

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

Attendance:

Alexis Peachey, Councillor
Melanie Harding, Member
Jes Degryse, Member
Kayla Turner, Governance and Community Engagement Manager

Regrets:

Kylie Frank, Member
Samantha Wright-Smith, Member

1. Call To Order 6:40PM
2. Review and Adoption of Agenda

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

Moved by: Melanie
Seconded by: Jes

3. Review and Adoption of Minutes

Motion defeated. Kayla to email out minutes again for review.

‘Be it resolved that the minutes for the advancement of equity and inclusion committee meeting dated February 7, 2022 are hereby adopted.’

Moved by: Jes
Seconded by: Melanie

4. Round Table Discussion
 - a. Racism

- The committee discussed how to explain/educate about racism or misunderstandings of racism in the workplace.
- The committee suggested more exposure to different cultures.

- The committee would like to plan a “Norman Wells Multicultural Day” (grant funding available through Heritage Canada).
- Committee members will be needed to help plan and host the event.

5. Employee Policy: Grievance

a. Draft Grievance Policy

- Sample draft policy was shared with the group. Further edits to be done before circulating to town staff.
- Draft Grievance Committee By law for review.

6. Women’s History Month

a. Event Discussion

- The Committee would like to host a Women’s History Month dinner.
- Guest speaker: reach out to Ethel Blondin-Andrew.
- Reach out to Chris: Catering.
 - Price/availability.
 - Suggested menu.
- Committee volunteers would be needed to host this event.
- Suggested dates: week of March 21, 2022.
- Children welcome.
- Register to secure spot.
- Send personal invites.

7. Pride month/Indigenous History Month 2021

- a. Letter to GSA
- b. Letter to NWLC
- c. Start ordering supplies
- d. Grant funds available

- Send letter to DEA/GSA informing them that the committee plans to celebrate pride throughout the month of June. Invite GSA to take over town social media.
- Letter to NWLC president for suggested partnership for Indigenous History Month events.
- Resolution to Council on April 5: Sahtu Day a civic holiday.
- Resolution to Council on April 5: Rainbow sidewalks during Pride Month.

8. Adjourn 7:40PM