

North Perth Diversity, Equity, and Inclusion Advisory Committee Meeting

Date: December 3, 2024
Time: 7:00 pm
Location: North Perth Municipal Building Committee Room

Pages

1. **Call to Order**
2. **Land Acknowledgement Statement**

“We acknowledge that we are on the traditional land of the Anishnaabe people. We wish to recognize the long history of Indigenous People of Canada and show our respect to them today. We recognize their stewardship of the land, may we all live with respect on this land and live in peace and friendship.”
3. **Approve Agenda/Additions to the Agenda**
4. **Declaration of Pecuniary Interest**
5. **Review and Approval of Meeting Minutes** 1
6. **DEI Priorities Exercise**
7. **Staff Update**
8. **Roundtable Discussion**
9. **Council Recommendations**
10. **Correspondence**
 - 10.1 **Huron County Local Immigration Partnership Delegation Presentation** 9
11. **Other Business**
 - 11.1 **Committee Recruitment**
12. **Adjournment**

North Perth Diversity, Equity, and Inclusion Advisory Committee Meeting Minutes

Date: September 17, 2024
Time: 7:00 pm

Members Present

Ashok Purushothaman
Connor Gadd
Derek Mendez
Haben Ogbatsion
Jodi Town
Sarah Blazek
Tami Cressey

Others Present

Mayor Todd Kasenberg
Manager of Strategic Initiatives Jessica McLean
Manager of Programs Amy Gangl
Communications Coordinator Mackenzie Smith
North Perth Public Library CEO Ellen Whelan

1. **Call to Order**

Vice Chairperson Connor Gadd called the meeting to order at 7:00 p.m.

2. **Land Acknowledgement Statement**

“We acknowledge that we are on the traditional land of the Anishnaabe people. We wish to recognize the long history of Indigenous People of Canada and show our respect to them today. We recognize their stewardship of the land, may we all live with respect on this land and live in peace and friendship.”

3. **Approve Agenda/Additions to the Agenda**

It was moved by Sarah Blazek and seconded by Derek Mendez THAT the agenda for tonight’s meeting be approved.

CARRIED

4. **Declaration of Pecuniary Interest**

There were none.

5. **Review and Approval of Meeting Minutes**

It was moved by Todd Kasenberg and seconded by Jodi Town THAT the minutes of the June 18, 2024, meeting be approved.

CARRIED

6. Correspondence

6.1 Respectful Workplace Policy

It was moved by Tami Cressey and seconded by Connor Gadd THAT the committee receive the Respectful Workplace Policy.

CARRIED

7. Community Flagpole Report

Staff shared an information report about the request from Council to investigate a community flagpole and the history of the current Flag Policy.

Committee members discussed the request and the current Flag Policy at length.

It was moved by Sarah Blazek and seconded by Derek Mendez THAT a recommendation is taken to Council that they do not put up a new flagpole in a separate location and THAT the Municipality continues to fly community flags at the Municipal Office.

CARRIED

It was moved by Derek Mendez and seconded by Jodi Town THAT Council direct staff to investigate updates to the Policy for the Flying of Banners and Flags, including regarding Municipality initiated flag raising provisions.

CARRIED

8. HR Report Follow-Up

Committee members shared their thoughts and discussed the report in depth. Comments from the Committee Members will be shared with staff following the meeting. This agenda item will be brought back to a future meeting.

9. DEI Priorities Exercise

Staff shared information about a DEI priorities chart and how to complete the form. This process will help the Committee to work on building an action plan for future initiatives and Committee work.

The Committee agreed to send completed charts to staff by Monday, October 7, 2024. The October Committee Meeting will focus on this item.

10. Staff Update

Staff provided the Committee an update on the 2025 budget, including the new proposed items and carryover items from 2024.

Staff participated in a meeting with North Perth Malayalee Samaajam (NPMS) and shared a brief update about their meeting.

Set7 is hosting an ESL course in October at the Steve Kerr Memorial Complex. More information will be shared with the Committee when it is available.

Staff provided information about the Town of Minto Newcomer Event. Staff connected with the Town of Minto to get more information about the event they host yearly.

11. Roundtable Discussion

A Committee member proposed a future meeting conversation about holiday options in addition to our nationally and provincially recognized holidays.

