>• Province advised they are looking at equity and anti-racism specifically with the understanding that equity means understanding what the barriers are for all persons and what supports we can put in place. The Act is very targeted.</li><li>• The performance of the plan is being measured by an annual report showing what has been achieved specifically by the plan.</li><li>• The work of each Advisory Committee to Council, is being looked at thru an Equity, Diversity and Inclusivity lens.</li><li>• A lot of municipalities have one committee to tackle all the separate pieces of Equity, Diversity, Inclusivity, Accessibility and Anti-Racism. The Town opted for two separate committees to ensure those with lived experience in each area are helping to inform the work of the committee specific to that experience.</li><li>• Work will be carried out by staff and other resources.</li><li>• Draft plan needs to get to Committee of the Whole in March.</li></ul>
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<p><b>8. Next Meeting</b></p> <p><b>9. Adjournment</b></p>	<ul style="list-style-type: none"><li>• Work that has been done already on the draft plan was based on data received within a framework based on what province recommended. It has been shared with the Province.</li><li>• Agreed to add a commitment to develop a relationship with Glooscap under strategic partnerships.</li><li>• Commitment to review certain policies by this committee.</li><li>• Suggestion to look at specific recommendations that were made for Nova Scotia by a report done by the United Nations for those of African descent.</li><li>• Work of this committee will help adapt and modify the tools Council use such as policies, practices and procedures. It can be flexible if there are other areas of focus the committee would like to see.</li><li>• Draft plan will go to committee members for review and feedback before the next meeting. Feedback can be sent directly to Barb before the meeting so fulsome discussion can take place at the Feb meeting.</li><li>• Frameworks already exist to help inform some of this work such as intersexuality.</li></ul> <ul style="list-style-type: none"><li>• February 3, 4:30pm, Council Chambers</li><li>• Meeting adjourned at 6:04pm.</li></ul>
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**Approved at the February 3, 2025, Equity & Anti-Racism Advisory Committee**  
**As recorded by Laura Morrison, Town Clerk**