

Monday, October 6, 2025, 7:00 p.m. Virtually via Microsoft Teams

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Accessibility, Diversity, Inclusion and Equity Advisory Committee MINUTES

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

1. Call to Order

Chair Jennifer Shaw called the meeting to order at 4:02 p.m.

2. Approval of Agenda

The ADIE Committee passed the following resolution.

ADIE-2025-09-02-01

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 Committee Meeting Minutes - June 2, 2025

The Committee passed the following resolution.

Moved by: Katherine Hutton,

Community Member

Seconded by: Whitney Bonnett,

Community Member

Be It Resolved that the ADIE Committee adopts the minutes of the meeting held on June 2, 2025.

Carried

5. Staff Report

5.1 ADIE Committee - Terms of Reference Review

Deputy Clerk Devan Acton presented her report to the Committee.

Chair Jennifer Shaw reminded the Committee that they are an advisory committee of Council.

Councillor Peter Steinacker asked how the Committee can engage the community to let them know the Committee is doing this work.

Subsequent to further discussion the Committee passed the following resolution.

Moved by: Sandra Crockard,

Community Member

Seconded by: Joan Denomy, Community

Member

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

Carried

5.2 Grey Bruce Community Safety & Well-Being Planning Verbal Update

Deputy Clerk Devan Acton provided a verbal update to the Committee.

The Grey Bruce Community Safety & Well-Being Planning Advisory Committee meets quarterly, Manager of Facilities, Parks

and Recreation, Carly Steinhoff, and Clerk, Christine-Fraser-McDonald receive Committee updates.

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

Chair Jennifer Shaw noted some of the workshop takeaways align with past action items the Committee had identified. She asked the Committee what their specific areas of focus are.

There was further discussion of changing the Committee name, "Inclusion Advisory Committee" was suggested. The Committee discussed consulting the community about the name change.

There was further discussion about meeting with the community about changing the name and collecting feedback on the needs of Arran-Elderslie residents. A public survey was suggested.

The Committee discussed that downtown accessibility is a focus.

Subsequent to further discussion, the Committee passed the following resolution.

Moved by: Nancy Butchart,

Community Member

Seconded by: Sandra Crockard,

Community Member

Be It Resolved that the ADIE Committee requests staff to bring back a report on how the ADIE Committee can engage with the

community through public survey and/or public information session.

Carried

6.2 Harvest of the Arts 2025

Sandra Crockard provided an overview to the Committee of the Harvest of the Arts event.

The Committee thought it may be a good opportunity to promote a public survey or event.

6.3 Truth & Reconciliation Day

The National Day for Truth and Reconciliation, also know as Orange Shirt Day, is observed annual on September 30 to honour the survivors of residential schools, their families, and communities, and to recognize the ongoing impact of the residential school system.

Subsequent to further discussion, the ADIE Committee passed the following resolution.

Moved by: Sandra Crockard,

Community Member

Seconded by: Nancy Butchart,

Community Member

Be It Resolved that the Accessibility, Diversity, Inclusion and Equity Advisory Committee recommends that Council of the Municipality of Arran-Elderslie formally observe Truth and Reconciliation Day on September 30, 2025;

AND publicly acknowledge the observance through the Municipality's official website and social media channels, recognizing the importance of Truth and Reconciliation Day;

AND that the Canadian Flag, and "Every Child Matters" flag be flown at half-mast on the Community Flagpole on September 30, 2025.

Carried

Amendment:

Be It Resolved that the Accessibility, Diversity, Inclusion & Equity Advisory Committee (ADIE) recommends that the Council of the

Municipality of Arran-Elderslie formally consult with the Saugeen Ojibway Nation to collaboratively create and adopt a municipal land acknowledgement. This process should be initiated promptly and completed no later than September 30, 2026, in recognition of the National Day for Truth and Reconciliation.

Carried

6.3.1 Establishing a Land Acknowledgement

The Committee discussed the Municipality establishing a land acknowledgement in consultation with Saugeen Ojibway Nation.

Subsequent to further discussion, the ADIE Committee passed the following resolution.

