



## **Burlington Inclusivity Advisory Committee Meeting**

### **Minutes**

Date: March 12, 2021  
Time: 9:00 am  
Location: Virtual

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

Carrie Overholt, Jim Young, Heba Lamloum, Kumkum Bhandari, Michael Brooks, Hanadi Al-Masri, Hiba Zinbarakji, Amreen Rahman, Ryan Smith, Jenna Bye, Mumba Litana, Ron Baliko, Rameen Sabet, Salma Emam

#### **2. Members Regrets:**

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

Councillor Angelo Bentivegna, Mayor Meed Ward, (left at 10:00 a.m.) Councillor Nisan (left at 10:00 a.m.), Denise Beard (Manager of Community Development), Georgie Gartside, Committee Clerk (left at 10:00 a.m.), Roxanne Gosse (Committee Assistant), (Acting Chair and Clerk)

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

None

#### **5. Election of Chair and Vice Chair:**

On motion, Carrie Overholt and Jim Young were elected as Chair and Vice Chair, respectively, for the term ending December 2021.

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

6.1 Approval of minutes from the meeting held on February 19, 2021

The minutes from the meeting held February 19, 2021 were approved.

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

7.1 Mayor Meed Ward and Councillor Nisan anti-racism initiative.

Mayor Meed Ward and Councillor Nisan provided information on their anti-racism initiative and believe that BIAC can help by asking for the committee's feedback:

- What can Burlington do to find a solution about systemic racism. What the community is doing to combat racism? It is clear that there is a lot of racism in Burlington/Halton. Mayor Meed Ward and Councillor Nisan would like to find a way to house those conversations in a productive and respectful way. This should be community lead approach.

The committee is to receive and review the report and recommendations made by the anti-racism consultant to assist with setting priorities and the 2021 workplan:

- a forum is a good idea, to have top leaders delivering messages of anti-racism in the community
- we need to initiate the conversation
- there needs to be more anti-racism messaging in the community
- its important to start in primary schools, involving the school boards, a strategy needs to be developed
- conversations with our youth and seniors' would be vital in gathering feedback
- we need to get the communities feedback
- there needs to be an understanding of the strategy in order to achieve results
- BIAC needs to have a budget to support anti-racism initiatives
- BIAC has members who can connect with a network of groups, associations and events within the City of Burlington.
- there needs to be language used that is inclusive, this is missing in the in messaging
- Burlington library would be a great resource, they are already providing anti-racism training for their employees
- library has a variety of educational resources
- its important that people feel safe when providing their feedback, having the opportunity to provide anonymous feedback

Next steps:

- Mayor Meed Ward stated that the next step is to report Council for Councils support of the anti-racism initiative and then to come back to committee.

**8. Regular Items:**

**8.1 Orientation**

Roxanne provided an orientation to new members, presentation has been attached. Committee members were advised of a virtual orientation on Wednesday, March 31, 2021 at 6:30 p.m. The session will go over the city's goals, values and organizational structure, along with policies, rules and procedures.

**8.2 Workplan discussion**

The work plan discussion was referred to the next meeting of April.

**Action:** Roxanne Gosse to provide Carrie Overholt and Jim Young historical workplan information.

**9. Other Business: n/a**

**10. Adjournment:**

Chair adjourned the meeting at 10:32 a.m.