



**THE CORPORATION OF THE CITY OF THOROLD
PROCEEDINGS OF DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE
MINUTES**

**DEIAC 2-2023
Thursday, March 2, 2023
Video Conference**

Committee Members Councillor O'Hare, J. Desroches, A. Foster, C. Macpherson,
Present via Video R. Nand (Committee Chair), M. Rahman (Committee Vice
Conference: Chair), S. Qazi

Staff Present via S. Hansen, Legislative Assistant, M. Trennum, City Clerk
Video Conference:

1. Call to Order

Committee Chair Nand called the meeting to order at 5:00 p.m.

2. Land Acknowledgement

Committee Chair Nand read the land acknowledgement.

3. Declaration of Interest

There were no declarations of interest.

4. Adoption of Agenda

Moved by: Councillor O'Hare

Seconded by: J. Desroches

That Agenda DEIAC 2-2023, **BE ADOPTED**, as presented.

CARRIED

5. Adoption of Minutes

Minutes DEIAC 1-2023 will be brought forward to a future committee meeting

6. Correspondence

There were no correspondence items.

7. Committee Business

7.1 Presentation - Overview of Niagara Region's DEI Workplan

Cassie Ogunniyi, Manager, Diversity, Equity, Inclusion, and Indigenous Relations provided information respecting the Niagara Region's DEI Workplan.

Topics of the presentation included:

- The importance of diversity
- What diversity, equity and inclusion mean
- The 12 dimensions of diversity
- A timeline of data collection
- Forms of discrimination
- Locations of discrimination
- Five (5) most prevalent types of discrimination
- Guiding principles
- Six (6) focus areas and key milestones and activities.

7.2 DEIAC Workplan Discussion

Members discussed topics and actions they would be interested in addressing. The following items were put forward:

- Learning about the community services offered in Thorold.
- Establishing working groups focused on a specific area for a specified amount of time.
- Review internal City of Thorold policy and procedures.
- Learn from members of the community about their experiences and priorities.
- Provide support for individuals' celebrating Ramadan.

Committee members suggested creating a document where members can express their interest in specific working groups.

8. Roundtable Discussion

There were no items for the roundtable.

9. **Next Meeting**

The next meeting will be held on April 6, 2023 at 5:00 pm.

10. **Adjournment**

There being no further business, the meeting was adjourned.

Rene Nand
Committee Chair

Sydney Hansen
Legislative Assistant

Matthew Trennum
City Clerk