North Perth Public Library CEO shared updates about programs and events the Library is offering. Items included, Perth County reads, the start of Conversation Circles in October, and a new job posting.

A Committee member shared information about the United Way Perth Huron “Speak up for Housing” Campaign. The campaign showcases stories from members of the community.

12. Council Recommendations

View agenda item 7.

13. Other Business

13.1 Meeting Dates

October 15, 2024

November 19, 2024

Staff will provide recommended dates for the 2025 schedule at a future committee meeting.

13.2 Chair and Vice Chair Elections

Committee Member Guevara has decided to step down from his role as the chair of the Committee. Committee members agreed to hold an election in January 2025.

14. Adjournment

It was moved by Tami Cressey and seconded by Haben Ogbatsion THAT the Committee meeting adjourns at 8:56 p.m.

CARRIED

North Perth Diversity, Equity, and Inclusion Advisory Committee Meeting Minutes

Date: November 6, 2024
Time: 7:00 pm

Members Present

Connor Gadd
Derek Mendez
Haben Ogbatsion
Jodi Town
Tami Cressey
Vivian Ukaobasi

Others Present

Mayor Todd Kasenberg
Manager of Strategic Initiatives Jessica McLean
Manager of Programs Amy Gangl
Communications Coordinator Mackenzie Smith

1. Call to Order

Vice Chairperson Connor Gadd called the meeting to order at 7:02 p.m.

2. Land Acknowledgement Statement

“We acknowledge that we are on the traditional land of the Anishnaabe people. We wish to recognize the long history of Indigenous People of Canada and show our respect to them today. We recognize their stewardship of the land, may we all live with respect on this land and live in peace and friendship.”

3. Approve Agenda/Additions to the Agenda

It was moved by Tami Cressey and seconded by Jodi Town THAT the agenda for tonight’s meeting be approved.

CARRIED

4. Declaration of Pecuniary Interest

There were none.

5. Review and Approval of Meeting Minutes

Discussion occurred on Item 7 in the September 17, 2024 Meeting Minutes in regards to the wording of the motion passed by the Committee. The Committee requested the minutes be amended to revise the motion wording as follows:

It was moved by Derek Mendez and seconded by Jodi Town THAT Council direct staff to investigate updates to the Policy for the Flying of Banners and Flags, including regarding Municipality initiated flag raising provisions.

It was moved by Derek Mendez and seconded by Haben Ogbatsion that the minutes of the September 17, 2024, meeting be approved as amended.

CARRIED

6. DEI Priorities Exercise

Staff provided a brief description of how the Committee will complete the exercise as a group. The Committee worked through the exercise but did not complete the whole chart. The Committee will continue to work on the chart at the next Committee meeting. The chart will be shared with the Committee after the meeting.

7. Staff Update

Item 1: Huron County Immigration Partnership

The Huron County Immigration Partnership provided a delegation to Council regarding their recent immigrant survey. The presentation slides will be included in the Committee's next agenda package.

The Partnership is now conducting focus groups across Huron and Perth Counties for the Newcomer Experiences of Housing research project, with a North Perth session scheduled for November 13th at the North Perth Public Library Listowel branch.

Item 2: United Way Perth-Huron Survey - Your Voice Matters

Staff shared information on the United Way Perth-Huron "Your Voice Matters" survey, including the survey website.

Item 3: Dates of Significance

Staff shared an update on the Dates of Significance social media post and what dates were highlighted for the month of November.

Item 4: Community Flagpole Report Update

Staff provided an update on the Community Flagpole Report presented to Council on October 7, 2024, where the motions recommended by the DEI

Advisory Committee were defeated by a vote of 6-4. The meeting recording is available on the North Perth YouTube channel, and the full staff report can be accessed on the North Perth website. Committee members discussed Council process and information on possible next steps. Staff will circulate the agenda package and meeting recording link to the Committee.

Item 5: HR Hiring Report

Staff provided an update from the previous meeting's discussions, noting that the report will be updated to include source information and outreach with the Municipality's human resource group. The Committee was reminded that they have the option to attend and delegate at a Council meeting or provide a written response. Staff will share the confirmed Council meeting date with committee members once it is scheduled.

8. Roundtable Discussion

Staff shared information about the Huron & Perth Charter of Rights of Children and Youth. The Municipality was involved with training recently and will be promoting more information on our social media platforms. A flyer will be shared with the committee following the meeting.

9. Council Recommendations

There were none.

10. Other Business

10.1 Meeting Dates

The Committee members discussed the proposed meeting dates for 2025.

It was moved by Vivian Ukaobasi and seconded by Tami Cressey THAT the proposed 2025 Meeting Dates be accepted.

CARRIED

The Committee discussed moving the next meeting date from November 19, 2024, to December 3, 2024.

It was moved by Derek Mendez and seconded by Haben Ogbatsion THAT the committee reschedule the next meeting from November 19, 2024, to December 3, 2024, at 7:00 p.m.

CARRIED

11. Adjournment

It was moved by Vivian Ukaobasi and seconded by Jodi Town THAT the Committee meeting adjourns at 8:55 p.m.

CARRIED



Huron-Perth Immigrant Survey

Summary report



County of Huron | Immigration Partnership
Email: home@huroncounty.ca
www.HuronCounty.ca/immigration-partnership



9 COMMUNITY ENGAGED
SCHOLARSHIP INSTITUTE

Funded by:



Immigration, Refugees
and Citizenship Canada

Financé par :

Immigration, Réfugiés
et Citoyenneté Canada

Background: Immigration in Huron & Perth

Huron County

- 4,200 immigrants in 2021 (all years)
- 1,355 temporary work permits issued in 2022 & '23
- 135 international post secondary students in 2022 & '23

Perth County

- 7,310 immigrants in 2021 (all years)
- 720 temporary work permits issued in 2022 & '23
- 250 international post secondary students in 2022 & '23

North Perth

- 1,665 immigrants in 2021
- 11% of total population
- 225 new immigrants
- 210 non-permanent residents



County of Huron | Immigration Partnership

Email: home@huroncounty.ca

www.HuronCounty.ca/immigration-partnership

Funded by:

Financé par :



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Background: Huron County Immigration Partnership

Improve newcomer settlement experiences by:

- Bringing newcomer service providers and stakeholders together to collaborate to strengthen programming and services
- Developing strategies to build welcoming and inclusive communities

Funded by Immigration, Refugees and Citizenship Canada

- 89 Immigration Partnerships throughout Canada
- Huron County's Immigration Partnership first received funding in 2010
- Situated in Huron County Economic Development department



County of Huron | Immigration Partnership

Email: home@huroncounty.ca

www.HuronCounty.ca/immigration-partnership

Funded by:

Financé par :



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et Citoyenneté Canada

About: Huron County Immigration Partnership

Goal: **Huron County is a welcoming community where newcomers to Canada feel supported, at home and integrated in all spheres of their life.**

Four strategic focus areas:

Increase and strengthen collaboration

Strengthen capacity of the newcomer-serving ecosystem

Build welcoming communities by fostering connections and delivering information

Conduct research to deepen understanding of immigrant needs, assets and service gaps



County of Huron | Immigration Partnership

Email: home@huroncounty.ca

www.HuronCounty.ca/immigration-partnership

Funded by:

Financé par :



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

About the survey: A collaborative process



Who filled out the survey?

