

**TOWN OF NORMAN WELLS
ADVANCEMENT OF EQUITY AND INCLUSION COMMITTEE
Minutes
Monday, January 24, 2022
Microsoft Teams @ 6:00 pm**

Present:

Councillor Alexis Peachey, Chair
Kayla Turner, Governance and Community Engagement Manager
Jes Degryse, Member
Melanie Harding, Member
Samantha Wright-Smith, Member
Carl Ceder, Guest
Sandy Whiteman, Guest

1. Call To Order 6:03PM
2. Review and Adoption of Agenda

'Be it resolved that the agenda for the advancement of equity and inclusion regular meeting scheduled for January 24, 2022 is hereby adopted.'

Moved by: Jes
Seconded by: Samantha
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 December 13, 2021 are hereby adopted.'

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

4. Employee Policy: Grievance and Harassment

- Harassment policy was circulated to all town staff for review.
- Suggested changes/additions include addition of sexual orientation and preference to harassment definition.

- A 'false accusations' policy was suggested by a staff member. The committee feels that the harassment process and ultimate investigations that will take place will protect staff from false accusations claims.
- Policy will be reviewed again by staff with requested changes.

5. Calls to Action report for MMIWAG

- Jes suggested pursuing adding pertinent Indigenous Languages to signage in town. This is something the committee has discussed before, and members agreed that the committee should reach out to the Norman Wells Land Corporation to discuss.
- At the municipal level, Council can advocate the Federal and Territorial governments for things such as education, housing, healthcare etc.
- One suggestion is encouraging education led by local Indigenous women. Kayla will research funding opportunities for this.
- Samantha suggested having a blanket exercise facilitator in to do cultural competency workshops for employees or members of public.

6. Book Club

- There has been an overwhelming amount of interest in the book club from the community.
- Book club meeting scheduled for February 21, 2022 @ 7PM.
- Melanie will reach out to Antoine Mountain to see if he would be interested in attending (virtually) the book club meeting.

7. Open Forum

- Guest Sandy Whiteman suggested the book Rez Rules which discusses racism against Indigenous people.
- Sam suggested including a discussion about definitions or "hot topics" at the beginning of every meeting. The committee agreed this would be great to add to each meeting.

8. Adjourn 7:02PM