

**Accessibility, Diversity, Inclusion and Equity
Advisory Committee
AGENDA**

Monday, March 3, 2025, 4:00 p.m.
Council Chambers and/or Via Microsoft Teams
1925 Bruce Road 10
Chesley, ON N0G 1L0

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1. Call to Order	
2. Approval of Agenda	
3. Disclosure of Pecuniary Interest and General Nature Thereof	
4. Approval of Previous Minutes	
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9. Next Meeting Date

- June 2, 2025
- September 2, 2025 (Monday is a holiday)
- December 1, 2025

10. Adjournment

**Accessibility, Diversity, Inclusion and Equity Advisory Committee
MINUTES**

**Monday, February 3, 2025, 4:00 p.m.
Council Chambers and/or Via Microsoft Teams
1925 Bruce Road 10
Chesley, ON N0G 1L0**

Members Present: Deputy Mayor Jennifer Shaw
Tara Ward Councillor Peter Steinacker
Katherine Hutton, Community Member
Sandra Crockard, Community Member
Whitney Bonnett, Community Member
Joan Denomy, Community Member
Nancy Butchart

Staff Present: Christine Fraser-McDonald, Clerk
Julie Hamilton, Deputy Clerk

1. Call to Order

Chair Jennifer Shaw called the meeting to order.

2. Approval of Agenda

The Committee passed the following resolution:

01-2025-01

Moved by: Tara Ward Councillor Peter Steinacker

Seconded by: Nancy Butchart

Be It Resolved that the agenda for the ADIE Committee Meeting of February 3, 2025 be received and adopted, as distributed by the Deputy Clerk.

Carried

3. Disclosure of Pecuniary Interest and General Nature Thereof

None declared at this time.

4. Approval of Previous Minutes

4.1 ADIE Minutes - November 4, 2024

The Committee passed the following resolution:

02-2025-01

Moved by: Sandra Crockard,
Community Member

Seconded by: Joan Denomy, Community
Member

Be It Resolved that the ADIE Committee adopts the minutes of the meeting held on November 4, 2024.

Carried

5. New Business

5.1 Review of Mandate

There was a discussion regarding the mandate for the Committee. The Chair noted that she had met with the Deputy Clerk and felt that it was important to show some quick wins. This would set the Committee up for success and secure future resources and budget with tangible results.

To date, there has not be a conversation regarding promoting the Committee. This will be determined at a future meeting. An example of a recommendation would be the value of a walkable community including ensuring that the sidewalks are cleared as soon as possible in the winter.

The draft logo will be removed from any future documents.

The Accessibility, Diversity, Inclusion & Equity Advisory Committee passed the following resolution:

03-2025-01

Moved by: Sandra Crockard,
Community Member

Seconded by: Katherine Hutton,
Community Member

Be it Resolved that the Committee adopts the Mandate as presented.

Carried

5.2 Roles and Responsibilities

There was a discussion regarding the roles and responsibilities. Council will review the committee recommendations as well as any staff reports that come forward with the recommendations of the Committee.

The Committee requested that the following be added to the roles and responsibilities:

- Council is the ultimate decision maker and would enact any recommendations passed by the Committee.
- Council will also consult the committee in the event that they need to consider an item.

This was deferred. The changes will be made and this will be brought back to the next meeting for consideration.

5.3 Committee Approach

The Accessibility, Diversity, Inclusion & Equity Advisory Committee discussed the draft Committee Approach.

The committee noted that training is important to run concurrently with its goals once the committee has focused on certain items. This will help to build the committee knowledge over time.

This was deferred and will be brought back to the next committee meeting to discuss goals and how to arrive at those goals.

5.4 QuakeLab Audit/Assessment

Chair Shaw had a meeting with QuakeLab, but this is not within the committee budget at this time. The Chair had met with the Deputy Clerk and felt that it was important to show some quick wins. This would set the Committee up for success and secure future resources and budget with tangible results.

They received a quote from QuakeLab, but the Committee does not have the budget for this. It is important that the Committee has clear expectations and what is its role in this and what does success look like.

5.5 Grey Bruce Local Immigration Partnership - Committee Representative

The Accessibility, Diversity, Inclusion & Equity Advisory held a general discussion regarding the Grey Bruce Local Immigration Partnership - Committee Representative.

This will be deferred to the next meeting to discuss who would be interested in being a representative as well as meeting dates etc. The Deputy Clerk will provide more details.

