



Inclusion Advisory Committee Report

February 13, 2025

11:00 a.m.

Virtual

Present:

Dr. Sulaimon Giwa, Co-Chair - Anti-racism
Joby Fleming, Co-Chair - Empower NL
Duane Morgan, CNIB
Carolyn Mills, Metrobus/GoBus, Manager of Accessible Transit Service
Nancy Emberley, NLAD
Trevor Freeborn, Coalition of Persons with Disabilities
Jane Simmons, Physical and Neurological Disabilities
Leah Farrell, Autism Society NL
Lisa Zigler, Women's Representative
Tina Neary, Inclusion Canada NL
Kate Hopkins, Mental Health Representative
Kathy Hawkins, Empower NL
Krista Gladney, Manager, Healthy City & Inclusion
Trisha Rose, Facilitator, Accessibility & Inclusion
Jennifer Squires, Legislative Assistant

Regrets:

Councillor Ophelia Ravencroft, Council Champion
TJ Jones, 2SLGBTQIA+
Abi Maunder-Collier, Association of New Canadians
Marta Evstigneev, Canadian Hard of Hearing Association NL

Others:

Jordan Wynychuk, Interpreter
Shelby Graham, Interpreter
Delia Oates, Empower NL

1. **Terms of Reference Review**

Krista Gladney - Manager, Healthy City and Inclusion

The Terms of Reference may be found at the following link:

<https://www.stjohns.ca/en/city-hall/resources/Documents/Terms-of-Reference/Terms-of-Reference---Inclusion-Advisory-Committee.pdf>

The Manager of Healthy City and Inclusion reviewed the Terms of Reference with the IAC. It was noted that the following updates were required:

- Staff leads are now Manager of Healthy City and Inclusion and Accessibility and Inclusion Facilitator.
- The Council member is now Councillor Ophelia Ravencroft.
- The policies, plans, and strategies require updating to include the new Recreation Master Plan, the Accessibility Plan, and the Building Safer Communities Strategy.
- It was then recommended that the Universal Design Network Newfoundland and Labrador be added to the list of organizations relevant to persons with disabilities and persons facing other barriers. A motion was made concerning the recommendation to amend the Terms of Reference.

It was further noted that additional consideration should be given to the removal of the term "stakeholder" as it has colonial roots and may be considered discriminatory. Any additional recommendations for amendments to the Terms of Reference can be sent to City Staff.

Recommendation

Moved By Jane Simmons

Seconded By Tina Neary

The Inclusion Advisory Committee recommends that Universal Design Network Newfoundland and Labrador be added to the organization list of public members in the Inclusion Advisory Committee Terms of Reference.

MOTION CARRIED

CO-CHAIRS, JOBY FLEMING AND DR. SULAIMON GIWA