Moved by: Nancy Butchart,

Community Member

Seconded by: Whitney Bonnett,

Community Member

Be It Resolved that the Accessibility, Diversity, Inclusion & Equity Advisory Committee recommends that the Council of the Municipality of Arran-Elderslie formally consult with the Saugeen Ojibway Nation to collaboratively create and adopt a municipal land acknowledgement. This process should be initiated and completed no later than September 30, 2026, in recognition of the National Day for Truth and Reconciliation.

Carried

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.

The Committee requested additional information on the StopGap Community Ramp Program and how that may be implemented.

7. For Information

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

Information about Ben's Blue Bags was provided to Fire Chief Tiernan. Arran-Elderslie Fire & Emergency Services will research the bags and thanks the ADIE Committee for their suggestion.

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

7.3 Welcoming Week - September 18, 2025

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

The inaugural Cultural Symposium, hosted by Bruce County, will take place on Wednesday, October 8, 2025 at the Chesley Community Centre.

The Committee requested further information to determine how this event may align with the Committee's mandate.

8. Action Items Tracking Sheet

Chair Jennifer Shaw suggested the Committee bring back the action item tracking sheet at the beginning the next meeting for dicussion.

The Action Item Tracking Sheet has been updated according to the meeting discussion.

9. Next Meeting Date

- Monday, October 6, 2025 at 7 p.m.
- Monday, December 1, 2025

10. Adjournment

Moved by: Nancy Butchart,

Community Member

Seconded by: Katherine Hutton,

Community Member

Be It Resolved that the ADIE Committee meeting adjourns at 5:20 p.m.

Carried

Chair	Secretary



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
V	Training from Field Experts	Entire Committee	ASSIGNED	DOL DATE	FRIORITI	Complete	Training Completed with Welcoming Communities Grey Bruce
	Review Indicators prior to next meeting	Entire Committee	March 3 2025	June 2 2025		Complete	Grey Bruce
	Create Positive Language Policy	Entire Committee				Complete	
	Advice to Council on Inclusivity	Entire Committee				In Progress	
	Community Engagement	Entire Committee				In Progress	
	Staff Engagement	Entire Committee				In Progress	
	Accessible Parking Spots	Entire Committee				In Progress	
	Address mobility concerns in downtown cores and storefronts	Entire Committee				In Progress	
	Land Acknowedgement	Entire Committee				Not Started	
	2026 Election Accessibility	Entire Committee				Not Started	
	PRIDE Sidewalks in all communities	Entire Committee				Not Started	
\blacksquare	Terms of Reference Review	Entire Committee	September 2 2025			Complete	
	Establish ideas for a name change	Entire Committee	June 9 2025			In Progress	
	Stop Gap Ramp Program	Entire Committee	September 2 2025			In Progress	
	Ben's Blue Bage	AE Fire & Emergency Services	June 9 2025			In Progress	



Staff Report

Council Meeting Date: October 6, 2025

Subject: Community Engagement Strategy Proposal

Report from: Devan Acton, Administrative Assistant/Deputy Clerk

Attachments: None

Recommendation

Be It Resolved that the ADIE Committee receive Report CLKS-2025-30 – Community Engagement Strategy Proposal for information

AND approves the proposed two-phase engagement strategy, consisting of a winter survey and a spring open house event;

AND FURTHER directs staff to present a detailed implementation plan at the next scheduled Committee meeting, outlining survey details, timelines, sample outreach methods, and resource requirements to support successful execution.

Background

The ADIE Committee has consistently emphasized the importance of understanding community needs to guide its advisory role. Recent discussions at a workshop, including the "Conversation that Matters" session held on June 9, 2025, reinforced the need for community engagement with residents to better understand the challenges the Arran-Elderslie community faces.

Analysis

The Committee's Terms of Reference and guiding framework support initiatives that promote accessibility, diversity, inclusion, and equity. A structured engagement process will allow the Committee to gather actionable feedback and showcase its ongoing work.

Staff is recommending a two-phase community engagement strategy that will help the ADIE Committee better understand and respond to the evolving needs of Arran-Elderslie residents. This strategy includes a winter survey and a spring open house event.

Phase 1: Winter Community Engagement Survey

Timing – Launch in December 2025 or January 2026, open for 2-3 weeks

Format – Online via Municipal Website; available in alternate accessible formats upon request

Focus Areas

- Accessibility barriers in municipal facilities and downtown cores
- Inclusion of underrepresented groups
- Community awareness of available resources
- Perceptions of safety and belonging
- Committee name change

Promotion - The survey will be distributed through the municipal website, social media platforms, and posters located in municipal facilities.

