

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

Present:

Councillor Peachey- Deputy Mayor	Chair
Councillor Bernard	Vice Chair- phone
Johannie Lapierre	Member
Erika Weber	Member
Kayla Turner	Governance and Community Engagement Manager

Regrets:

Jason Weber	Member (work commitment)
Jes Degryse	Member (work commitment)

1. Call to Order 6:59pm
2. Declaration of Conflict of Interest
 - Johannie: item 6b.
3. Review and Adoption of Agenda
 - Correction: item 6g is new business item 7a.
 - Moved by Erika. Seconded by Johannie. All in favor.
4. Delegation
 - None.
5. Review and Adoption of Minutes
 - a. June 8, 2021
 - Moved by Erika. Seconded by Johannie. All in favor.
6. Old Business:
 - a. Election - Public Education
 - Councillor Peachey informed the committee of the “She Can” Campaign. The purpose of the campaign is to equip female candidates with the skills, knowledge, and resources needed to run for political office. She mentioned that a Council Onboarding workshop presented the

same way would be very valuable to new and existing Councillors. Johannie mentioned that case studies would be a great way to onboard new Councillors as well.

- The committee discussed the possibility of having nonvoting members sit on Council. The Committee would like to investigate the logistics of having non-voting members. Councillor Bernard noted that it offers an opportunity to have immediate feedback from the community when discussing topics at Council meetings.

b. Employee Handbook

i. Section C

- Will discuss at next meeting.

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

- Councillor Peachey suggested emailing the Downie Wenjack foundation for more information on setting up a Legacy Space in Norman Wells. Legacy Spaces are safe, welcoming places dedicated to providing education and awareness about Indigenous history and our journey of reconciliation. The Legacy Spaces program is an opportunity for corporations, government, organizations, and education institutions to play an important role in their communities. The Committee agreed that this would be a great opportunity for a partnership with the NWLCC. Councillor Peachey noted that the daycare building would be a great place for a Legacy Space and could also be used as a warming shelter in the winter, as well as a place for the Food Pantry to go during the colder months.
- The committee agreed that Sahtu Dene and metis cultural awareness training should be apart of the new staff orientation process at the Town.
- Councillor Peachey also suggested a “Norman Wells Multicultural Day”. The Committee agreed that this is a great idea and is something that should be pursued. Erika suggested piggybacking with another event such as the Farmer’s Market. Councillor Peachey suggested the event be hosted in May as it is a gap month between activities.

d. UNDRIP and TRC

- Erika suggested sharing weekly calls to action as a community wide project. The committee could task all businesses with a call to action per month for discussion. There could also be participation prizes for businesses or organizations who are willing to participate. This would be a great step forward in reconciliation.

e. National Indigenous History Month 2021

- Canada Day was extremely well received by the community. The committee suggested always incorporating Indigenous Culture into Canada Day celebrations and ceremonies.
- Kayla would like to be better prepared for Indigenous History month 2022 regarding social media and communications with the community.

f. Pride Month 2021

- Pride month is typically celebrated in September in Norman Wells. The Committee would like to speak to the Recreation Department about painting rainbow sidewalks at the school and by the Northern Store. The Committee also suggested flying rainbow flags, trans flags, bi flags etc. around town. Erika recommended letting the GSA take over the Town Social Media posts during pride month.

7. New Business

a. Calls to Action report for MMWAG

- Assigned reading to be complete for next meeting:
 - Calls to Justice for all Governments: Volume 1b page 176
 - Calls to Justice for all Canadians: Volume 1b page 199
 - 2SLGBTQQIA- Specific Calls for Justice: Volume 1b page 214
- Kayla will give a social media update as to what the committee has been working on so far and will invite the community to read along with the Calls to Action Report for MMWAG and remind the community that the committee meetings are open to the public.

8. Open Forum

- None.

9. Adjournment 8:48pm

Next Meeting: August 10, 2021 @ 7pm