195



Immigrants & newcomers filled out the survey



105 Huron | 90 Perth

65%



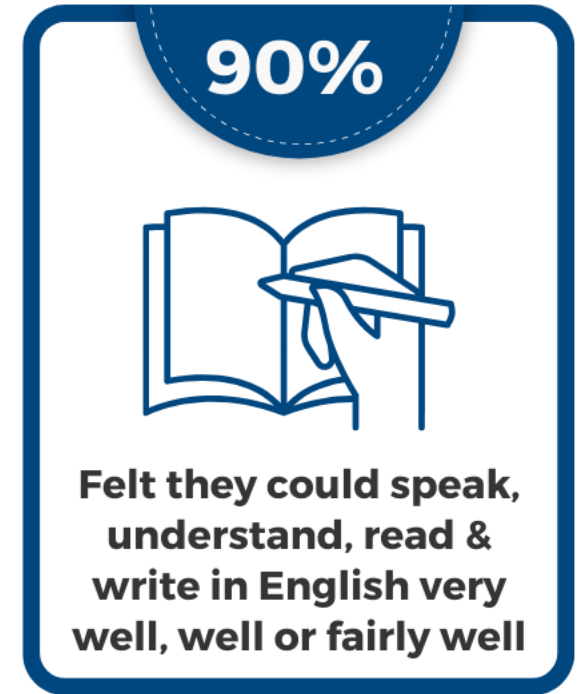
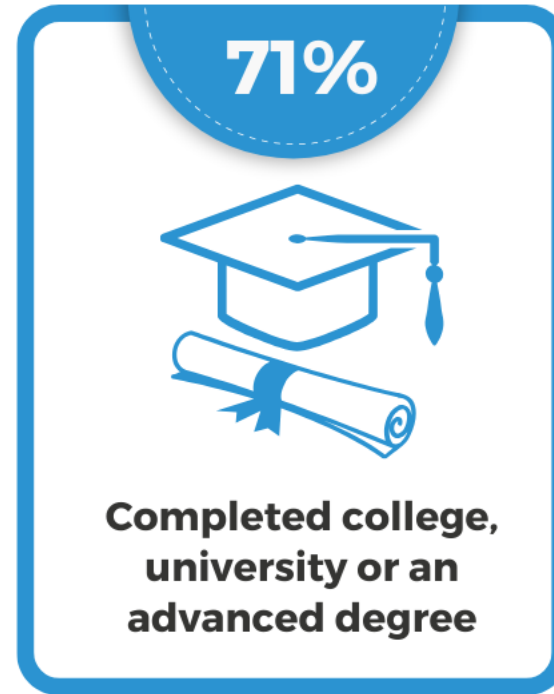
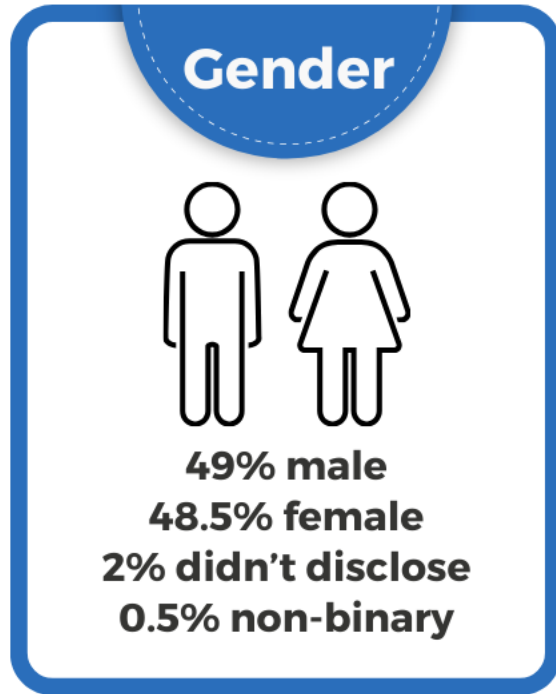
Considered newcomers: been in Canada 5 years or less

