



## **Burlington Inclusivity Advisory Committee Meeting**

### **Minutes**

Date: March 22, 2019  
Time: 9:00 am  
Location: 3800 Constable Henshaw Blvd. (Halton Regional Police Services)

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

Doug Martin (Chair), Rana Al Semaani (Vice Chair), Maroun Naser, Kumkum Bhandari (BPL), Roy LaChappelle, Mumba Litana, Jim Young (BSAC), Jenna Bye, Mumba Litana

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

Girish Parekh, Kate Dunn, Ron Baliko (BAAC), Heba Lamloum, Brent Hughes (Halton Police), Carrie Overholt

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

Councillor Bentivegna, Mary Lou Tanner, Deputy City Manager, Lisa Palermo (Clerk)

#### **4. Declarations of Interest:**

None.

#### **5. Approval of Minutes:**

5.1 Minutes from the meeting held February 22, 2019 were approved.

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

None.

#### **7. Regular Items:**

7.1 Development of 2019 work plan

Doug commenced the work plan by proposing a new approach. The approach proposed the development of one inclusivity theme or area of focus for the year. The approach also proposed the establishment of an inclusivity umbrella event in Burlington where all other (faith, cultural, LGBTQ, diversity, etc.) events would come together.

Members agreed to pursue this proposed approach.

Members then brainstormed themes for consideration for the work plan. The following ideas were presented:

- inclusive lens at events
- homelessness
- awareness of diversity in the community (tolerance, empathy)
- awareness of world views
- change individual mindsets
- loneliness
- Sense of belonging (recognize different communities)
- Multi-identity (removing labels)
- New immigrants (opportunities, job search, housing)
- Economics and wealth inequality / poverty
- Racism

Once the themes were gathered, members rated them. Emerging themes after the rating process were:

- sense of belonging / recognizing different communities
- new immigrants / opportunities
- economics / wealth inequality

The committee agreed to reflect on these themes and make a final decision at the next meeting. More detailed action plans and subcommittees to be determined at the April meeting.

**8. Other Business:**

**9. Adjournment: 11:00 a.m.**