

**Diversity, Equity, and Inclusion Committee**  
**March 20, 2025**  
**7:00 pm at Launchit Minto**

Attendance: Co-Chair Jokelee Vanderkop, Co-Chair Brittany Reis, Alicia Becker, Ahmad Almohammad, Mabel Amapali, Caitlin Hall, Kerry Ammerman and Stefan Von Muhlenen

Staff Present: Belinda Wick-Graham, Director, Economic & Community Development, Gordon Duff, Treasurer and Tami Cressey, Administrative Assistant

Regrets: Mayor Dave Turton, Deputy Mayor Jean Anderson, Peggy Raftis, Jessica Rowden, and Peyton McBeth.

Guests: Terry and Krista Fisk and JoAnne Caughill

- 1. Call to Order at 7:01 by Co-Chair Jokelee Vanderkop**
- 2. Minutes of Previous Meeting**
  - 2.1 Minutes of February 20, 2025, DEI Committee Meeting**

**MOTION**

**Moved by: Mabel Amapali Seconded by: Kerry Ammerman**  
**THAT the Diversity, Equity, and Inclusion (DEI) Committee approve the minutes of the February 20, 2025, meeting.**

**CARRIED.**

- 3. Roundtable Discussion**
  - 3.1 Guest Speakers: Settling Newcomers in Minto**

The Committee welcomed Terry and Krista Fisk from the Harriston Presbyterian Church and JoAnne Caughill from the James Street United Church in Palmerston to talk about their experiences in helping newcomers settle in Minto. Terry and Krista spoke about settling two Syrian refugee families in Harriston and JoAnne spoke about setting Ukrainian families in Palmerston. Some of the challenges identified included:

- Lack of ESL training locally – or transit options to get to ESL training in Listowel
- Newcomer Settlement Services are located in Guelph – we need to look at having a satellite option in our rural communities.
- Funding was cut to the immigration services so the Fergus office has closed and the support people for the refugees will no longer have employment.

- The amount of paperwork for the sponsoring organizations to complete is overwhelming.
- Housing shortage
- There is a real concern right now in that the Ukrainian refugees are not being able to get their work permits renewed. They need an appointment to renew but the appointments available are after the date they need to renew. They will not be able to stay but they also can't go back. It is a struggle to get permanent resident cards despite them having jobs and settling in the community.

Ahmad noted some of the challenges he and his family faced when they arrived included the language barriers, dealing with the different weather and the kids being “different” at school.

Vanderkop thanked the guests for attending and for their important work helping the refugees safely settle in Minto.

### **3.2 DEI Calendar Update**

After receiving feedback from the Committee at the last meeting Cressey presented the draft social media plan. She noted creating 4-6 posts per month and suggested that the Canadian Centre for Diversity and Inclusion Calendar could then be posted on the website. The Committee reviewed and endorsed the plan. Cressey will now create the actual posts and present those back to the Committee for final review and approval.

### **3.3 Vulnerable Populations Public Awareness Campaign**

Wick-Graham noted that the Township of Wellington North has been working with the Mount Forest Family Health Team and the Community Resource Centre on a Vulnerable Populations Public Awareness Campaign and offered to share the resource with us. The Committee reviewed the campaign.

#### **MOTION**

**Moved by: Brittany Reis Seconded by: Mabel Amapali**

**THAT the Diversity, Equity, and Inclusion (DEI) Committee approves the use of the Wellington North Vulnerable Populations Public Awareness Campaign.**

**CARRIED.**

### **3.4 DEI Logo Update**

Mabel presented a quote from Emerge Now Consulting to get our DEI logo created. It includes the following elements:

- Primary, Secondary & Sub-Mark Logos
- Concept Development – 3 Variations
- Revisions made on the preferred option

- File Formats (png, jpeg and vector) in different resolutions
- Brand Board

#### **MOTION**

**Moved by: Alicia Becker Seconded by: Brittany Reis**

**THAT the Diversity, Equity, and Inclusion (DEI) Committee approves hiring Emerge Now Consulting to create the DEI Committee logo for up to \$500.**

**CARRIED.**

#### **3.5 Coldest Night of the Year Recap**

Wick-Graham thanked everyone who participated and/or sponsored the Minto DEI Snowy Striders in the Coldest Night of the Year. Over \$40,000 was raised in support of hunger and homelessness programs in North and Centre Wellington.

#### **3.6 Clifford Food Pantry Update**

Wick-Graham noted that the pantry doors have come off. Von Muhlenen and Hall offered to investigate and see if improvements can be made to the box to fix the doors, as well as look at ways to insulate the pantry to help with the temperature effects on donations. Caughill noted that Blessings to You may be able to provide funding towards the pantry if we present them with a proposal. Von Muhlenen and Hall will bring back a plan for the next meeting.

#### **3.7 Action Plan Follow Ups**

The Committee reviewed the Action Plan. Updates are included in the plan attached as Schedule "A."

#### **4. Reports**

None

#### **5. Adjournment at 9:10 pm**

Next Meeting April 17, 2025, at 7:00 pm at Launchit Business Exploration Centre