

North Perth Diversity, Equity, and Inclusion Advisory Committee Meeting

Date: November 18, 2025

Time: 7:00 pm

Location: North Perth Municipal Building Committee Room

Pages

1. Call to Order	
2. Land Acknowledgement Statement	
“We acknowledge that we are on the traditional land of the Anishnaabe people. We wish to recognize the long history of Indigenous People of Canada and show our respect to them today. We recognize their stewardship of the land, may we all live with respect on this land and live in peace and friendship.”	
3. Disclosure of Pecuniary Interest and General Nature Thereof	
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9. Other Business	
10. Adjournment	

North Perth Diversity, Equity, and Inclusion Advisory Committee Meeting Minutes

Date: September 16, 2025
Time: 7:00 pm

Members Present

Ashok Purushothaman
Connor Gadd
Sarah Blazek
Jocelyn Ruppel
Meghan Martin
Vivian Ukaobasi

Others Present

Interim Manager of Strategic Initiatives Lindsay Cline
Manager of Programs Amy Gangl
Communications Coordinator Mackenzie Smith
Mayor Todd Kasenberg
Laura O'Rourke
Lyndsay O'Donnell
Tyler Schaefer

Members Absent

Haben Ogbtsion
Jodi Town
Natalie Kuehl

1. Call to Order

Chairperson Connor Gadd called the meeting to order at 7:02 p.m.

2. Land Acknowledgement Statement

"We acknowledge that we are on the traditional land of the Anishnaabe people. We wish to recognize the long history of Indigenous People of Canada and show our respect to them today. We recognize their stewardship of the land, may we all live with respect on this land and live in peace and friendship."

3. Disclosure of Pecuniary Interest and General Nature Thereof

There were none.

4. Approve Agenda/Additions to Agenda

It was moved by Sarah Blazek and seconded by Meghan Martin THAT the agenda for tonight's meeting be approved.

CARRIED

5. Review and Approval of Previous Meeting Minutes

It was moved by Todd Kasenberg and seconded by Ashok Purushothaman THAT the minutes of the May 20, 2025, meeting be approved.

CARRIED

6. Delegations

6.1 Tyler Schaefer - Unlearn Event

October 21st - 5:30 - 8:30 pm

The Kinettes and Kinsmen extended the invitation to the committee to attend the workshop.

7. Presentation / Discussion

Huron Perth Public Health presented an interactive presentation to the committee.

8. Staff Update

8.1 Dates of Significance

It was moved by Sarah Blazek and seconded by Connor Gadd THAT Red Dress Day be added to the Days of Significance.

CARRIED

The committee requested more information about the criteria to add new days to the Days of Significance.

8.2 Community Signage Project

The committee discussed in further detail possible locations and sizes for the signage project. The committee provided a list of options for staff to investigate.

8.3 DEI Grants Research

Staff highlighted the list of different grants available.

8.4 DEI Community Action Plan Capital Project

Applied for another Grant for the DEI Community Action Plan Project after being unsuccessful with the previous application.

Committee members discussed how the municipality can communicate grants to the public. Possible ideas included a grant section on the DEI webpage, social media posts, and economic development communications by email to local businesses.

9. Roundtable Discussion

Add a standing agenda item to discuss priorities from the DEI Priorities Chart that the Committee created to guide discussions at future meetings.

Staff shared information about the North Perth Fall Farm Flavour and Foliage Tour on September 27th. Information can be found at www.northperth.ca/farmtour.

North Perth Pride is hosting a comedy night on September 27, 2025, from 7 pm to 10 pm. More information is available on their social media.

10. Other Business

It was moved by Connor Gadd and seconded by Meghan Martin THAT the Committee meeting on October 21, 2025, be cancelled.

And THAT Committee members are encouraged to attend the Unlearn event at the Listowel Kin Station from 5:30 – 8:30 pm on October 21, 2025.

CARRIED

11. Adjournment

It was moved by Ashok Purushothaman and seconded by Vivian Ukaobasi THAT the committee meeting be adjourned at 8:38 p.m.

CARRIED

North Perth Diversity, Equity, and Inclusion Advisory Committee

DEI Priorities – Workplan Development (2024-2026)

Below is a summary of the key priorities/issues and related action items identified by the North Perth DEI Advisory Committee as part of the prioritization brainstorming exercise undertaken at the November 2024 and January 2025 committee meetings. Full notes from this exercise are also available following the summarization to provide additional context. As the next step in this process, the DEI Advisory Committee will identify the issues/actions items they would like to address in the short term. Once those items are complete, the Committee will re-visit this priority list for future actions to tackle.

Summary of Key Priorities, Issues, and Action Items by Topic

Indigenous Peoples

- **Key Issues:** Higher rates of unemployment, substance use, mental health issues; lower education levels; lack of clarity about treaty obligations.
- **Action Items:** Advocate for Truth and Reconciliation, promote culturally appropriate services, build relationships with Indigenous organizations, and educate on myths and facts about Indigenous issues.

2SLGBTQI+

- **Key Issues:** Hate speech, lack of inclusive spaces, and limited events for the community.
- **Action Items:** Offer public education on inclusivity, promote gender-neutral spaces, and support social connection events.

Newcomers and New Canadians

- **Key Issues:** Language barriers, social isolation, and difficulty navigating services.
- **Action Items:** Implement multilingual tools, community tours, and accessible service registration; promote settlement workers and ESL programs; provide culturally relevant education.

Persons Living with Low Income

- **Key Issues:** Affordable housing, food security, and healthcare access.
- **Action Items:** Advocate for anti-poverty strategies, educate the public about housing issues, and explore home-sharing platforms.

Persons with Disabilities

- **Key Issues:** Lack of affordable housing, digital literacy challenges, and limited accessibility.
- **Action Items:** Improve accessibility, communicate in-person service options, and address programming shortages.

Racialized People

- **Key Issues:** Ignorance, cultural assumptions, and limited understanding of diversity.
- **Action Items:** Promote cultural events and understanding through local media, host inclusive programs, and investigate holiday policy flexibility.

People Over 55

- **Key Issues:** Social isolation, scams, and healthcare accessibility.
- **Action Items:** Educate on scams, expand programs like "Lonely No More," and promote fitness opportunities.

Women

- **Key Issues:** Barriers due to childcare, domestic violence, and social isolation.
- **Action Items:** Include childcare in programs and support EarlyON and home daycare initiatives.

Youth

- **Key Issues:** Mental health stigma, substance use, and technology overuse.
- **Action Items:** Provide counseling, free youth programming, safe spaces, and internet safety education.

General DEI / Community Inclusivity

- **Key Issues:** Lack of understanding of inclusion and privilege, and awareness of services.
- **Action Items:** Host educational programs like the "Human Library," movie nights, and self-reflection workshops; enhance communication through local media.

Overall Themes Across Topics

1. **Education and Awareness:** Emphasis on addressing misinformation, cultural awareness, and inclusivity education.
2. **Accessibility:** Ensuring physical, digital, and financial access to services and programs.
3. **Community Connection:** Creating spaces and events to foster relationships and understanding.
4. **Advocacy and Support:** Promoting systemic changes and supporting marginalized groups.
5. **Local Partnerships:** Collaborating with organizations and leveraging local media for outreach.

This approach reflects a holistic commitment to diversity, equity, and inclusion in North Perth.

Full Notes from the Nov. 2024 and Jan. 2025 Prioritization Discussions:

Topic	Key Priority/Issue(s)	Action Items
Indigenous Peoples	• Higher rates of: unemployment, substance use, death in children and youth, mental health issues • Lower levels of education • Smaller population of Indigenous peoples locally • Uncertainty if North Perth belongs to any treaty • Access to and availability of services that are culturally appropriate for the population • Advocating on behalf of Indigenous peoples • Understanding and support of Truth and Reconciliation efforts	• Being advocates • Implementing community/local-level Truth and Reconciliation Commission recommendations • Hosting circles and/or discussion group to understand issues in North Perth • Providing education for the DEI Committee and the community on Indigenous issues • Issuing communication on facts versus myths • Researching and understanding Treaty Obligations • Connecting and collaborating with local Indigenous organizations, such as 2 Row Now in Stratford

		• Building relationships with local Indigenous leaders
2SLGBTQI+	• Increase education, access, and awareness of support available in North Perth • Growing hate speech, especially against those who are 2S or transgender • Limited local events and networking opportunities for 2SLGBTQI+ community • Lack of inclusive and safe community spaces (e.g., washrooms)	• Public education on inclusivity specific to 2SLGBTQI+ community and issues • Education and training on inclusive communication and words/ways of speaking • Promoting and providing gender neutral washrooms • Hosting/supporting networking and social connection events focused on 2SLGBTQI+ community
Newcomers, New Canadians	• Barriers to program and service registration (i.e., only online and/or only in English) • Assistance in understanding correspondence from schools, governments, etc. and applying for government and other programs/services • Social and family isolation • Housing and job opportunities • Homesick – hard to adapt to a new environment – not knowing environment and how its like (where critical services are) • Knowledge of laws, policies, etc. • More easy access to education • Public transit	• Set7 ESL Conversation Circles and ESL Courses • Being Good Neighbours Series – teaching cultures • Monthly tour of community for newcomers – education on laws, policies • Community Developer and Support Worker helps with government forms and applications – business/grocery store connection • A lot of usage of social media sites (e.g., local Facebook groups) • Website chat bot that is multi-lingual • Promote and utilize Settlement Worker at Library (Lily) • Post information and resources at Walmart and Grocery Stores – self-checkout – international food stores • Development and implementation of signage capital project (2025)

		Translated webpage – could be a standalone website – don't need to go digging on municipal site
Persons living with a low income	- Affordable housing - Access to food, jobs, and healthcare - Lack of community understanding on the dire circumstances around affordable housing - Advocacy for anti-poverty strategies	- Continue education - Lobby and advocating to upper levels of government - