

## **Advancement of Equity and Inclusion Committee Final Report:**

### **1. 99-13 Curfew By Law- Complete**

- a. Recommended that council repeal this by law and write a Wellness By Law for the safety and well being of all residents.
- b. Council repealed by law 99-13 April 20, 2021.
- c. Curfew now comes into effect under the Emergency Measures By Law.

### **2. 18-03 Fire Services By Law- Ongoing**

- a. 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;"
- b. The committee will be scheduling a meeting with the Fire Chief regarding forms, procedures, and criteria regarding the application process.
- c. Change any he/she clauses to they/them/people/person(s).

### **3. Election- Ongoing**

- a. Encourage diversity among Council.
- b. Public Education on the different ways to have your voice heard:
  - i. Council, Committees, Delegation, Phone in to Council Meetings, Read agenda/minutes, Book meetings with the Mayor or Council.
  - ii. Workshops could be held on evenings, weekends and online.
- c. The committee suggested mock meetings to help onboard new councillors as practice before their first meetings.
- d. The committee agreed that a mentorship program for women, Indigenous people, and youth would be very beneficial.

### **4. Employee Handbook- Ongoing**

#### **C.4.1 Equal Opportunity.**

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

#### **C.4.2 Harassment.**

- d. Add in definition of racial harassment.
- e. 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.**

- f. Remove workplace harassment from grievance policy.
- g. The Committee suggested a timelier resolution and would like to shorten the grievance procedure.
- h. The Committee researched effective grievance policies.

### **5. Cultural, Racism and Discrimination Awareness project(s)- Ongoing**

- a. Recommendation: signage around the community with traditional languages.
- b. Letter to beneficiaries to try and encourage more diversity on all committees.

- c. 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.
  - d. crash course or facts about the region as part of new employee orientation.
  - e. 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.
  - f. Set 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
  - g. "Norman Wells Multicultural Day".
- 6. Pride Month 2021- Ongoing**
- a. The committee has been in touch with the school to see how we could support them more with pride month or other pride events.
  - b. Suggestions on how to 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.
  - c. Committee also suggested flying rainbow flags, trans flags, bi flags etc. around town.
  - d. Recommend the GSA take over the Town Social Media posts during pride month.
- 7. UNDRIP and TRC- Ongoing**
- a. 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.
- 8. National Indigenous History Month 2021**
- a. Canada Day was extremely well received by the community. The committee suggested always incorporating Indigenous Culture into Canada Day celebrations and ceremonies.
  - b. The committee would like to be better prepared for Indigenous History month 2022 regarding social media and communications with the community.
- 9. Calls to Action report for MMWAG- Ongoing**
- a. Assigned reading to be complete for next meeting:
    - i. Calls to Justice for all Governments: Volume 1b page 176
    - ii. Calls to Justice for all Canadians: Volume 1b page 199
    - iii. 2SLGBTQIA- Specific Calls for Justice: Volume 1b page 214