Phase 2: Spring Open House Event

Timing - April or May 2026

Format – In-person event at Chesley Community Centre, or similar accessible venue

Purpose

- Roundtable discussions
- Showcase ADIE Committee initiatives
- Facilitate dialogue with residents
- Collect additional feedback through breakout discussions

Promotion - The event will be advertised on the municipal website, social media, and with posters at municipal facilities.

This timeline has been designed to provide adequate preparation time while aligning with available staff capacity.

Link to Strategic/Master Plan

6.5 Engaging People and Partnerships

Financial Impacts/Source of Funding/Link to Procurement Policy

There are no financial implications associated with this report.

Approved by: Emily Dance, Chief Administrative Officer



Meeting Minutes

GBLIP Partnership Council Meeting September 25th, 2025; 1:00pm

Lion's Den P&H Centre Hanover & Microsoft Teams

Present: Bailey Ressler (GBLIP), Hilary Thurston (GBLIP), April Marshall (Town of Hanover), Sharon Safra (Welcoming Communities Grey Bruce), Suneet Kukreja (YMCA), Jen Boucher (YMCA), Adam Kahgee (Bruce Power), Nadia Danyluk (OSNGUPL), Steven Travale (Township of Huron-Kinloss), Brenna Carroll (Township of Southgate), Amanda Monaghan (Town of Saugeen Shores), Kathy Johnston (Bruce County), Chad Zimmerman (BGCFS), Ipsita Peter (Women's Collective), Mary Soloman (Christmas on the Bay), Courtney McDonald (City of Owen Sound), Joel Loughead (Grey Highlands), David Morris (Welcoming Communities Grey Bruce), Joanna Griffith (Bruce County Public Library), Dana Soucie (FLMPB), Evelyn Sabando (IRCC), Christine Brandt (Municipality of Brockton), Stephanie Hartill (IRCC), Maham Tariq (SEGCHC), Dave Shorey (Georgian College), Kate Paul (Bruce Power)

Guest Speaker – Jacqueline Dockeray (Elephant Thoughts)

Welcome

- Land Acknowledgment
- Housekeeping Contact List
 - Bailey will send out a contact list if everyone could confirm with Bailey that all individuals from their organization that need to be on the list are that would be great.
- Icebreaker

Shared Vision: Foster welcoming communities through better collaboration and planning.

What is one challenge you have in moving this vision forward? What can you offer to help move this vision forward? (space/room, data, knowledge sharing, technology, etc.)

 Dave Shorey (Georgian College) highlighted current gaps and challenges related to policy framework especially pertaining to the marine sector.
 There is a regional impact due to work visas not being renewed- corrective action is taking root, less people coming in. Being presented as a point of celebration signals a shift in priorities.



- Dana Soucie (FCLMPB) Key issue is the description of labour market as a homogenous market nationally - singular focus for large country - but what are the implications for a rural region that may differ significantly. Transportation, Housing and Wages are top issues in attracting and retaining our workforce which includes newcomers interested in coming here. Exploring wages here compared to other regions for this reason
- Jen Boucher (YMCA) gap/challenge/opportunity: lack of awareness of resources, services across communities: childcare, transportation
- Bruce power has had wonderful sponsorships and supports scholarship program, help newcomers in early childhood education
- Joanna Griffith (Bruce County Public Library) One challenge geography/transportation. Opportunities: BCPL's superpower is our 17 Branches -- places for people to meet, pick up info, connect etc. Some of our Branches have meeting rooms. Library distributes New Resident Packages to new people to our communities, and include municipal "Welcome Packages" for people who are newcomers. YMCA's Settlement Services holds Conversation Circles in a few of our Branches. We love to partner with cultural groups for programming. Feel free to get in touch. And visit website for more info: https://library.brucecounty.on.ca/

GBLIP Update

- Partner Engagement If you have not yet had a meeting with GBLIP Staff and would like to – please reach out to Bailey to set up a time/date
- GBLIP Program Summary
- Strategic Intersections Current Issues and Shared Priorities

Please see attached presentation for this agenda item

Guest Speaker

Jacqueline Dockeray, Elephant Thoughts

Please see attached presentation

Subcommittee Planning

The below potential plans for Subcommittees are a collection of the information received through 1:1 meetings Hilary & Bailey had with Partnership Council members.



