

Justice, Equity, Diversity and Inclusion

Advisory Committee

Terms of Reference

Mandate

All Committees of Council are required to follow the Committees of Council Administration Policy.

The Justice, Equity, Diversity and Inclusion Advisory Committee is a liaison for the flow of strategic advice and expertise among the community stakeholders related to matters pertaining to justice, equity, diversity and inclusion (“JEDI”) and for the promotion of equity, racial acceptance, and multicultural education for the community.

Goals and Objectives

The goals and purpose of the Justice, Equity, Diversity and Inclusion Advisory Committee are to:

1. Host/encourage community events (3 or 4 times per year) to deepen the community's commitment to JEDI and create an environment and climate for living in an inclusive community.
2. Develop activities and action for the community that will help eliminate discrimination.
3. Recognize and promote the International Day for the Elimination of Racial Discrimination (March 21).
4. Recognize and promote the National Day for Truth and Reconciliation (September 30).
5. Recognize and promote Pride Day.
6. Provide advice on best practices to aid with community education around anti-racism and anti-discrimination practices.
7. Monitor instances of racism and discrimination in the community.
8. Provide recommendation to Council on:
 - a. Equality and equity opportunities as an employer and service provider
 - b. Anti-racism and anti-discrimination policies
 - c. Diversity and inclusion opportunities and policies

- d. Promoting respect and understanding of cultural diversity and inclusion for indigenous, racialized and LGBTQ2S+ community members
 - e. An action plan to eliminate racial discrimination
9. Other initiatives as requested by Council.

Member Requirements

Membership will be composed of the following:

- a. A maximum of two (2) members of Council; and
- b. Up to four (4) community representatives.

Staff support will include:

- Clerk's Department staff to prepare and issue meeting agendas and minutes.

The Committee or its members do not have the authority to make direct representations of the Municipality to Federal or Provincial Governments.

Term

The term of office for the Justice, Equity, Diversity and Inclusion Advisory Committee will be the term of Council.

Frequency of meetings

The Committee shall meet four (4) times per year, and more frequently at the discretion of the Chair and in consultation with staff. Meetings shall be governed by The Municipality's Procedural By-law as may be amended from time to time.