

TOWN OF NORMAN WELLS
Minutes
ADVANCEMENT OF EQUITY AND INCLUSION COMMITTEE
Regular Scheduled Meeting for Tuesday, March 23rd, 2021
Council Chambers @ 6:30pm

Present:

Alexis Peachey- Deputy Mayor	Chair
Jean-Paul Bernard- Councillor	Co-Chair
Johannie Lapierre	Member
Erika Weber	Member
Kayla Turner	Staff

Regrets:

Jes Degryse	Member
Jason Weber	Member

1. Call to Order 6:32PM
2. Declaration of Conflict of Interest
 - Johannie Lapierre item 7d.
3. Review and Adoption of Agenda
 - Item 7b: the correct by law for review is #18-03.
 - Adjust meeting date on agenda for purpose of minutes. Original meeting date was scheduled for March 9, 2021.
4. Delegation
 - None.
5. Review and Adoption of Minutes
 - a. January 2021 Workshop and Introduction Notes
 - Unable to adopt minutes as there was no quorum.
 - Minutes will be added to the next agenda for review and adoption.
6. Old Business:
 - a. Committee "Community Agreement" Review
 - No discussion. Committee all in agreement.

7. New Business

a. By-law 99-13 Curfew

- The territorial curfew by law has been repealed.
- Municipal by laws must be in accordance with the CTV Act.
- Committee could possibly recommend rescinding 99-13 or recommend changes to highlight safety and wellbeing rather than curfew.
- Could another by law(s) cover some of the main concerns of this by law? (Noise By Law, Emergency Measures By Law).
- There are only two communities in the NWT who have curfew by laws: Norman wells and Fort McPherson.
- Erika noted that often youth are asked to babysit and may have to walk home and would be in contravention with this by law as it stands. She noted that we should clarify the purpose of the by law. For example, it could be a type of welfare check on youth who are out and about instead of a curfew.
- Johannie mentioned that there would need to be some communications training. She suggested that this by law be excusable for youth working late or leaving a domestic abuse situation.
- Councillor Peachey suggested that the Emergency Measures By Law could put a curfew into place if needed. She also noted that parents getting fined is not inclusive especially for families who cannot afford a fine.
- Councillor Bernard suggested that this by law be based on wellness. For example, if someone (youth) is fleeing a domestic situation, this could flag a conversation with the school counselor.
- Action item: structure on how to proceed for by law officer. Come back to next meeting with more information.
- Action Item: research wellness by laws (welfare, safety, inclusion, protection of people).
- The wellness by law would not be just geared towards youth; the by law should be inclusive of elders as well.
- The committee agreed to recommend that Council move the curfew portion of the by law to the Emergency Measures By Law.
- The committee agreed to recommend to Council to rescind Curfew By Law #99-13.

b. By-law 18-03 Fire Services

- The committee agreed to clearly define the following in the by law:
 - Structure, outdoor, indoor, nuisance, controlled, and uncontrolled.
 - Also looking at a clearer definition for property as the concept may not be the same for everyone.
 - The committee would also like to clearly define what inside and outside municipal boundaries are as the fire department only provides services within municipal boundaries.
- The committee would like to ensure that the by law does not discriminate against who can apply to be on the fire department. "Any person 19 years of age or older can apply for the fire department regardless of race, orientation, gender, or any other discriminatory reasons;"
- The committee may want to have a conversation with the Fire Chief regarding forms, procedures, and criteria regarding the application process.

- Kayla will find/replace the use of he/she within the by law with they/them.
- Section 2.6: adjust wording to include occupants of properties. “The owner and or occupant or any property damaged by fire shall immediately report the particulars of the fire...”
 - c. Election
- The committee would like to hold a workshop/public education session(s) for anyone interested in running for Council. The purpose would be to educate the community on what the roles of the Mayor, Council, SAO, administration, and staff are.
- Education on misconceptions of what Council is actually allowed to do (example: human resources dealings with employees etc.)
- Educate on what roles and responsibilities Council and the Mayor have that the public may not be aware of.
- Provide onboarding/mentorship for the new Council.
- Encourage diversity among Council.
- Host an open house to get people interested in the upcoming election.
- Erika noted bringing awareness to the extra time and commitments that Councilors put in in addition to their full-time jobs. She suggested creating a comfortable space for people to come and learn about what Council does.
- Public Education on the different ways to have your voice heard:
 - Council
 - Committees
 - Delegation
 - Phone in to Council Meetings
 - Read agenda/minutes
 - Book meetings with the Mayor or Councilors
- Workshops could be held on evenings, weekends and online.
- The committee suggested mock meetings to help onboard new councilors as practice before their first meetings.
- The committee agreed that a mentorship program for women, Indigenous people, and youth would be very beneficial.

d. Employee Handbook

- Return next meeting with ideas for section C4:
 - C-4.1. Equal Opportunity
 - C-4.2. Harassment
 - C-4.3. Grievance Procedure

e. Cultural, Racism and Discrimination Awareness Project(s)

- Kayla emailed out information link to committee.

f. UNDRIP and TRC

- Bring back to next meeting under old business.

8. Open Forum

- **Erika:** questioned who would go through the fire services by law and edit he/she. Councillor Peachey responded that Kayla would edit the by law and bring back to next meeting.
Councillor Bernard: stated that the committee is not changing the bylaws but making them more equitable and inclusive. Councillor Peachey responded that if there is a requested change to any by laws they can be noted and brought back to Council.
Johannie: none.
Councillor Peachey: none.

9. Adjournment

- 8:53PM Moved by Erika Seconded by Johannie.