Workforce

Employer Education & Awareness

- Immigration Status & Work Permits: Provide employers with clear guidance on different immigration statuses (e.g., permanent residency, refugee status, work permits) and how these impact hiring practices.
- Benefits of Hiring Newcomers: Educate employers on the value newcomers bring—diverse skills, international education equivalency, and experience that aligns with local job needs.

Workplace Inclusion & Policy Support

- Welcoming Workplace Policies: Support employers in creating inclusive environments through policy development and best practices.
- Language Access Services: Promote interpretation and translation services to improve workplace communication and integration.

Tools & Resources for Employers

- Newcomer Employment Toolkit: Develop a comprehensive toolkit featuring resources, templates, and success stories to guide employers in hiring and supporting newcomers.
- Resource Hub: Maintain an accessible hub with practical tools, referral contacts, and templates for employers.

Recognition & Success Sharing

- Employer Recognition Program: Launch a program to celebrate employers who champion workforce diversity and newcomer inclusion.
- Case Studies: Share real-world examples of successful newcomer integration in local businesses to inspire and inform others.

Connect

Diversity & Belonging Conference 2026

Service Mapping

Create a detailed inventory of local newcomer services, including eligibility, languages available, and contact information.

Centralized Resource Hub

Develop or improve a digital platform to help newcomers and service providers easily access relevant services.

• Digital Literacy Support

Collaborate with libraries or tech hubs to offer training on using online tools and accessing digital services.



Host training sessions on DEI (GBLIP), cultural competency, trauma-informed care, and current settlement trends

Roundtable Updates

Welcoming Week Reflection

- Jen Boucher YMCA Settlement & Language Services:
 - Looking to promote the Diwali Event taking place on October 25th from 4:00pm to 9:00pm at the Sydenham Campus (1130 8th Ste E Owen Sound) – Please see attached poster for full details.
 - Jen also wanted to thank the Town of Saugeen Shores for hosting the Multicultural Event – this event is hosted in a different community each year and interested communities can reach out to YMCA Settlement Services for information on how to participate.
- April Marshall Town of Hanover
 - On September 20th, the Town of Hanover and Hanover Public Library held a dedication event for the Newcomer Resource Centre.
 - Special thanks went to Sharon Safra and the Women's Collective for their performance at the dedication event
- Dana Soucie FCLMPB
 - Raised data consortium opportunity Supports illustrating impact on workforce and employee retention, shows need

Next Meeting

December 4th 2025 from 1-2:30pm location TBD

Adjournment

Grey-Bruce Local Immigration Partnership - 2025-2028

The Grey-Bruce Local Immigration Partnership (GBLIP) is a collaborative community initiative designed to improve the integration of newcomers in Grey-Bruce to support better immigration outcomes. The partnership, launched in June 2020, works at a local level to foster a welcoming and inclusive community that supports newcomers in becoming fully engaged in the social, economic, political, and cultural life of Grey and Bruce Counties. Supported by federal funding from Immigration, Refugees and Citizenship Canada (IRCC), GBLIP actions capacity building initiatives through partner collaboration.

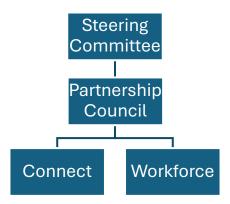
Steering Committee	GBLIP Staff	Partnership Council
Executive Leadership	Engagement Specialist, Supervisor	Settlement and Non-Settlement Services
		throughout Grey and Bruce Counties

The work of GBLIP is shared by key community partners who sit on the Partnership Council. The Partnership Council and its Subcommittees are coordinated by Bruce County staff, with oversight by a Steering Committee representing both counties.

GBLIP Structure

The Partnership Council, Subcommittees and GBLIP Staff will collaborate to:

- **Leverage** available community resources to support newcomer outcomes
- Strengthen the ability of the community to be more welcoming and inclusive of newcomers
- **Advance** IRCC priorities in Gender Equality, Anti-Racism, and Truth & Reconciliation



The Steering Committee has a decision-making role, the Partnership Council has an advisory role and the Subcommittees are action-oriented working groups made up of Partnership Council members. The role of GBLIP staff is to facilitate communication and knowledge sharing between the Steering Committee, Partnership Council and Subcommittees: Connect and Workforce.

