

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

Tuesday, September 2, 2025, 4:00 p.m.
Council Chambers and/or Via Microsoft Teams
1925 Bruce Road 10
Chesley, ON N0G 1L0

	Pages
1. Call to Order	
2. Approval of Agenda	
3. Disclosure of Pecuniary Interest and General Nature Thereof	
4. Approval of Previous Minutes	
4.1 ADIE Committee Meeting Minutes - June 2, 2025	1
5. Staff Report	
5.1 ADIE Committee - Terms of Reference Review	5
5.2 Grey Bruce Community Safety & Well-Being Planning Verbal Update	
6. New Business	

6.1 ADIE Committee 'Conversation that Matters' Workshop - June 9, 2025

A workshop was held on June 9, 2025.

Workshop takeaways included:

- Support advancing accessibility in downtown cores
- Review and expand on Action Item Tracking Sheet
- Continue applying an ADIE lens to identify and address challenges in Arran-Elderslie
- Better understand the needs of the community
- Committee to meet on a more frequent basis to accelerate decision making
- Consider a new committee name

6.2 Harvest of the Arts 2025

6.3 Truth & Reconciliation Day

6.4 Stop Gap Ramp Program

- The StopGap Foundation is a registered Canadian charity that promotes accessibility and removes physical barriers through its Community Ramp Program. The program provides temporary, portable, wooden ramps to businesses with single step storefronts. The ramps are built using donated materials and volunteer labour.

7. For Information

7.1 Bens Blue Bags - Arran-Elderslie Fire & Emergency Services

7.2 Grey Bruce Local Immigration Partnership Meeting Minutes - July 31, 2025

7

7.3 Welcoming Week - September 18, 2025

11

- The 2025 Welcome Week Open House will be held on Thursday, September 18, 2025 from 2 p.m. to 6 p.m. at the Welcome Centre located at 707 Queen Street, Kincardine.

7.4 Common Ground - October 8, 2025

12

- The inaugural Cultural Symposium will take place on Wednesday, October 8, 2025 at the Chesley Community Centre.

8. Action Items Tracking Sheet

13

9. Next Meeting Date

- Monday, December 1, 2025

10. Adjournment

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

**Monday, June 2, 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
Sandra Crockard, Community Member
Whitney Bonnett, Community Member
Nancy Butchart, Community Member

Staff Present: Devan Baker, Deputy Clerk
Julie Hamilton, Coordinator of Infrastructure and
Development

1. Call to Order

Chair Jennifer Shaw called the meeting to order at 4:05 pm. A quorum was present.

2. Approval of Agenda

The Committee passed the following resolution:

ADIE-2025-06-02-01

Moved by: Nancy Butchart,
Community Member

Seconded by: Sandra Crockard,
Community Member

Be It Resolved that the ADIE Committee adopts the agenda as distributed by the Deputy Clerk.

Carried

3. Disclosure of Pecuniary Interest and General Nature Thereof

None at this time.

4. Approval of Previous Minutes

4.1 ADIE Minutes - March 3, 2025

The Committee passed the following resolution:

ADIE-2025-06-02-02

Moved by: Whitney Bonnett,
Community Member

Seconded by: Tara Ward Councillor Peter
Steinacker

Be It Resolved that the ADIE Committee adopts the minutes of the meeting held on March 3, 2025.

Carried

5. New Business

5.1 Update on Workshop Session Dates

Chair Jennifer Shaw and Staff have been working with Colleen Purdon from Welcoming Communities Grey Bruce and May Ip to facilitate a committee workshop. She provided a high level of how the workshop would be facilitated.

There was further discussion regarding an alternate time to facilitate the workshop.

The ADIE Committee suggested a workshop for Monday, June 9, 2025 from 4:00 to 6:00 pm would be best for the ADIE Committee.

6. Upcoming Business

6.1 'Belonging Matters' Workshop - October 7, 2025

The Committee noted that the Tamarack Institute, United Way Perth-Huron, and Huron Perth Public Health will be hosting a 'Belonging Matters' workshop on Tuesday, October 7, 2025, from 8:30 a.m. to 4:00 p.m. at the Libro Community Hall in Clinton.

6.2 Free Swim Passes to Borrow

Chair Jennifer Shaw noted that Council will provide one (1) free public swim weekly at the Tara and Chesley pools to remove any financial barrier for residents to enjoy the municipal pools this summer.

