

As of June 20, 2025

Schedule "A"

2025 Diversity, Equity and Inclusion Priorities and Budget Allocations

Completed

In-Progress

No Progress

EVENTS				
Action	Budget Allocation	Committee Members	Timeline for Completion Q1 (Jan-March) Q2 (April – June) Q3 (July-Sept) Q4 (Oct. – Dec.)	Status
Black Heritage Month	\$1,000 (\$625 + \$375 Event Enhancement Fund)	Brittany Gord Jokelee Mabel Stefan	Q1 Completed Feb 15, 2025	Completed 72 tickets sold (50 in attendance due to weather)
Pride in the Park	\$0 (original allocation of \$540 + \$460 Event Enhancement Fund) Received \$3,000 grant from Enbridge	Minto Pride	Q2 June 8, 2025 11 am – 4 pm	Completed Caitlin reported that it was a nice day and that the event was extended two hours longer this year. It was well attended, the attendees were spread out throughout the day. A food truck, sky pies, music, entertainment, parade and Fay and Fluffy were all well received and things ran smoothly. A wrap-up meeting is being held on Monday June 23.

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Truth & Reconciliation	\$1,200 (increased from \$1,000 due to funds shifted from Pride)	Brittany Jokelee Peggy	Q3 Sept 27, 2025	<ul style="list-style-type: none">- Jokelee has confirmed two short films to be shown at the Norgan Theatre from 1 – 2 pm “Cry from a Diary of a Metis Child” – 29 minutes and “Bill Reid Remembers” – 24 minutes. Jokelee confirmed these were created by an indigenous film maker.- Jokelee noted that the Norgan Theatre is replacing the seats in September. It is hoped that all is completed before our event but in the event it is not we will have the Palmerston Lions Den as a back-up location.- The group will then go to the Huron Perth Tipi where Christin Denis will speak on Truth & Reconciliation and Residential Schools.- Peggy is connecting Clarence Cachagee from Crow Shield Lodge and Clarence and Christin have been in talks about the event.- The Tipi Cost is booked and the cost is \$500- The proposed offer to Clarence is \$700.- There is no cost for the films.- Jess suggested we could make this a teaching moment. She suggested at the film that we could pull up the Calls to Action (or a select number of them) and ask people to commit to reconciliation and ask them to think and to commit to what actions they could move forward. Jess suggested that Peggy ask Christin and Clarence if they agree with the reconciliation idea and if they think it would be appropriate to do at the Tipi. It was also suggested
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				<p>that the Committee could look at what actions we can commit to.</p> <ul style="list-style-type: none"> - Three Sisters' soup will be served at the Tipi. The event could run from 1 – 4 pm. The Committee discussed charging a nominal fee or by donation.
<p>New Resident Welcome Event(s)</p> <p>Meet Your Neighbour Picnic</p>	\$475	Staff	<p>Q3</p> <p>July 3, 2025</p> <p>6-8 pm</p>	<p>Harriston Pavilion booked</p> <p>Kinsmen will BBQ</p> <p>Outdoors games</p> <p>Businesses and Clubs have been invited to set up tables and contribute to welcome bags.</p> <p>Promotions are underway.</p>
Community Clothing Swap	\$150	Alicia Kerry Mabel	<p>October 18th</p> <p>10:30 am – 3:30 pm</p>	<ul style="list-style-type: none"> - Harriston Community Auditorium is booked. - Set up will take place on Friday October 17th from 3:30 – 7:00 pm. - More volunteers are needed to assist with sorting on the Friday. - Tables and clothing racks will be needed. Peggy suggested contacting the Minto Dance Academy as they have some fold-up ones. - Event will be promoted as cold weather clothing for all ages. - Jean offered to accept donations at the Service Ontario office in Harriston for the month of October. - Whatever donations are left at the end of the event will be given to Blessings to You if they would like it or offered to the Diabetes Association. - Alicia is working on the poster

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				<ul style="list-style-type: none">- Event will be promoted via posters, social media newspaper press release/story, local radio and community calendars, and on the Town page in the Community News- Event will be promoted to the schools. Ahmad offered to talk to Minto-Clifford PS.- Committee reaching out to the Grove and Community Resource Centre about potential partnerships.
DEI Films at the Norgan	\$550	Kerry Brittany Jokelee Gord	April 21, 2025 7:15 pm September 27, 2025	Superboys of Malegaon (2024) - IMDb Completed – Jokelee reported good reviews “Cry from a Diary of a Metis Child” – 29 minutes and “Bill Reid Remembers” – 24 minutes. https://www.nfb.ca/film/richard_cardinal/ https://www.nfb.ca/film/bill-reid-remembers/
ADVOCACY				
Action	Budget Allocation	Committee Members	Timeline for Completion Q1 (Jan-March) Q2 (April – June) Q3 (July- Sept) Q4 (Oct. – Dec.)	Status

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DEI Audit & DEI Best Practice Guide		Brittany Peggy Kerry	TBD	Brittany provided a document for review. an update for the May meeting. Jess offered to meet with Brittany and provide additional support and resources. She also suggested that the Committee develop a communication plan to distribute the information to groups. Belinda suggested Brittany presenting the document to the Chamber and Launchit hosting training for the businesses on the document. Could also distribute at Julie's accessibility presentation.
Training and Education for Council and Staff			Ongoing	No update
Training and Education for Community Volunteers (training derived from the Best Practice Guide		Caitlin Kerry	TBD	No update -waiting on the Best Practice Guide.
Communicate commemorative holidays on social media		Staff to prepare – Committee to review plan	Q2	The committee approved DEI Social media calendar. Completed – positive feedback received.
Downtown Accessibility Audit - Julie Sawchuck - County Accessibility Committee	\$400	Kerry Jokelee	Q3 or Q4	Belinda confirmed our application to the County of Wellington to complete the accessibility audits of the downtowns and community centres as well as a presentation was approved for \$10,000. Belinda will follow up with Julie to confirm new dates in the fall.
Develop policies that promote DEI			2026	No update

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Become a member of the Canadian Coalition of Inclusive Communities	No Cost	Staff	Q1	Approved at Council March 4/25 Belinda reported that she is having difficulty reaching anyone at the UNESCO office to find out next steps.
Explore the National Rainbow Registered Accreditation Program		Minto Pride	Q2	Belinda and Caitlin to meet with Saugeen Shores Staff to discuss.
No Room for Hate/Hate had no Home Here Signage	\$300	Alicia Kerry	Q2	<p>The Committee discussed the signage again and upon further thought and reflection decided to look at a new message for the sign.</p> <p>“You Belong Here”</p> <p>“Celebrate Diversity”</p> <p>Belinda will ask Erin to use the gradient of DEI brand colours in the background to include the DEI and Town logos in black and the key messages. These will be presented back to Committee for comment.</p> <p>Alicia previously reported the cost of the signs and H frames would be \$17 each and everyone agreed \$20 would be a fair price to sell for. It was discussed that the signs don’t necessarily have to be sold. If we budget this item for 2026 we could offer them for donation to get them out in the community, and they could be up all year or as people choose.</p>