49

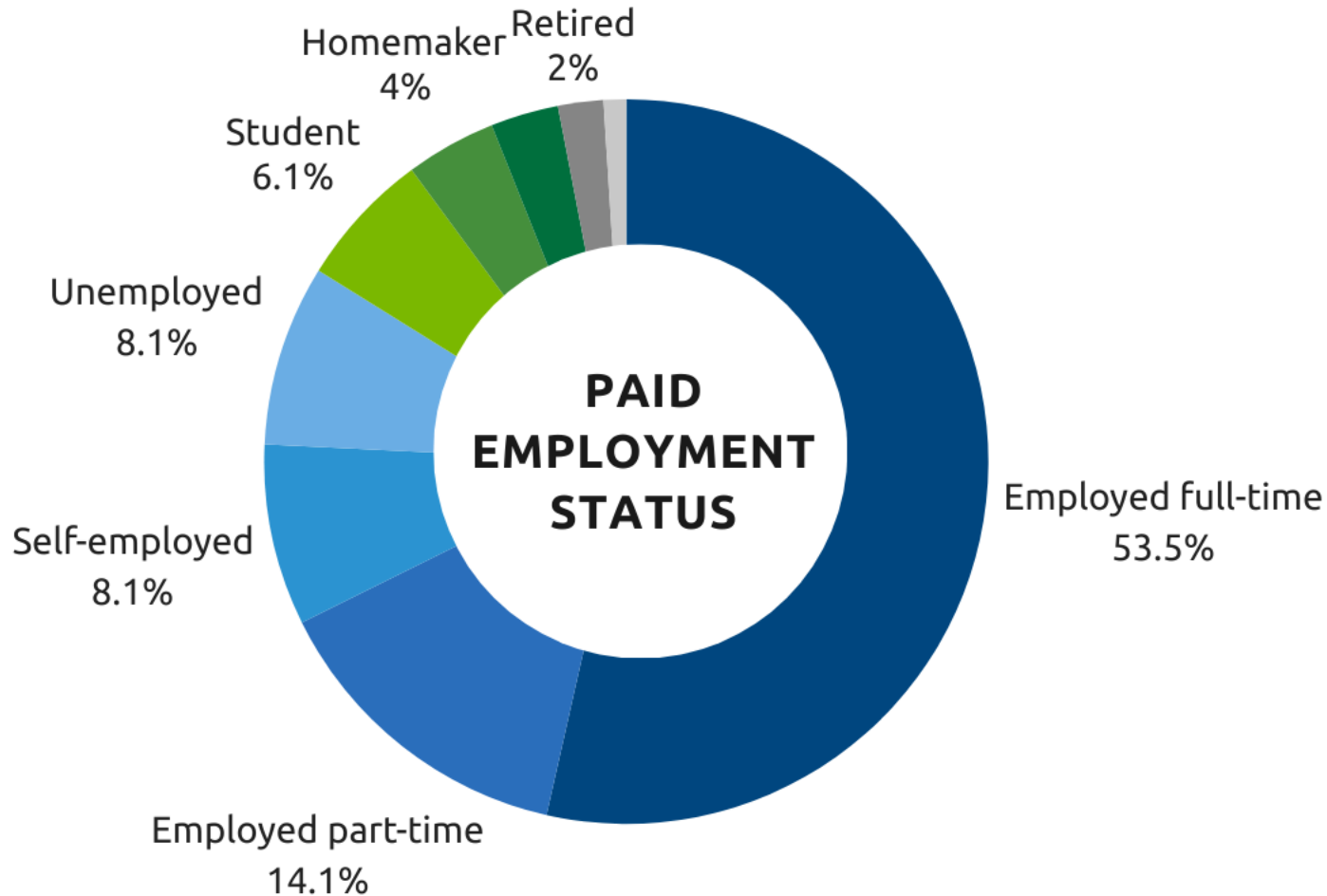


Born in 49 different countries & now live in Huron-Perth

Who filled out the survey?



Community contribution: Employment



39%

Yes, my job in Canada is at the same level as my international experience and education

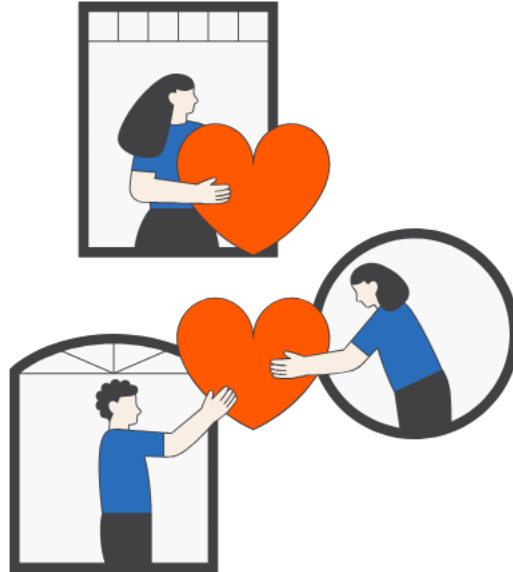
46%

Yes, my international experience and education was recognized in Canada

Community contribution: Volunteering

37%

Yes, I belong to or volunteer with an organization



35%

Volunteered at an immigrant / newcomer organization OR religious organization

Welcoming community

67%



My community is welcoming or very welcoming to immigrants

60%



I would likely, or very likely, recommend Huron or Perth to other immigrants

67%



I have a strong or very strong sense of belonging in my community



Experiences of government funded services

Participants rated their experience with the 15 government funded services in the last 12 months. The top 5 services ranked as good or excellent were:



Top challenges identified

What are the biggest challenges you or your family have experienced in the last year in Huron or Perth Counties?



