

TOWN OF NORMAN WELLS
Minutes
ADVANCEMENT OF EQUITY AND INCLUSION COMMITTEE
Regular Scheduled Meeting for Tuesday, June 8th , 2021
Council Chambers @ 7 pm

Present:

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| Councillor Peachey- Deputy Mayor | Chair |
| Councillor Bernard | Vice Chair |
| Jes Degryse | Member |
| Johannie Lapierre | Member |
| Erika Weber | Member |
| Kayla Turner | Staff Member |

Regrets:

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|-------------|--------------------------|
| Jason Weber | Member (work commitment) |
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1. Call to Order 7:02PM
2. Declaration of Conflict of Interest
 - a. Johannie Item 6b.
3. Review and Adoption of Agenda
 - a. Moved by Jes, Seconded by Johannie
All in Favor
4. Delegation
5. Review and Adoption of Minutes
6. Old Business:
 - a. Election - Public Education
 - We had planned to do election education videos with Mackenzie Mountain School. We will likely not be doing a collaboration with the school anymore but could investigate other options to take some videos of our own.
 - Erika suggested a summer youth drama class and Jes mentioned utilizing volunteers who need volunteer hours.
 - Kayla spoke with the interim SAO in Tulita about having their youth councilors speak to the community. He suggested not having the youth councilors speak to the community but have

more experienced councilors give a presentation. The committee agreed it is the inexperience that we are looking to showcase as well as what led the councilors to run for office. Councillor Bernard noted he could reach out to the councilors as he knows them personally. Kayla will follow up with the SAO in Tulita and explain further the purpose of having younger councilors speak to the community.

b. Employee Handbook

i. Section C

- Councillor Peachey provided an outline for the committee to review. She will make suggested edits and email back to the committee for further review.
- The committee agreed that the layout is easier to read and it is more clear than the current harassment policy.
- Suggested edits:
 - Add in verbal/written complaint instead of informal/formal.
 - Scale of severity.
 - Define disciplinary action.

c. Cultural, Racism and Discrimination Awareness project(s)

- Councillor Peachey suggested a Norman Wells and Region Culture and History Book Club. Once the book club is finished reading the book, it could be sent to the school for their use. She suggested books written by Sahtu Dene people or authors in the region. The committee agreed that asking the NWLCC for book suggestions would be a great idea.
- Councillor Peachey is also going to speak to the President of the NWLCC about calling a civic holiday on the afternoon of June 23 (Sahtu Day) as well as expanding education and awareness of Sahtu Day.
- Jes suggested a crash course or facts about the region as part of new employee orientation.
- The Committee agreed that more of a relationship should be established with the NWLCC and it is the Town's job to continue reaching out.

d. UNDRIP and TRC

e. National Indigenous History Month 2021

f. Pride Month 2021

- The Committee suggested getting in touch with the school to see how we could support them more with pride month or their other pride events. Suggestions on how we could support include decorating a town vehicle for the pride parade, helping with advertising of pride events, and rainbow crosswalks even if they are temporary for an event.
- Kayla mentioned that there is a youtube documentary coming out called "Small Town Pride". It includes youth from Norman Wells as well as the Sahtu region. The Committee suggested hosting a red-carpet gala and screening of the documentary when it premiers. Kayla will reach out to the school for more information.

7. New Business

a. Block Parent

- The committee agreed that this program may not be best for Norman Wells.

8. Open Forum

- Erika: Suggested if the pool opens this year dedicating a certain time of the day for LGBTQ+ groups to use the pool.
- Jes: none.
- Johannie: Suggested removing signage indicating gender specific washrooms on town owned buildings. The committee agreed that there would need to be indigenous consideration for this. Johannie also notified the committee that she will be leaving Norman Wells in August.
- Councillor Bernard: is going to be suggesting to Council that they allow a NLWCC beneficiary join Council as a non-voting delegate, like having a youth delegate.

9. Adjournment 9:00pm

Next Meeting July 13, 2021 @ 7pm