

**TOWN OF NORMAN WELLS
ADVANCEMENT OF EQUITY AND INCLUSION COMMITTEE
Minutes
Monday, April 2nd , 2022
Council Chambers Microsoft Teams @ 6:30 pm**

Attendance:

Alexis Peachey, Councillor
Jes Degryse, Member
Kylie Frank, Member
Kayla Turner, Governance and Community Engagement Manager

Regrets:

Sydney Pope

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 May 2nd , 2022 is hereby adopted.’

Moved by: Jes
Seconded by: Kylie
Approved by all.

3. Review and Adoption of Minutes

‘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: Kylie
Approved by all.

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

Moved by: Kylie
Seconded by: Jes
Approved by all.

4. Round Table Discussion

- a. Intersectionality and how it affects the individual.
- Intersectionality is the acknowledgement that everyone has their own unique experiences of discrimination and oppression and we must consider everything and anything that can marginalise people – gender, race, class, sexual orientation, physical ability, etc
 - Taking all of your traits and making decisions based off of them
 - straight, white, religious, female= advantages.
 - Disability, weight/size, female= disadvantages.
 - Parts of your person that you cannot change.

5. Take a Family on the Land Program

- Purchase camping gear.
- Promote use of Jackfish Lake campground area.
- Promote getting back out on the land after Covid.
- Draw for kits:
 - Camping gear.
 - Safety supply kit (bear spray etc).
 - Cooler/Canoe.
 - Look into prices of North Wright flights.
- Grant is \$10,000.

6. Employee Policy: Grievance

- a. Draft Grievance Policy
- Piece out grievance against SAO and circulate to town staff for review and feedback.
- b. Draft Grievance Committee By Law
- Membership will be voted on after every municipal election.
- Conflict of interest shall apply the same for this committee as every other committee.

7. Women's History Month

- a. Event Discussion
- Event cancelled, to rediscuss/plan in December.
- Women's month award to be presented next year in March. Further discussion needed.

8. Pride month/Indigenous History Month 2021

- Alexis met with DEA to discuss Pride Month events, will follow up with GSA.

- Kayla met with Indigenous Languages Committee- school hosting community event (cultural day) on June 17 for Indigenous History Month.
- Recommendation to Council: That Council declare the afternoon of June 23rd a civic holiday for all. All in favor of recommendation.
- **Resolution: 'Be it resolved that the Council of the Town of Norman Wells hereby declares the afternoon of June 23rd a Civic Holiday to celebrate the signing of the Sahtu Dene, and Metis Land Claims Agreement.'**
 - a. Letter to GSA- Update
 - b. Letter to NWLC- Update
 - c. Event update
 - d. Resolution to Council- Sahtu Day Civic Holiday

9. Book Club

- Summer read. Books to be picked up starting June 1 in honour of Indigenous History Month.
- Book deposit will be reimbursed once books have been returned.
 - a. Next Book/Date
 - b. Damage Deposit due to lack of returned books

10. Esso Homes- Discussion

- Ideas include:
 - Temporary/emergency shelter/safe home.
 - Warming shelter/food bank/free market.
 - Run by volunteer community members.
 - Healthy communities programs could be run out of a home utilizing the kitchen once approved by health inspector.
 - Space for more community gardens.

11. Adjourn 7:58PM