Responsibilities

Partnership Council

- Participate & Collaborate
 - o Co-lead or participate in subcommittees (e.g. Connect, Workforce)
 - Partner on joint initiatives (e.g. a health centre and a settlement agency co-hosting a newcomer health fair).
 - Refer clients to other council member services to ensure wraparound support.
 - Advise the Steering Committee on GBLIP initiatives
- Engage & Advocate
 - o Promote GBLIP initiatives within your organizations (e.g. encouraging staff to attend cultural competency training).
 - Advocate for inclusive policies (e.g. a municipal partner proposing language access policies at municipal council).
 - Host or support community events (e.g. employers participating in a newcomer job fair).
- Share Knowledge
 - Attend training sessions
 - Share best practices with other partners (e.g. a school board presenting on inclusive curriculum practices).
 - Contribute to newsletters or knowledge exchange events.
 - Help identify emerging needs or service gaps
 - o Participate in identifying key priorities for a Community Action Plan
 - Share data or trends from your organization to inform planning (e.g. school board shares newcomer enrollment trends).

GBLIP Staff

- Facilitate & Coordinate
 - o Organize and convene Partnership Council and subcommittee meetings
 - o Ensure inclusive representation and cross-sector engagement
 - Coordinate the development of the Community Action Plan
 - Oversee the activities of subcommittees
- Educate & Promote
 - Organize and deliver training sessions
 - Coordinate knowledge-sharing events (e.g. guest speakers, conference)
 - Create and disseminate educational materials
 - Execute marketing strategies
- Research & Report
 - Conduct surveys and needs assessments through stakeholder engagement and thirdparty consultation
 - Collect data, track and report outcomes
 - Ensure alignment with IRCC priorities



RE: Common Ground Cultural Symposium - October 8

From Brooke McLean < BMcLean@brucecounty.on.ca>

Date Wed 2025-09-03 6:21 PM

To Devan Acton <dacton@arran-elderslie.ca>

Hi Devan,

Thank you for the question. The goal of the Cultural Symposium is to create meaningful opportunities for networking and learning that strengthen cultural organizations and those supporting culture. Because so many cultural organizations rely on volunteers, the keynote will highlight their vital role and strategies for supporting them.

Heather Travis will offer a guided, facilitated networking session, personalized prompts to keep the conversations flowing, and actionable tips to carry your momentum forward long after the event ends.

It is not a day of cultural entertainment or demonstrations; we do anticipate that local cultural organizations will attend.

I hope this clarifies what can be expected at the Cultural Symposium. Please reach out if you have any other questions.

Best regards, Brooke

Brooke McLean, MLIS Director, Library Services Bruce County Public Library 519-832-6935 <u>library.brucecounty.on.ca</u>



From: Devan Acton <dacton@arran-elderslie.ca>
Sent: Wednesday, September 3, 2025 9:22 AM
To: Brooke McLean <BMcLean@brucecounty.on.ca>
Subject: Common Ground Cultural Symposium - October 8

** [CAUTION]: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

EXTERNAL EMAIL - This email was sent by a person from outside your organization. Exercise caution when clicking links, opening attachments or taking further action, before validating its authenticity.

Secured by Check Point

You don't often get email from <u>dacton@arran-elderslie.ca</u>. <u>Learn why this is important</u> Good morning Brooke,

On behalf of the Arran-Elderslie Accessibility, Diversity, Equity, and Inclusion Committee, we are reaching out to request clarification regarding the upcoming event Cultural Symposium - Common Ground: Connecting Through Culture in Bruce County scheduled for October 8, 2025 at the Chesley Community Centre.

We reviewed the event announcement on the website and noted that it highlights themes of arts, heritage, and community connection, alongside a keynote presentation on the culture of volunteerism.

To better understand how this event aligns with the Committee's interests and responsibility, we would appreciate your clarification on whether the symposium is primarily intended as a cultural event or if its main purpose is to promote volunteerism.

Additionally, could you please let us know if there will be other local cultural and diversity-focused organizations attending?

We look forward to your response.

Many thanks,

Administrative Assistant/Deputy Clerk





















