



Diversity Advisory Committee
Meeting Minutes
February 5, 2025
Douglas Street Recreation Centre

A meeting of the Diversity Advisory Committee of the Town of Truro was held on Wednesday, February 5, 2025, at the Douglas Street Recreation Centre.

Present: J. Flemming, A. Graham, B. Borden, S. Deslauriers, N. Gillis, A. Paris, R. Hunka, M. Burgess and S. Roe.

Regrets: J. Andrew, A. Saju, K. Kittilsen

R. Hunka opened the meeting and welcomed members of the committee. R. Hunka recognized some recent accomplishments of community members including Andrew Paris receiving the King Charles III Coronation Medal and Butch Borden and Wayne Talbot being recognized in the Nova Scotia Legislature during the 50th Annual Apex Golf Tournament.

Approval of the Agenda

On motion of S. Deslauriers and A. Graham, the agenda was approved as circulated. Motion carried.

Approval of Minutes

It was determined that the minutes of the July 17, 2024, meeting will be approved along with the February 5, 2025, minutes at the next meeting.

Designation of Chair

J. Flemming will take over duties as Chair, having been the previous Vice Chair. A. Graham will act as Vice Chair.

Terms of Reference

EDIA Coordinator will be added as a member of the Committee. N. Gillis will edit the Terms of Reference to clarify the citizen members and which group they represent. She will also review the TOR and Policy for gaps.

DAC Membership

It was noted that the Committee is lacking representation from the 2SLGBTQIA+ community. There may also be room on the Committee for one more member. S. Roe will investigate the process for Committee membership and will inform the Committee at the next meeting.

Committee Goals and Ideas:

- Tracking diversity in employment.
- Arrange for visits to CEC ANS groups to be an annual event.
- Committee education – committee members will attend various events in town and report back to the committee.
- S. Deslauriers commented that the Town of Truro has a reputation as a bad place to work and that the committee should take steps to reverse this opinion.
- A. Paris suggested that Information Sessions for citizens would be a good way to collect data.
- The Firehall could be used to host Open Houses for new arrivals to Truro.
- R. Hunka suggested that the Committee could somehow be involved in the hiring process for the town. For example, interested applicants could request support from a representative of the Committee during interviews.
- A. Paris commented that the Provincial Government allows for accommodations during the hiring process such as allowing time to review questions.
- Accessibility questions could be added to job posting.
- For concrete ideas on the hiring process, Tammy will be invited to the next meeting. J. Flemming will meet with Tammy to discuss this beforehand.
- The Committee will consider presenting ideas to the Committee of the Whole at the end of March or possibly April.

Next Meeting

The next meeting of the Diversity Advisory Committee will be taking place on March 5, 2025.

Adjournment

On motion of B. Borden, the meeting was adjourned at approximately 4:20 pm.

J. Flemming
Chair