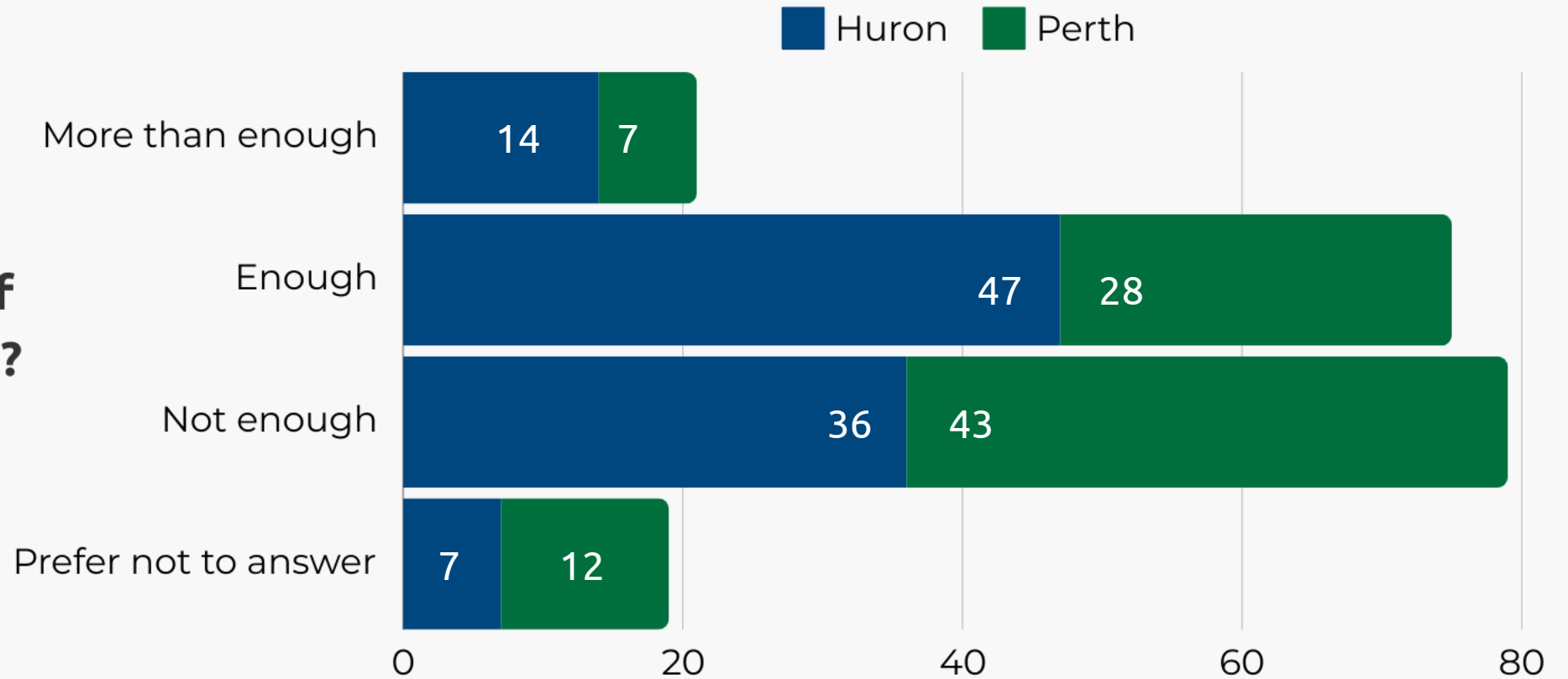
Top challenges identified

What are the biggest challenges you or your family have experienced in the last year in Huron or Perth Counties?



