



Burlington Inclusivity Advisory Committee Meeting  
Agenda

**Date:** November 19, 2021  
**Time:** 9:00 am  
**Location:** Virtual

Pages

**1. Land Acknowledgement:**

Burlington as we know it today is rich in history and modern traditions of many First Nations and the Métis. From the Anishinaabeg to the Haudenosaunee, and the Métis – our lands spanning from Lake Ontario to the Niagara Escarpment are steeped in Indigenous history. The territory is mutually covered by the Dish with One Spoon Wampum Belt Covenant, an agreement between the Iroquois Confederacy, the Ojibway and other allied Nations to peaceably share and care for the resources around the Great Lakes. We would like to acknowledge that the land on which we gather is part of the Treaty Lands and Territory of the Mississaugas of the Credit.

**2. Declarations of Interest:**

**3. Approval of Minutes:**

3.1. Approve minutes from meeting held on October 15, 2021

1 - 3

**4. Delegation(s):**

**5. Regular Items:**

5.1. 2022 Meeting Schedule

4 - 4

Motion to vote on:

Approve the Burlington Inclusivity Advisory Committee's 2022 meeting schedule.

5.2. 2022 Workplan

5 - 5

5.3. Staff Updates

5.4. Roundtable Updates

6. Other Business:

7. Adjournment:



## **Burlington Inclusivity Advisory Committee Meeting**

### **Minutes**

#### **1. Members Present:**

Carrie Overholt (Chair), Jim Young (Vice-Chair), Jenna Bye, Rameen Sabet (left 10:08am), Hiba Zinbarakji, Hanadi Al-Masri, Michael Brooks, Kumkum Bhandari

#### **2. Member Regrets:**

Heba Lamloum, Amreen Rahman, Sergeant Ryan Smith, Ron Baliko.

#### **3. Others Present**

Kevin Arjoon (City Clerk), Amanda Fusco (Manager of Records and Information), Denise Beard (Manager of Community Development), Haley Veronyak (Clerk)

#### **4. Land Acknowledgement:**

The Chair read the city's land acknowledgement.

#### **5. Declarations of Interest:**

None.

#### **6. Approval of Minutes:**

On motion, the minutes from the meeting held September 17, 2021 were approved as presented.

#### **7. Delegation(s):**

#### **8. Regular Items:**

8.1 Amendments to the Public Appointment Policy and Diversity Equity and Inclusion from Kevin Arjoon, City Clerk

Kevin Arjoon, City Clerk, presented and provided background information on the Public Appointment Policy (attached). The City Clerk requested feedback from the committee:

- Overall the committee agreed the interview process was fair, transparent and comfortable

- The committee noted that each candidate felt they were able to speak to their specific experience and had ample time to speak during the interview
- It was noted that a greater emphasis needs to be placed on recruiting candidates of all backgrounds and emphasize that professional experience is not required to apply
- A better description of the committee could be useful to help candidates determine fit and interest
- Advertising for recruitment should be more robust, including using community group to target sectors in which applicants are lacking
- It was noted that the word Citizen in the committee title, may be a deterrent

## 8.2 2021 Election Survey Results and Comments Required on Election Policies from Kevin Arjoon, City Clerk

Kevin Arjoon, City Clerk, presented the 2021 Election Survey Results and Election Policies, Feedback was requested from the committee. Feedback was provided on the Rebate Program outlined in the policy:

### **Question: What would the budget for a program like this be?**

This would be dependent on the percent rebate offered, as well as uptake into the program. Minimums and maximums for each contributor would be given.

### **Question: What is the goal of the rebate program?**

Generally, the concept behind a rebate program is to increase voter engagement as well as increase the diversity of candidates running. This type of program is offered at provincial and federal level elections.

### **Question: Would businesses be eligible for rebates?**

No, just individuals.

### **Question: Are there any examples of the effectiveness of this program elsewhere?**

There is limited research on the effectiveness of the program. One study done in Ajax did not determine a difference in voter participation or candidate diversity.

Summary of comments from the committee:

- Education of the political system and how to run is important in creating a diverse candidate pool and increasing voter participation
- If the rebate program does run, education and promotion of the program is crucial
- More data about rebate programs would be beneficial

8.3 Updates from Denise Beard, Recreation, Community and Culture Department

There were no updates at this time.

**9. Other Business:**

Jim Young noted their concern that the Burlington Public Library does not currently require proof of vaccination, exception or test results to enter.

**10. Adjournment:**

Chair adjourned the meeting at 10:13 a.m.



## **Burlington Inclusivity Advisory Committee**

### **2022 Meeting Schedule**

(meetings are generally the 3<sup>rd</sup> Friday of the month)

Meeting time: 9am – 11am.

<b>Date</b>	<b>Location</b>
January 21	Virtual via Zoom
February 18	Virtual via Zoom
March 18	Virtual via Zoom
April 15	Virtual via Zoom
May 20	Virtual via Zoom
June 17	Virtual via Zoom

Due to the 2022 municipal election, meetings will not occur after June 30



Item	Details	Budget
Theme	Support the City of Burlington Council to grow and maintain the city's diversity; nurture and sustain an inclusive culture and create an authentic welcoming and safe environment where differences are celebrated, innovation is fostered and where there is zero tolerance for hate, racism or discrimination in all its forms.	
Purpose	To promote and encourage inclusivity in all aspects of our city and to identify systemic racism in city policies, practices, programs and decisions in order to eliminate it.	
Action Items:	Seek out learning opportunities for BIAC by inviting members from local agencies, outreach groups and community organizations who can share their experiences so that BIAC can make recommendations from a place of knowledge and understanding	
	<p>Develop an equity, diversity, inclusion and anti-racism resource page on the BIAC webpage where people can:</p> <ul style="list-style-type: none"> <li>• Look for current information and resources related to the Theme above (e.g. eLearning tool from the OHRC),</li> <li>• Connect with existing local community groups (libraries, Halton Equity &amp; Diversity Round Table etc.)</li> <li>• Links to webinars, live events</li> <li>• Post the 2021 Diversity Calendar - Multicultural Religious Holidays, Ethnic Inclusion (diversityresources.com)</li> </ul> <p>Communicate BIAC webpage through the City's social media platforms</p>	<p>300.00 use of social media, (ads)</p> <p>200.00 for printing and supplies</p>
<b>Total Budget</b>		<b>\$500.00</b>