Minutes of the Equity, Diversity & Inclusion Advisory Committee

Place:	Council Chambers, Zoom, streamed live to Facebook
Date:	Wednesday, March 5, 2025
Chair:	Olivia Canning-Sweet
Members Present:	Carla Black, Padraic Moore, Anas Alawar, and Emma Brown
Members Regrets:	Millisa Ellis, Jagjot Singh, Virginia King-Tower, Chris King-Tower

A quorum was present throughout the meeting.

Staff in attendance: Linda Cloney – CAO, Marion Abbott – Municipal Physcial Activity Leader (MPAL) and Stan McDougall - Admin Assistant (recording secretary).

1. **Call to Order / Welcome**
   Olivia called the meeting to order at 6:02 PM and welcomed all in attendance.

2. **Approval of the Agenda**
   Moved by Emma Brown and seconded by Carla Black that the agenda of the Equity, Diversity and Inclusion meeting for Wednesday, March 5, 2025, be approved as presented.
   Motion Carried

3. **Approval of the Previous Minutes – January 15, 2025**
   The approval of the draft minutes from January was deferred to this meeting from February as there was no quorum. A draft term of reference referred to in the draft minutes is tabled for the next meeting.

Approved by _____
Olivia Canning-Sweet, on March 5, 2025

4. **Appointment of a Vice Chair**

   As the appointment of Vice Chair for the Equity, Diversity and Inclusion Advisory Committee was deferred to this meeting, a call for nominations for Vice Chair was held. Marion Abbott nominated Emma Brown as Vice Chair.

   A call for further nominations was given three times. Hearing no further nominations, Emma Brown was declared Vice Chair through acclamation.

   Moved by Padraic Moore and seconded by Carla Black to approve Emma Brown as Vice Chair of the Equity, Diversity and Inclusion Advisory Committee.

5. **Present draft Equity and Anti-Racism Plan 2025 – edits and motion to Council to approve as amended**

   Linda discussed with the committee that a lot of work has gone into the draft EDI plan with staff, the Association of Municipal Administrators Nova Scotia, and representatives from Nova Scotia Health. The plan has gone through several revisions and with this draft plan it is the goal for the committee to approve this draft plan to be presented to the Council at the next Council Meeting.

The draft Town of Oxford Equity and Anti-Racism plan was reviewed page by page with the committee which resulted in some modifications including additions, changes to punctuation, spelling, words, and phrasing. The committee agreed that these changes would be accepted and to recommend the Council to approve the draft plan.

Moved by Carla Black and seconded by Emma Brown to recommend to the Council of the Town of Oxford to approve the draft Town of Oxford Equity and Anti-Racism Plan as revised and accepted by the Equity, Diversity and Inclusion Advisory Committee.
Motion Carried

6. **Confirm the next meeting date**
   The next meeting date is to be determined and announced to committee members.

7. **Adjournment**

   The meeting adjourned at 7:07 PM

Olivia Canning-Sweet

Olivia Canning-Sweet, Chair

Stan McDougall

Stan McDougall, Admin Assistant

2026 - 11 - 18

Date Approved