Challenge: Household income

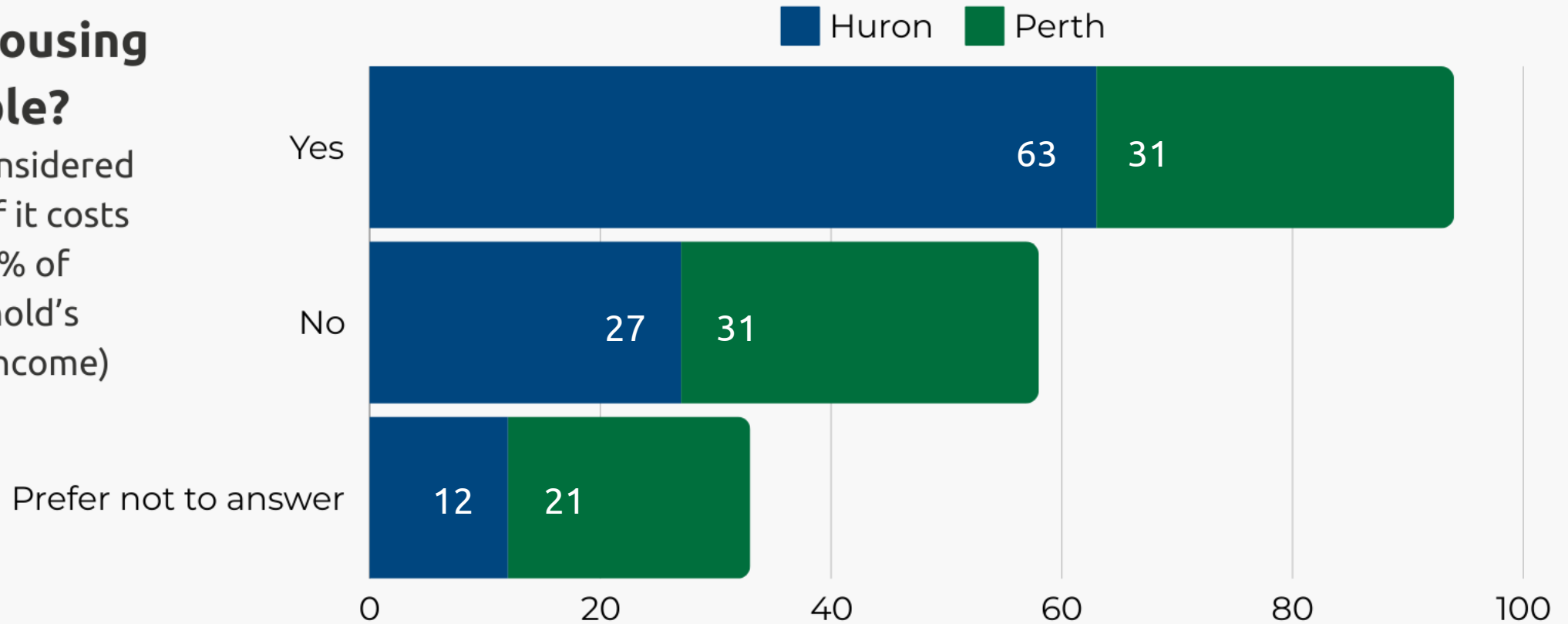
Is your household income enough for the needs of your household?