Free swim passes can be checked out through the Bruce County Public Library to ensure everyone has a chance to enjoy the Chesley and Tara pools this summer.

6.3 Ben's Blue Bags

Chair Jennifer Shaw shared that she had spoken with a community member about “Ben’s Blue Bags,” which are designed to assist first responders in supporting individuals with sensory needs or developmental disabilities. These bags typically include fidget items, noise-cancelling headphones, and similar sensory tools.

She noted that the community member expressed interest in presenting to the ADIE Committee about how Arran-Elderslie Fire and Emergency Services might implement the use of these bags.

6.4 Grey Bruce Community Safety & Well-Being Planning

There was further discussion about the Grey Bruce Community Safety & Well-Being Planning. The ADIE Committee would like an update on the Grey Bruce Community Safety & Well-Being Planning and confirm whether an internal staff member is participating on the committee.

7. Action Items Tracking Sheet

The framework has been updated based on discussions from the past meeting.

8. Next Meeting Date

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

9. Adjournment

The Committee passed the following resolution:

ADIE-2025-06-02-03

Moved by: Sandra Crockard,
Community Member

Seconded by: Whitney Bonnett,
Community Member

Be It Resolved that the meeting adjourned at 4:45 p.m.

Carried

Chair

Secretary



Staff Report

Council Meeting Date: September 2, 2025

Subject: ADIE Committee - Terms of Reference Review

Report from: Devan Acton, Administrative Assistant/Deputy Clerk

Attachments: Accessibility, Diversity, Inclusion and Equity Advisory Committee Terms of Reference

Recommendation

Be It Resolved the ADIE Committee hereby receives for information Report CLKS-2025-28 – ADIE Committee – Terms of Reference Review

Background

The Arran-Elderslie Accessibility, Diversity, Inclusion and Equity Advisory Committee was established to provide Council with guidance and recommendations on matters related to accessibility, diversity, equity and inclusion. As outlined in the Terms of Reference, the Committee plays an essential role in supporting municipal efforts to foster a welcoming and inclusive community.

This report serves as a refresher on the Committee's Terms of Reference, with a focus on its mandate and roles and responsibilities of its members.

Analysis

Mandate Overview

The Committee is an advisory committee of Council with a mandate to provide feedback, guidance and support to improve accessibility, diversity, equity, and inclusion within the Municipality of Arran-Elderslie focusing on:

- Improving our understanding of equity, diversity and commitment to inclusion and accessibility.
- Reinforcing accessibility, diversity, equity and inclusion within the organizational culture
- Engaging staff in efforts and promoting opportunities for leadership, advancement and employee development
- Identifying and addressing barriers to inclusion in the delivery of municipal programs and services.

Roles and Responsibilities of Committee Members

As part of the Committee, each member has an essential role in supporting municipal efforts to foster a welcoming and inclusive community. Below is a refresher on the key responsibilities expected of members:

- Maintain a base level understanding of Accessibility, Diversity, Inclusion and Equity
- Be a sounding board for ideas and make recommendations on areas of focus, providing productive advice
- Actively gather and share resources and ideas which benefit and support the mandate of the Committee

This refresher supports continued understanding and implementation of the Committee's mandate and responsibilities, ensuring alignment with Arran-Elderslie's Strategic Plan and its commitment to inclusive community development.

Link to Strategic/Master Plan

6.5 Engaging People and Partnerships

Financial Impacts/Source of Funding/Link to Procurement Policy

There are no financial impacts associated with this report.

Approved by: Emily Dance, Chief Administrative Officer



Meeting Minutes

GBLIP Partnership Council Meeting
July 31st, 2025; 1:00pm

Microsoft Teams

Present:

