

**TOWN OF NORMAN WELLS
ADVANCEMENT OF EQUITY AND INCLUSION COMMITTEE
Minutes
Monday, November 29, 2021
Council Chambers @ 7:15 pm**

ATTENDANCE:

Alexis Peachey- Chair	Councillor
Kayla Turner	Governance and Community Engagement Manager
Jes Degryse	Member
Samantha Wright- Smith	Member

1. Call To Order 7:23PM

2. Review and Adoption of Agenda

Moved by Jes. Seconded by Samantha. All in Favor.

3. By-law

Review of committee by law and community agreement.

4. Mandate

- Review of mandate, mission, vision and values.
- Review of committee structure.

5. Definitions

- Review of definitions.
- Addition of reverse racism. Reverse racism or reverse discrimination is the concept that affirmative action and similar color-conscious programs for redressing racial inequality are a form of anti-white racism.

6. Book Club

- Staff will do a call out to the community (and surrounding communities) to see who would be interested in a book club.
- The book club will meet monthly to discuss a selection of the chosen book.
- Councillor Peachey provided a list of books to members to choose from.
- Projected start date for book club is January 2022.

7. Reading list

- Calls to Justice for all Governments: Volume 1b page 176
- Calls to Justice for all Canadians: Volume 1b page 199
- 2SLGBTQQA- Specific Calls for Justice: Volume 1b page 214

GOALS:

- Finalize harassment and grievance policies.
- Prepare reasonable tasks for month of June (National Indigenous Peoples History Month/Pride Month)
- Reading MMIWG Reports.

8. Adjourn 8:51PM