Challenge: Affordable housing

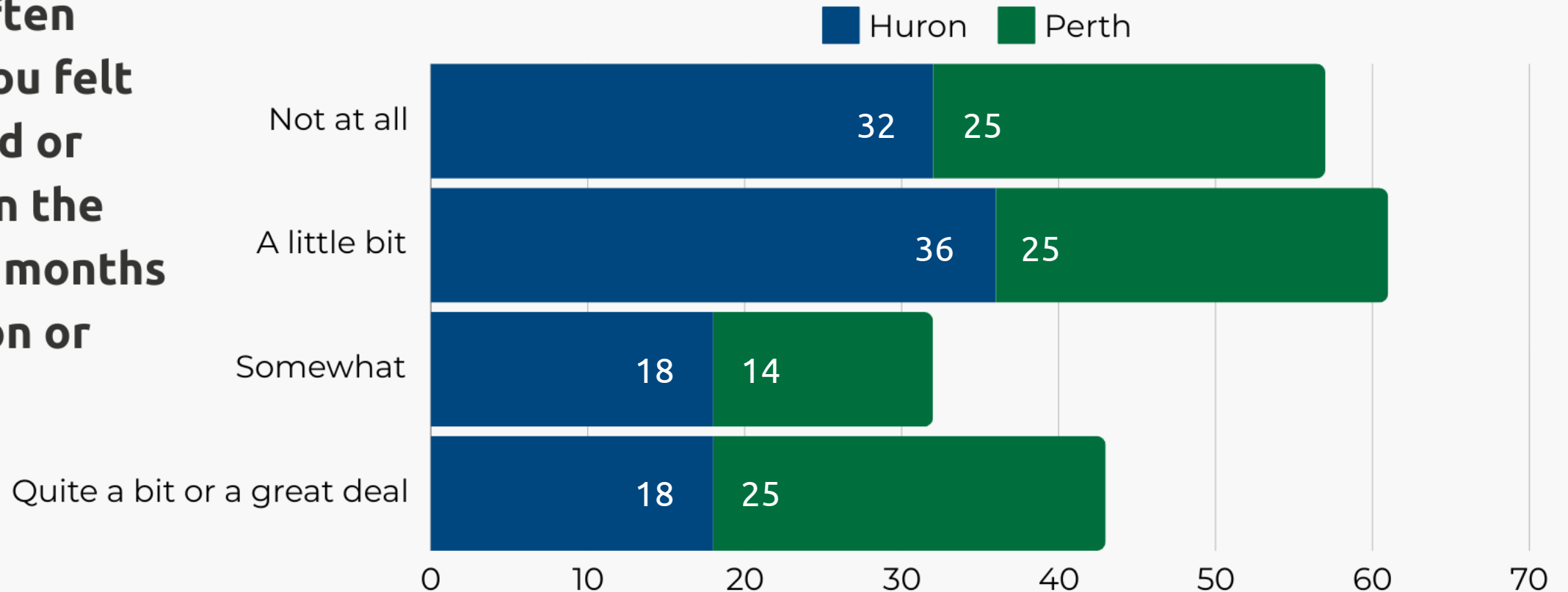
Is your housing affordable?

(Housing considered affordable if it costs less than 30% of your household's before tax income)



Challenge: Isolation and loneliness

How often have you felt isolated or alone in the last 12 months in Huron or Perth?



Top suggestions

What changes would help immigrants and other newcomers to Canada to reach their full potential in your community?



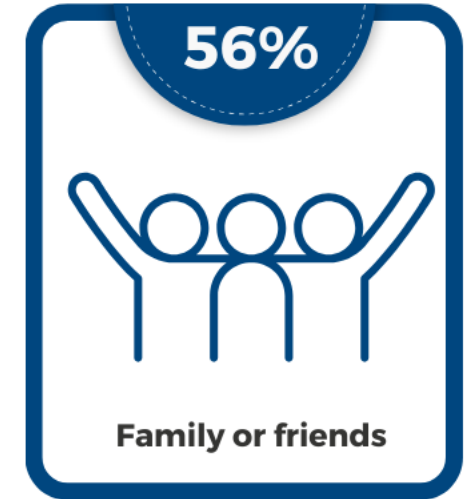
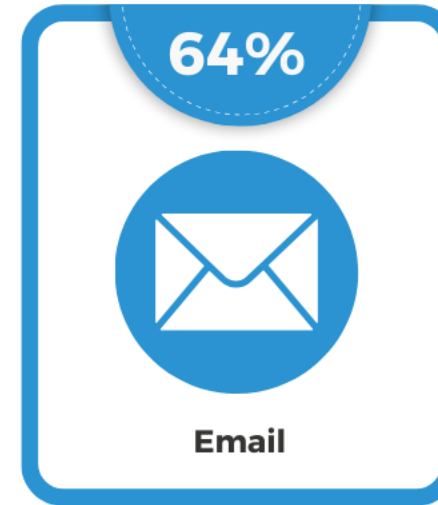
Top suggestions

What changes would help immigrants and other newcomers to Canada to reach their full potential in your community?



Accessing information

Top 5 ways respondents prefer to get information about community and settlement services



Next steps

1) Work with partners to address gaps

- Developed & disseminated new information products
- Coordinated an action plan to strengthen newcomers entrepreneur support
- Brought in an immigrant-focused employment officer
- Built awareness about immigrant health care needs
- Organized social events with newcomers
- Developed opportunities for newcomers to access support to learn English

2) Conducting additional research to better understand newcomers experiences of housing in Huron-Perth



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Feedback, questions?

County of Huron | Immigration Partnership

Mark Nonkes, Manager, Local Immigration Partnership

mnonkes@huroncounty.ca