

**Accessibility, Diversity, Inclusion and Equity Advisory Committee
MINUTES**

**Monday, March 3, 2025, 4:00 p.m.
Council Chambers and/or Via Microsoft Teams
1925 Bruce Road 10
Chesley, ON N0G 1L0**

Members Present: Deputy Mayor Jennifer Shaw, Chair
Tara Ward Councillor Peter Steinacker
Sandra Crockard, Community Member
Whitney Bonnett, Community Member
Joan Denomy, Community Member
Nancy Butchart, Community Member

Staff Present: Julie Hamilton, Deputy Clerk

1. Call to Order

The Chair called the meeting to Order.

2. Approval of Agenda

ADIE-2025-03-03-01

Moved by: Sandra Crockard,
Community Member

Seconded by: Tara Ward Councillor Peter
Steinacker

THAT the ADIE Committee adopts the agenda as distributed by the
Deputy Clerk.

Carried

3. Disclosure of Pecuniary Interest and General Nature Thereof

None.

4. Approval of Previous Minutes

4.1 ADIE Minutes - February 3, 2025

An update to the members list will be made to show Nancy
Butchart as a Community Member.

ADIE-2025-03-03-02

Moved by: Nancy Butchart,
Community Member

Seconded by: Joan Denomy, Community
Member

THAT the ADIE Committee approves minutes of the February 3, 2025, meeting, as amended.

Carried

5. Business Arising from the Minutes

5.1 ADIE Framework

The framework has been updated based on discussions from the past meeting. The purpose of the framework is to outline the approach that the Committee will take to reach its goals and objectives. This will be a fluid document that will be updated from time to time.

ADIE-2025-03-03-03

Moved by: Sandra Crockard,
Community Member

Seconded by: Whitney Bonnett,
Community Member

THAT the Arran-Elderslie Accessibility, Diversity, Inclusion and Equity Committee adopts the framework as presented.

Carried

5.2 Grey Bruce Immigration Partnership

There is an opportunity for a member of the Arran-Elderslie Accessibility, Diversity, Inclusion and Equity Committee to attend the Grey-Bruce Immigration Partnership (GBLIP) Council meetings to obtain additional resources which may be helpful to the mandate of the committee.

Sandra Crockard would be interested in being a representative on the GBLIP.

Nancy Butchart would serve as an alternate.

Once further details on future meetings are available, the Committee Secretary will share them with the Members.

5.3 ADIE Positive Language Correction Policy

The purpose of the policy is to permit for the positive and safe correction of terminology that one may not know is incorrect. The policy outlines the process for making such corrections when they arise and also provides that a record will be kept of the terms for the benefit of future committee members and also as a potential educational tool.

ADIE-2025-03-03-04

Moved by: Nancy Butchart,
Community Member

Seconded by: Sandra Crockard,
Community Member

THAT the ADIE Committee adopts the Positive Language Correction Policy as presented.

Carried

6. New Business

6.1 Environmental Scan

Chair Shaw made a presentation on an environmental scan which has been appended hereto to form a part of the minutes.

[Environmental Scan Presentation](#)

The presentation outlined current and future demographics in Arran-Elderslie based on 2016 and 2021 census data.

It was noted that once new statistics come out, Arran-Elderslie will likely drop in the ranking due to the large demographic changes in other urban centres in Grey and Bruce Counties. Looking forward into the next ten years, we could also see greater diversity and more housing pressures as many seek to leave the larger centres due to affordability and alternative work arrangements. This past fall, the Grey Bruce Local Immigration Partnership hosted a bus tour that brought new Canadians from the Peel Region to Bruce County for those interested in moving away from the GTA and into rural areas, including Arran-Elderslie.

The Strategic Plan for the Municipality has ADIE goals embedded in the framework and goals for the municipality which shows a level of commitment by the municipality to support the work of this committee. A copy of the strategic plan will be shared with the group.

As a takeaway, the Chair asked the committee to consider areas of focus and identify gaps by reviewing the indicators from the various toolkits and come back with what each members sees as important areas of focus.

A workshop, in advance of the next meeting, will be arranged to discuss and prioritize the main focus areas, potentially with the assistance of a facilitator.

ADIE-2025-03-03-05

Moved by: Tara Ward Councillor Peter Steinacker

Seconded by: Sandra Crockard,
Community Member

THAT the ADIE Committee investigate opportunities for a focus area workshop to be facilitated by an external resource.

Carried

6.2 Welcoming Communities - Together As One Gala

Welcoming Communities will be hosting a GALA on April 25, 2025, in Chesley at the Klages Mill. Any members interested in attending can reach out to the Committee Secretary and registration can be arranged.

7. For Information

7.1 Grey Bruce Immigration Partnership Minutes - January 23, 2025

This item was provided for the information of the committee members.

8. Action Items Tracking Sheet

A review of the indicators and focus areas was added to the Action Items.

9. Next Meeting Date

A workshop will be facilitated prior to the June 2, 2025 meeting, to review and prioritize the focus areas.

- June 2, 2025
- September 2, 2025 (Monday is a holiday)
- December 1, 2025

10. Adjournment

ADIE-2025-03-03-06

Moved by: Nancy Butchart,
Community Member

Seconded by: Tara Ward Councillor Peter
Steinacker

THAT the ADIE Committee meeting adjourns at 5:20 p.m.

Carried

Chair

Secretary