Bailey Ressler (GBLIP), Jeff Loney (Bruce County), Hilary Thurston (GBLIP), Savanna Myers (Grey County), Sharon Safra (Welcoming Communities Grey Bruce), Janet Ashfield (City of Owen Sound), Mary Solomon (Christmas on the Bay), Adam Guay (The Agency), Jan Lai (FCLMPB), Kathy Johnston (Bruce County), Kimberly Trombley (Grey County), Joanna Griffith (Bruce County Public Library), Catherine MacKinnon (Fanshawe College), Dana Soucie (FCLMPB), Stephanie Hartill (IRCC), Courtney Miller (Grey County), Jennifer Isber-Legge (Municipality of Arran-Elderslie), Peggy Van Mierlo-West (Municipality of Northern Bruce Peninsula), Shannon Campbell (Township of Georgian Bluffs), David Morris (Welcoming Communities Grey Bruce), Sophie Silvestro (Nuclear Innovation Institute), Julie Lipsett (Bruce Grey Child & Family Services), Evelyn Sabando (IRCC), Lacy Russell (Southgate Ruth Hargrave Memorial Library), Marina Angeli (Grey Bruce Newcomer and Immigrant Women Collective), Chandra Tripathi (Swajan Samanvay Sanatan Centre), Brenna Carroll (Township of Southgate), Lorie Fioze (Municipality of Kincardine), Crystal Ellis (Ontario Ministry of Rural Affairs), Devan Acton (Municipality of Arran-Elderslie), Christine Brandt (Municipality of Brockton), Jacinda Rudolph (Grey County), April Marshall (Town of Hanover), Courtney McDonald (City of Owen Sound), Barb Fisher (Bruce Community Futures Development Corporation), Sandra Crockard (Trinity Theatre/Municipality of Arran-Elderslie), Crystal Ferguson (South East Grey Community Health Centre), Dave Barrett (Employment Services BGHS), Ipsita Peter (Grey Bruce Newcomer and Immigrant Women Collective), Heather Robinet (QUILL), Danielle Edwards (Town of South Bruce Peninsula), Suneet Kukreja (YMCA Settlement & Language Services)

Welcome

Background & Context

- Evaluation – Attached
 - 4 clear recommendations came out of the Evaluation of GBLIP 2020-2025



- Strengthen partner engagement and capacity building
 - Clarifying GBLIP's role in the community
 - Optimize coordination mechanisms
 - Prioritize organizational growth & learning
- Close out – Grey County
 - Received official notice a few weeks ago that Grey County account has been closed.
- IRCC LIP Agreement 2025-2028
 - Hosted by Bruce County for this term
 - Councils will be finalizing an MOU between Grey and Bruce over the next few months
- Staff Introductions
 - Hilary Thurston – GBLIP Supervisor
 - Bailey Ressler – GBLIP Engagement Specialist

Introductions

Roundtable introductions by individuals on the call

Future Planning

- GBLIP Structure & Terms of Reference (attached)
 - GBLIP will be led by a Steering Committee with information and ideas flowing upstream and downstream between the Steering Committee and Partnership Council through GBLIP Staff
 - The Partnership Council has an advisory role
 - Subcommittees: Workforce & Connect
 - Workforce: The workforce subcommittee, like the previous employment subcommittee, will focus on career development and labour market access. The subcommittee will support the collaboration of employers, training institutions, and community organizations to create pathways that align newcomers' diverse skills, experiences, and aspirations with local labour market needs. The subcommittee will also continue to support education opportunities for employers around diversifying the workforce.
 - Connect: The connect subcommittee will work to strengthen the infrastructure that supports newcomer settlement by improving service navigation, collaboration, and access to information. The subcommittee will build capacity across sectors to respond to evolving settlement needs; support data sharing



- and training initiatives and improve referral pathways to increase access to resources for newcomers.
 - Ultimately working to ensure that newcomers and the organizations that serve them are better linked — creating a more effective, responsive, and integrated local system.
- Community Action Plan –
 - Community Action Plan is the outgrowth of the previous Settlement Strategy that ended earlier this year. It will encompass an action-oriented approach and narrowed scope.
 - The plan will outline priorities and accompanying actions to improve newcomer integration in Grey Bruce
 - GBLIP will be working with a consultant to create this plan. The Consultant will assess the needs of our community so you will likely be hearing from them over the next few months.
 - We hope that the plan be completed by December 2025
 - The actions outlined will represent the collective contribution of all partner organizations toward building a welcoming community – GBLIP staff will guide the oversight of the plan itself, but the actions included in the plan will be shared among partners.
- Future Meeting Planning
 - Going forward meetings will take place on the 1st Thursday of the month (June, September, December and March) from 1-2:30pm. Invites to follow.
 - September's meeting will fall late in the month since our June meeting is taking place now
- Questions:
 - Train the Trainer will continue – we will be reaching out to everyone
 - The work of *Belong* and *Community* subcommittees fits within the new *Connect* subcommittee. Recognizing that there is a lot of work in the areas of belonging and community that is already being done and connection was a gap we could fill.