6. Action Items Tracking Sheet

The Committee reviewed the Action Items Tracking Sheet.

This will be updated with the actions from today's meeting and brought back to the next meeting.

7. Next Meeting Date

- March 3, 2025
- June 2, 2025
- September 2, 2025 (Monday is a holiday)
- December 1, 2025

8. Adjournment

The Accessibility, Diversity, Inclusion & Equity Advisory Committee passed the following resolution

04-2025-01

Moved by: Nancy Butchart

Seconded by: Whitney Bonnett,
Community Member

Be it resolved that the meeting adjourned at 5:05 p.m.

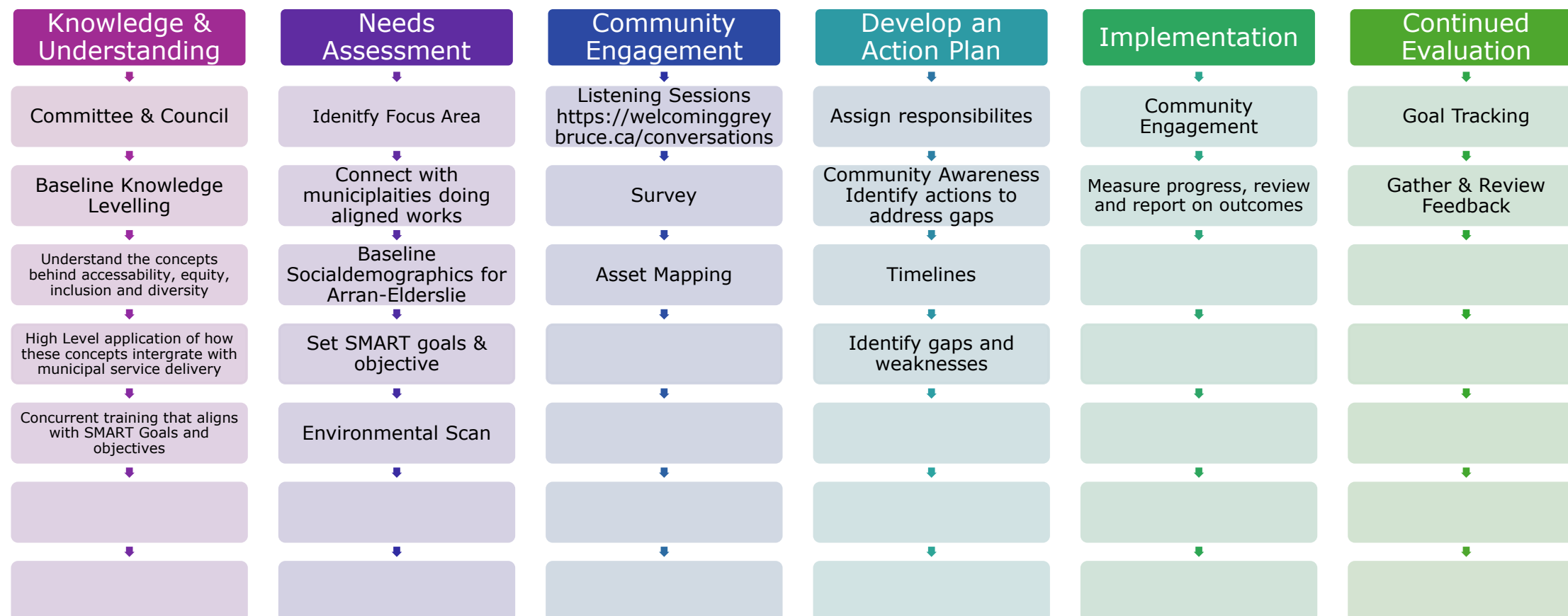
Carried

Chair

Secretary

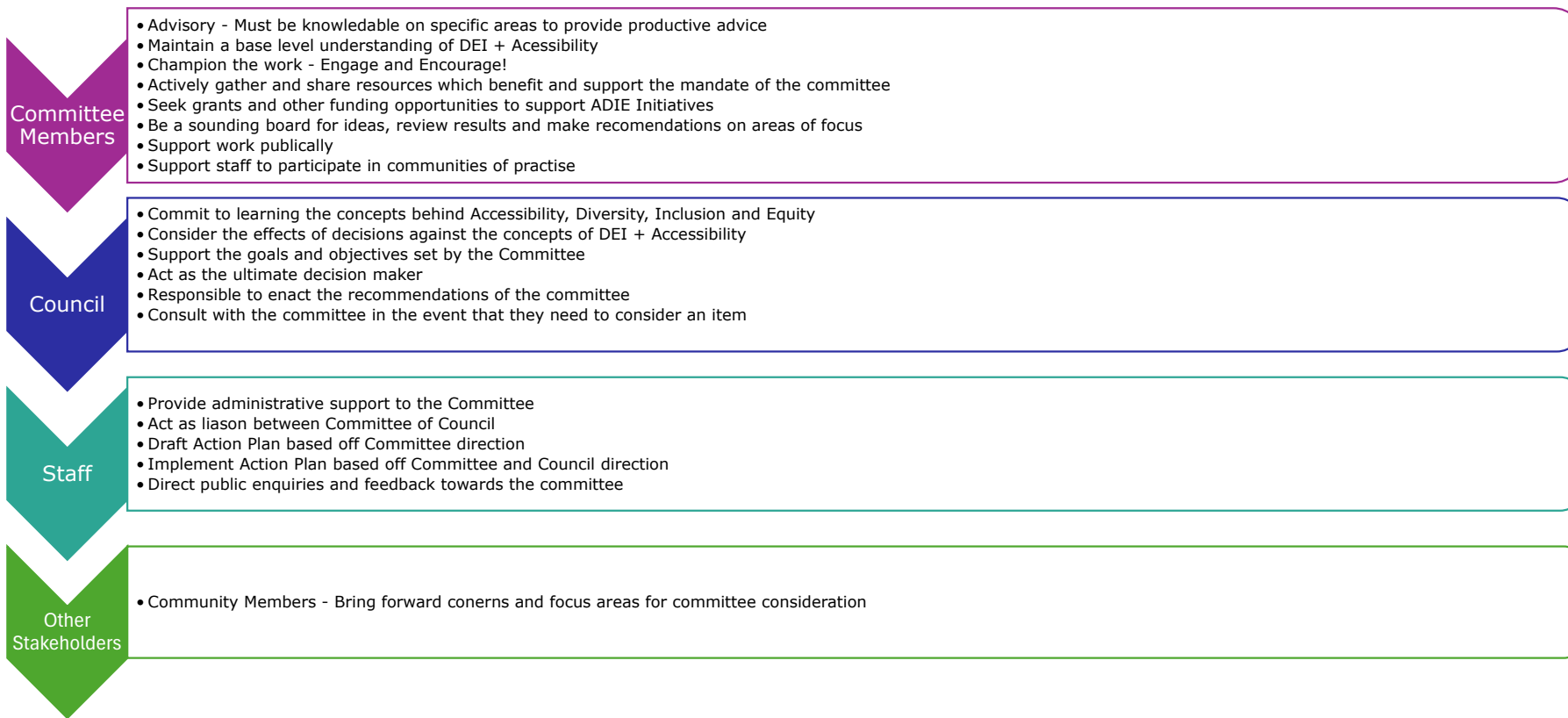
Accessibility, Diversity, Inclusion & Equity Advisory Committee

Committee Approach



Accessibility, Diversity, Inclusion & Equity Advisory Committee

Roles & Responsibilities



Accessibility, Diversity, Inclusion & Equity Advisory Committee

Positive Language Correction Policy

The Arran-Elderslie Accessibility, Diversity, Inclusion and Equity Advisory Committee recognizes that everybody's knowledge and understanding of the concepts associated with Accessibility, Diversity, Inclusion and Equity is different based on both learned and lived experiences.

The positive language correction policy outlines guidelines for providing feedback and correcting mistakes in a way that focuses on constructive suggestions and encouragement, emphasizing the desired behavior or outcome rather than solely highlighting errors, aiming to maintain a positive and supportive communication environment.

The committee members shall not perceive any corrections as a negative statement directed towards any one member and understands that these corrections are for the benefit of the members and will assist in fostering engaging discussions.

When members are seeking to make language corrections, they shall:

- **Inform the Chair:** Members shall raise their hand and request a language discussion take place, stating the term to be discussed.
- **Offer suggestions and alternative:** Each discussion shall include an alternative term to be used, as opposed to just pointing out an error.
- **Maintain a respectful tone:** Members shall use polite language and avoid sarcasm or condescending remarks.
- **Seek Clarification where necessary:** Where the Committee does not agree or know what the correct term should be, the Chair and Secretary shall work with relevant stakeholders to determine the correct terminology to bring back to the committee at the next available meeting.
- **Positive Language Record:** Where language correction has taken place, the secretary shall maintain a record of the corrected term and its replacement for the benefit of future committee members.



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Bruce



Friday, April 25



Together As One - Welcoming Communities GALA

Let's come together to celebrate communities where everyone belongs at the first annual Welcoming Communities GALA!



By Welcoming Communities Grey Bruce

General Admission



— 1

CA\$100.00 ⓘ

Check out for CA\$100.00

 Fri, Apr 25, 2025 5:00 PM - 10:00 PM EDT

Location

 Klages Mill and Garden
11 1st Ave. North Chesley, ON N0G 1L0
[Show map](#) 

Refund Policy

Refunds up to **7 days** before event
Eventbrite's fee is nonrefundable.

Agenda

5:00 PM - 10:00 PM
Gala Programme

5:00 PM - 6:00 PM
Finger Foods, Welcome and an Icebreaker Game

6:00 PM - 7:00 PM
International Buffet

7:00 PM - 8:00 PM
2025 BELONG AWARDS

International Performers, Dancing and Door Prizes!

About this event

 Event lasts 5 hours

 Free venue parking

Welcome to *Together As One - Welcoming Communities GALA!*

Join us for an unforgettable evening at the beautiful **Klages Mill and Garden**. This event is all about celebrating diversity, inclusivity and people making a difference in our region. Come together with friends, family, and community members to enjoy music, delicious international food, and celebrate what brings us together. We will honour individuals, businesses, groups and youth with our first annual **BELONG AWARDS**. Get ready for a night filled with laughter, love, and connection. We can't wait to see you there!



Frequently asked questions

Is the venue accessible?



Tags

Canada Events

Ontario Events

Things to do in Bruce, Canada

Bruce Galas

Bruce Community Galas

#gala

#communities

#together

#welcoming

#one

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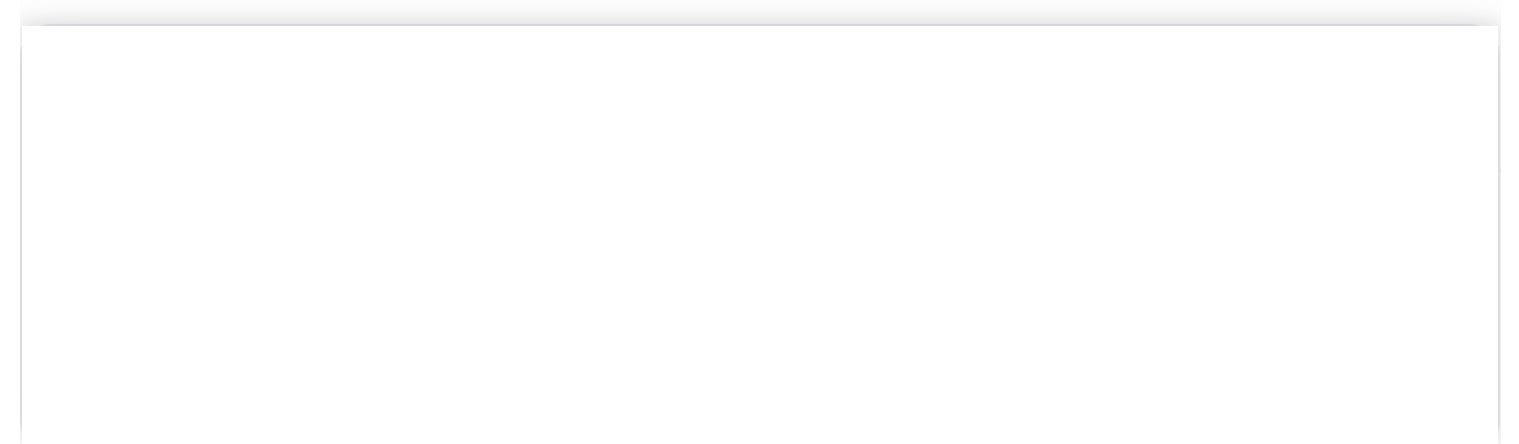


