

TOWN OF NORMAN WELLS
ADVANCEMENT OF EQUITY AND INCLUSION COMMITTEE
Minutes
Monday, February 7th, 2022
Council Chambers & Microsoft Teams @ 6:30 pm

Attendance:

Councillor Alexis Peachey, Chair
Jes Degryse, Member
Melanie Harding, Member (Microsoft Teams)
Samantha Wright-Smith, Member
Kayla Turner, Governance and Community Engagement Manager

1. Call To Order 6:37PM
2. Review and Adoption of Agenda

'Be it resolved that the agenda for the advancement of equity and inclusion regular meeting scheduled for February 7th, 2022 is hereby adopted.'

Moved by: Sam
Seconded by: Melanie
All In Favor.

3. Review and Adoption of Minutes

'Be it resolved that the minutes for the advancement of equity and inclusion committee meeting dated January 24, 2022 are hereby adopted.'

Moved by: Jes
Seconded by: Sam
All in Favor.

4. Round Table Discussion
 - a. Equity vs Equality
 - b. How to educate on the difference between the two

- The committee discussed the differences between equity and equality.
- The difference between fair, inclusion, equality and equity when it came to **fairness**.
- Jes noted it may be hard to educate the differences between the two unless real world examples are used.
- The She Can Campaign school for women is one way to educate the community about equity and equality.

- Councillor Peachey also noted an onboarding policy for Town employees could include the 7 pieces of inclusion in the workplace which are tangible outcomes which the community would see.
 - Kayla to call Sr. Men's hockey organizer to see if it is at all possible to change to "adult hockey" on the recreation schedule to show that everyone is welcome.
5. Employee Policy: Grievance and Harassment
- a. Resolution to Council for Harassment Policy
- Recommendation to Council:

"The Advancement of Equity and Inclusion Committee hereby recommends that the Council of the Town of Norman Wells adopt the revised Employee Harassment Policy as attached to replace the current Harassment Policy C-4.2 in the Employment Manual.'

Moved By: Jes

Seconded By: Sam

All in Favor

b. Grievance Policy Discussion

- The Grievance Committee will require a By Law- this can mostly be taken from the current policy.
 - Forms will be attached to by law and employment manual.
 - Councillor Peachey will bring forth sample by law and grievance policy.
 - Potentially add grievance procedure as step four of harassment process.
6. Calls to Action report for MMIWAG
- a. Specific Calls for Justice Volume 1b (pages 201-214)
- The committee agreed more representation is needed in order to work on the specific calls to justice.
 - 17.9- Safe rides program is something the committee could investigate for Norman Wells.
 - Samantha noted that the committee could bring public awareness to domestic and sexual violence. She mentioned that when it comes to domestic and sexual violence less emphasis is put on men and boys' behaviour and more on women and prevention.
 - Jes suggested having resources to offer such as phone numbers and web links that are appropriate and specific to Norman Wells.
 - Samantha said that a reference guide for all services to have available to the community would be beneficial.

- Melanie asked how the committee can get more representation at the table including the Norman Wells Land Corporation. Councillor Peachey explained barriers that have been faced and ways the committee has reached out and will continue to reach out.
- Jes noted that joining the committee is an opportunity without being an elected official to advance many different perspectives.
- Melanie stated that offering honoraria or other benefits is a way to reduce barriers.
- Jes said the committee needs to stay the course and reflect on the last year and the accomplishments of the committee. The committee will keep reaching out and she stated that we are making strides, just because there isn't a lot of representation at the table doesn't mean this is the end game. The committee continues to do work in imperfect ways.

7. Adjourn 8:15PM