

FOR LEEDS, GRENVILLE AND LANARK

MEETING MINUTES

Work Group	Diversity, Equity & Inclusion
Chairs	Melissa Francis & Gabriella Salera
Date	December 9, 2025
Time	1:00-2:00pm
Location	Zoom
Attendees	Lesley Hubbard; Melissa Francis, Sharon Halladay; Leah Nielsen; Erin Lee Marcotte, Jane Hess; Kimberley Gavan
Absent with Regrets	

Item	Owner
EKIOC and Collaborative EDI Poverty Discussion sessions	
 Sharon led the November poverty discussion for the Collaborative which generated plenty of valuable dialogue and insights. She highlighted the importance of agencies sharing resources and understanding the various barriers faced by individuals living in poverty. Siggy led the November poverty/stigma discussion for EKIOC. It was recognized for its depth and ability to generate sector specific examples. It was agreed that 'discussion sessions' such as those provided for the poverty topic should be included in next year's work plan as they provide a valuable opportunity for folks to share and learn. 	All

January Lunch and Learn	
 Canadian Equality Consulting has been secured to provide a community lunch and learn regarding microaggressions on January 28. Thanks to Erin Lee, Kimberley, and the two Immigration Partnerships for contributing funds to the speaker fee. Promotional pieces to come shortly. 	Melissa
Community Food Security Initiatives	All
 The group shared questions about what the City of Brockville was doing in response to their declaration of a food security emergency in 2025. Jane will connect with the Food Bank to learn more. Smiths Falls has an active working group of which the Mayor is a part. 	
Finalizing Work Plan	
 Missing pieces to the work plan were completed. Melissa will polish it and send to Jane along with the Terms of Reference for posting on the EKIOC website. 	
Next Meeting: To be confirmed – either Jan 9 or 14 via Zoom	All