Welcoming Communities Grey Bruce

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Meeting Notes

GBLIP Partnership Council Meeting January 23, 2025; 1:00pm

Microsoft Teams

Present: Adam Kahgee, Aka Sébastien Kouakou, April Marshall, Barb Watt, Christine Brandt, Courtney Miller, Crystal Ellis, Crystal Ferguson, Dana Soucie, Dave Barrett, Dave Shorey, Deepikaa Gupta, Evelyn Sabando, Jan Lai, Jeff Lonely, Jennifer Isber-Legge, Joanna Aegard, Joel Loughhead, Julie Hamilton, Kate Paul, Kimberly Trombley, Lisa Alguire, Lorie Fioze, Madison Kittel, Martha McCleary, Mary Solomon, May Ip, Melissa Marshall, Pierre Valley, Savanna Myers, Sharon Safra, Sophie Silvertro, Stuart Reid, Suneet Kukreja

Welcome and Introductions

GBLIP Manager, Deepikaa Gupta, welcomed the group to the meeting and reviewed the agenda with the group.

Land Acknowledgement

The Municipalities of Bruce and Grey Counties sit on the traditional territory of the Anishinabek Nation: The People of the Three Fires known as Ojibwe, Odawa, and Potawatomi Nations. We give thanks to them, and to the Chippewas of Saugeen, and the Chippewas of Neyaashiinigmiing, as the traditional keepers of this land and water, and we also recognize the traditional homeland of the Metis Nation. We do this in the spirit of truth and reconciliation.

New Members

Barb Watt, Eligibility & integrity Supervisor, Bruce County Human Services – standing in for Erin Becker)

Stuart Reid, Executive Director, Community Foundation Grey Bruce

Ipsita Peter – Grey Bruce Newcomer & Immigrant Women's Collective

Julie Hamilton, Deputy Clerk, Municipality of Arran-Elderslie – attending on behalf of the municipality’s Accessibility Diversity Inclusion and Equity Committee

Madison Kittel, Georgian College (Owen Sound Campus) International Students Coordinator – returning from maternity leave

GBLIP’s Status Update

Jeff Loney – Bruce County has entered negotiation with IRCC on finalizing the next round of funding for three years. The county is excited to keep the program going.

Savanna – Grey County is in the process of wrapping up GBLIP’s first five years and preparing for transitioning the program to Bruce County.

Deepikaa – will be on maternity leave starting February 7.

Sub Committee Updates

Belong (Sharon Safra)

- The Sub-committee continued to populate the [Educate & Celebrate Calendar](#) on GBLIP website.
- Member organizations were busy with events/activities:
 - Bruce Grey Mentorship in Hanover hosted its annual Inclusive Winter Dinner with the families they work with.
 - Christmas on the Bay worked with several partners (e.g. Georgian Bay Community School, Owen Sound and District Junior Optimist, Settlement Services) on the annual Christmas farmers market that took place from November 28 to December and offer a free Inclusiveness Training with Breaking Down Barriers for volunteers in the community.
 - Grey Bruce Newcomer & Immigrant Women’s Collective continues its outreach and community connections.
 - Georgian College, Sanatan Centre, Settlement Services and Welcoming Communities Grey Bruce co-hosted the second Festive Feast.

Community (Lisa Alguire)

- Since the last GBLIP Council meeting, the Sub-committee continued to work on the Municipality Welcome Package project:
 - To date, twelve municipalities have completed and uploaded their Welcoming Packages to their respective websites.
 - GBLIP has been maintaining and updating the [Municipality Welcome Packages](#) page to include links to all the Packages.
 - The results of the Distribution Survey with municipalities indicate that Different means were used to make the Welcome Packages available for

newcomers. However, it was a challenge to track how many printed copies were picked up by newcomers. So far, the user evaluation survey (link in the back of the Package and on the QR code postcard) has not received any response

Employment (April Marshall)

- The Newcomer Readiness Project planning group is currently analyzing the survey results. A report draft will be shared with the Sub-committee at the next meeting in February. The report will include recommendations on to collaboratively support newcomer integration as a region.
- The Sub-committee continued to maintain and update the [Employer Resources](#) page on the GBLIP website.

GBLIP 2024 Highlights

Achievements & Milestones

- Resources
 - Employer Resources page on GBLIP website
 - Educate & Celebrate Calendar on GBLIP website
 - Positive Messaging Instagram picture frames
- Community Outreach
 - Regular posting on social media increase public's understanding of GBLIP's work and knowledge of how to help build a welcoming community
- Achievements over the first five years
 - Connected over sixty community partners
 - Provide community partners opportunities to collaborate on projects
 - Developed resources to support immigrant integration.

Community Engagement

- Municipality Welcome Packages
 - Twelve municipalities have completed and uploaded their Packages to their websites
 - Municipality Welcome Packages page on GBLIP website provides links to all the Packages.
- Welcoming Week 2024
 - Sub-committee organized activities: quiz, colouring book and contest, Welcome Package promotional video
 - Promoted partners events.
- Partnered with member organizations on events
 - Grey Bruce One World Festival (Welcoming Communities Grey Bruce)

- Multiculturalism Day event (Settlement Services)

Collaborative Projects

- #ImmigrantsWork Project (in partnership with WES)
 - Delivered training modules to employers and employment service providers
 - In the process of developing the Employer Navigator
- Diversity & Belongingness Conference
 - In partnership with Bluewater District School Board, Owen Sound Police Services, Sanatan Centre, Welcoming Communities Grey Bruce, YMCA Owen Sound Grey Bruce Settlement & Language Services
 - Attended by 150 people (including volunteers)
- Newcomer Readiness Project
 - In partnership with Four County Labour Market Planning Board, Town of Hanover, Saugeen Economic Development Corporation, Western Ontario Wardens' Caucus
 - Encouraged municipalities to utilize the Newcomer Readiness self-assessment tool developed by the Western Ontario Wardens' Caucus.
 - Result of the project will help develop a collaborative approach to support newcomer integration in the region.

EDI Support

- In-person sessions of “Conversational for a More Inclusive and Welcoming Community” EDI Training have been delivered to 4 organizations with a total of 66 participants.
- Supported community stakeholders to incorporate EDI into their strategic plans, policies and mandates.

Roundtable Updates

Deepikaa –

- GBLIP has contracted PRA to conduct evaluation and asked that members fill out the evaluation survey which will only takes 10 minutes
- Continued to work with WES on the #ImmigrantsWork Project – there will be a soft launch for the Employer Navigator in spring. Some employers will be invited to try the tool and provide feedback. The launch event will be in August.

April Marshall –

- Town of Hanover, in partnership with the Henry Bernick Entrepreneurship Centre, Grey County Business Enterprise Centre and GBLIP, is hosting an XNow event on March 28 at the Community Hall of the Hanover Civic Centre.

Dave Shorey –

- Georgian College experiences decrease in international student enrollment since the Government has cut back the quota. The reduced list of work that students are allowed to apply for immigration upon graduation does not only cause affect the students. It will also impact the workforce which is already experiencing shortage.

Aka Sébastien Kouakou

- A series of workshop on employment to help jobseekers including newcomers to find work and adapt to workplace. 10 sessions on Thursdays, bilingual.
- Aka is being transitioning to London office. He will introduce the person who will take over the role to ensuring continual engagement with GBLIP Council and member organizations.

Suneet Kukreja –

- Settlement Services is in negotiation of next round of funding with IRCC.
- Multiculturalism Day event this year will be held in Port Elgin in partnership with Saugeen Shores.
- There is a new mother program being offered at the Pregnancy Centre in Owen Sound for newcomers.

Joel Loughead –

- Joel is a candidate for the Bruce-Grey-Owen Sound Green Party. He invited members to share concerns to bring to Green Party platform.

Joanna Aegard –

- Bruce County Public Library has launched a [new website](#).
- New language learning platform – include programs for people whose first language is not English to learn English
- Showing “Patty vs Patty” on February 2 in celebration of Black History Month.
- Summer Reading Club’s theme is Around the World. Kick off party will be on June 14th.

Crystal Ellis –

- New rural strategy: Enabling Opportunities has been released

<https://www.ontario.ca/files/2025-01/mra-enabling-opportunity-ontario-rural-economic-development-strategy-en-2025-01-22.pdf>

Sharon –

- Welcoming Communities Grey Bruce will be hosting a fundraising GALA on April 25.

Stuart Reid –

- Community Foundation Grey Bruce is hosting the Not-for-profit workshop March 18

Dana Soucie –

- Four County Labour Market Planning Board will be publishing reports from the projects form last year. A live release event has been scheduled for March 6.

Kimberly Trombley

- Grey County Regional Job Fair on February 20.

Pierre

- Saugeen Shores Job Fair on February 18
- Job Fairs in Kincardine and Wiarton on March 5

May

- Lunar New Year Celebration events throughout Grey Bruce in February

Next Meeting

In person. Date to be confirmed.

Adjournment

2:35 PM