Roundtable Updates

- Repost Welcoming Week Promotional content from partners on our socials
- FCLMPB – Jan is doing an immigration project this year, anyone interested can reach out
 - Looking for stories from newcomers and employers hiring newcomers
 - Info will be sent out via their newsletter planningboard.ca



- YMCA Settlement & Language Services
 - Suneet will send info on YMCA Welcoming Week events
- Chandra
 - Hindu Open House – August 16th
- Crystal Ellis – Rural Economic Development
 - Municipalities can apply for [Rural Ontario Development Program | ontario.ca](https://www.ontario.ca/rural-development)
 - Newcomer business funding streams also available – reach out to Crystal Ellis
- David Morris – Welcoming Communities GB
 - Belonging Matters conversations is a project they are working on
- Sharon Safra
 - Notice a need for performers locally – would be interested in centralizing this information.
- Kimberly Trombley; Grey County
 - SummerFolk is a great avenue for information on artists
 - Grey County – informal listing of local artists (specific to GC) would like to see this expanded into Bruce and outside of just music performers.
- Kathy Johnston – Bruce County EarlyON Child Services Manager
 - EarlyON offers programs with children newborn to age 6
 - [EarlyON Child and Family Centres | Bruce County](#)
 - [Facebook](#) (EarlyON Bruce County)
 - [Journey Through the Ages and Stages \(ASQs\)](#)
 - [Children's Services | Bruce County](#)
 - [Be An Early Childhood Educator in Bruce County | Bruce County](#)
 - Grey County EarlyON:
 - [EarlyON | Grey County](#)
 - [Be An Early Childhood Educator in Grey County | Grey County](#)
- Jeff – Economic Development County of Bruce
 - Newcomer Center of Peel – Tours of Grey Bruce, to meet with potential employers and visit communities across Grey Bruce
 - Reach out to Jeff if you're interested in being a part of this project

Next Meeting

September 25th, 2025, from 1 to 2:30pm – Bailey will send invite

Adjournment



WELCOMING WEEK

Welcoming Week is celebrated in communities around the globe to encourage connection and support relationships with newcomers to the community.

- Are you a newcomer to Canada, to Grey or Bruce County, or Kincardine? Do you
- want to find out about services available to you in the community? Do you want to
- find about the fun things to do in the community?



You are invited to a drop in open house on:
Thursday, Sept. 18th, 2025
2:30p.m. to 6:00p.m at the Welcome Centre
707 Queen Street, Kincardine



No registration is required. All ages welcome!
 Drop in at any time and enjoy some light refreshments, connect with others and learn about some services in your community. There will also be information on some fun things to do in the community.

Céad míle fáilte (a hundred thousand welcomes)



Common Ground

Connecting Through Culture in Bruce County

SAVE THE DATE

October 8, 2025 | 9:30a.m. – 3:30p.m.

Chesley Community Centre





Accessibility, Diversity, Inclusion & Equity Advisory Committee

Action Tracking

Complete
Not Started
In Progress
Overdue

DONE	ACTION	ASSIGNED TO	DATE ASSIGNED	DUE DATE	PRIORITY	STATUS	NOTES
<input checked="" type="checkbox"/>	Training from Field Experts	Entire Committee				Complete	Training Completed with Welcoming Communities Grey Bruce
<input checked="" type="checkbox"/>	Review Indicators prior to next meeting	Entire Committee	March 3 2025	June 2 2025		Complete	
<input checked="" type="checkbox"/>	Create Positive Language Policy	Entire Committee				Complete	
<input type="checkbox"/>	Advice to Council on Inclusivity	Entire Committee				In Progress	
<input type="checkbox"/>	Community Engagement	Entire Committee				In Progress	
<input type="checkbox"/>	Staff Engagement	Entire Committee				In Progress	
<input type="checkbox"/>	Accessible Parking Spots	Entire Committee				In Progress	
<input type="checkbox"/>	Address mobility concerns in downtown cores and storefronts	Entire Committee				In Progress	
<input type="checkbox"/>	Land Acknowledgement	Entire Committee				Not Started	
<input type="checkbox"/>	2026 Election Accessibility	Entire Committee				Not Started	
<input type="checkbox"/>	PRIDE Sidewalks in all communities	Entire Committee				Not Started	
<input type="checkbox"/>							
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