

**TOWN OF NORMAN WELLS**  
**Minutes**  
**ADVANCEMENT OF EQUITY AND INCLUSION COMMITTEE**  
**Regular Scheduled Meeting for Tuesday, April 13th, 2021**  
**Council Chambers @ 7 pm**

**Present:**

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

**Regrets:**

Jason Weber	Member
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**1. Call to Order 7:01PM**

**2. Declaration of Conflict of Interest**

- Johannie item 6E.

**3. Review and Adoption of Agenda**

- Moved by Erika, seconded by Jes. All in favor.

**4. Delegation**

- None.

**5. Review and Adoption of Minutes**

- Moved by Jes, seconded by Erika. All in favor.

**6. Old Business:**

**a. Committee “Community Agreement” Review**

- No discussion. Committee all in agreement.

**b. By-law 99-13 Curfew**

- The Committee recommends that Council rescind Curfew By-Law 99-13.
- Moved by Erika, seconded by Johannie. All in favor of recommendation.

### c. Fire Services By-law

- Definitions:
  - a. “Controlled” means
    - i. a fire set intentionally for purposes of forest management, farming, prairie restoration or greenhouse gas abatement.
    - ii. also known as intentional or prescribed burning.
  - b. “Uncontrolled” means
    - i. Any fire which threatens to destroy life, property, or natural resources.
  - c. “officer” means a member who is assigned an appointment of authority by the Fire Chief from time to time in the Fire Department.
  - d. “outdoor” means not enclosed, without a roof.
- Section 1.3 Conflicts
  - Addition of: nothing in this by law disregards spiritual, cultural, and ceremonial practices of Indigenous Persons.
- Section 2.3 Incident Command
  - Iv) change from Establish boundaries or limits **and keep** persons..... to Establish boundaries or limits **to keep** persons...
  - Remove: No person shall enter the boundaries or limits of an area prescribed in accordance with Section 2.3(b)(iv) unless that person has been authorized to enter by the Fire Chief, or Member in Charge at the incident;
- Section 2.5 b- remove “or health hazard for any other person”.
- Schedule B- the committee suggested other means of payment such as training or mandatory education with the Fire Chief, and community service hours. In future, penalties will be referenced in the Service Rates by law.

### d. Election - Public Education

- Ideas for election public education include:
  - Word Search competition (for youth)
  - Short, funny videos.
- The committee would like to reach out to the school to engage the Youth in creating the educational videos for the community. Staff will reach out to the school.
- The Committee suggested reaching out to the two new Council members in Tulita. They could engage with younger community members or indigenous community members who may be interested in running for Council.

### e. Employee Handbook

- i. Section C
- C.4.1 Equal Opportunity.
  - The Committee suggested adding on the job training to this section (WHMIS, Dangerous Goods, accounting systems etc.)
  - The Committee would not like to limit disability just to physical. Everyone agreed to remove the word physical from the purpose.
  - Add in: preference will be given to qualified applicants from marginalized groups.

- C.4.2 Harassment.
  - Add in definition of racial harassment.
  - Committee members will research harassment policies that are clear, defined simple and reasonably applicable to the majority to bring back to next meeting.
- C.4.3 Grievance Policy.
  - Remove workplace harassment from grievance policy.
  - The Committee would like a timelier resolution and would like to shorten the grievance procedure.
  - The Committee will research effective grievance policies.
  - Staff to inquire if the Grievance Committee has ever been used in the past.

Items F and G will be bumped to the next meeting.

- f. Cultural, Racism and Discrimination Awareness project(s)
- g. UNDRIP and TRC

- 7. New Business
  - a. Block Parent

Bumped to next meeting.

- 8. Open Forum

- None.

- 9. Adjournment 9:20PM