



**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:

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**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.

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Rene Nand  
Committee Chair

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Sydney Hansen  
Legislative Assistant

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Matthew Trennum  
City Clerk