

Diversity Committee
Meeting Minutes
Wednesday, February 4, 2009
Family and Children's Services Multi-Use Boardroom

In attendance: Anne Renaud (Vice Chair), Grace Silander, Jim Cumming, Linda Plumridge, Al McManaman, Nancy Daley, Christina Hahkala, Sharon Tibbs, Lincoln Dunn, Heather Campbell, Diane Ross, Vik Nowak, Mary Jane Allen, Mary-Catherine Kelly

Regrets: Ashlee Grimard, Donna Kroomo, Margaret Sedgewick, Christine Denby, Bob Mainveille, Anne McCoy, Lauren McCoy, Lori Maki, Julie Herr, Sharol Bilodeau, Jack McMaster, Christie Gushulak, Wayne Woods, Tammy Ryll, Sheila McMahan

1.0 Call to Order

Meeting was called to order at 12:15 p.m.

1.1 Welcome to New Partners

- All committee members introduced themselves.
- A representative from Rainy River – Gord Armstrong - has joined the committee. Unfortunately, due to the unavailability of the video-conferencing unit at the hospital, he could not attend.

2.0 Approval of January 2009 Minutes

Minutes were reviewed and approved.

3.0 Approval of Agenda

Agenda was approved, with one correction: changing the municipalities meeting to General Meeting on January 31st, 2009, not January 24th, 2009.

4.0 Mission Statement

Mission Statement was reviewed.

5.0 Update – Rainy River District Municipal Association Meeting Update

- Grace Silander provided an update from the planning meeting and the presentation to the municipalities of the Rainy River District on January 31, 2009 in Atikokan, Ontario.
- All municipalities expressed interest in the Diversity Committee's mission and goals. The letter developed at the sub-committee meeting (Jim Cumming, Grace Silander, Diane Ross, Anne McCoy, Heather Campbell) was distributed by Frieda Carmody.
- The presentation that was shown at the December 2008 Rainy River District School Board was adapted for the eventual presentation to municipalities. This presentation will be emailed with the agenda minutes to all committee members for use within their own organizations.

6.0 Committee Goals and Objectives

- A discussion of the Committee's goals took place. Many of the goals were thought to be quite broad and needed some specific actions/strategies attached to them.
- Some suggestions included having a presentation to the Chiefs' Secretariat. Lincoln Dunn will look into putting this on an upcoming agenda.
- Jim Cumming suggested that we also present to Abitibi Bowater as one of the largest employers in the district. John Harrison is the Safety Director and a possible contact.
- Vik Nowak is on the Walk the Talk Committee, part of FACS and includes representatives from all services provided. He will present the slideshow created by Anne to this committee.
- Another audience is the Chamber of Commerce – Anne Renaud will look into getting on the agenda in Fort Frances.

- Nancy Daley suggested that Education Week in May be a chance for the schools within the district to promote diversity. While the theme has not yet been set by the Ministry of Education, Heather Campbell shared that Jim Lees is set to present to RRDSB principals and vice principals and that the Board had already endorsed the work of the committee in December when Anne McCoy presented to the Board. Mary Catherine Kelly said that she would add the Diversity Committee to an upcoming Board meeting agenda.
- Heather Campbell will develop a framework for the goals and this framework will be included with the February minutes so that committee members can forward specific suggestions for actions/strategies.
- See attached framework.

7.0 Committee Norms

- A discussion of the need for group norms took place to ensure that the committee continues to move forward while creating a climate of trust and respect.
- An article from About.com was shared by Heather Campbell.
- In this article, a list of sample norms was provided. Committee members reviewed the norms and it was decided that committee members would prioritize their top five norms and send this information to Mary Jane Allen by email, vc@rrdvsp.ca , before the March 2009 meeting. Mary Jane volunteered to organize the norms once received.
- The article can be found at http://humanresources.about.com/od/teambuilding/qt/norms_sample.htm

8.0 Other – Miscellaneous

- Linda Plumridge shared her work on a website for the Diversity Committee, with links to all members' associations and the mission statement, as well as pages to display meeting minutes, presentations, articles, etc.
- Anne Renaud volunteered to send the Respect Campaign link to Linda for posting on the website.
- Vik Nowak shared that there will be two presentations at the FACS Multi-Use Boardroom: Jim Lees presenting on Intergenerational Communication at the end of March (more information to follow) and Michael Lewis, a motivational speaker, on improving communication, creating a collaborative positive attitude, tolerance and sensitivity within the workplace on May 26 or 27.

9.0 Next Meeting: March 4th, 2009 at the FACS Multi-Use Boardroom

Please R.S.V.P. to Heather Campbell – hcampbell@mail.rrdsb.com – if you are attending as lunch will be ordered for all members.

10.0 Adjournment

The meeting was adjourned at 1:00 p.m.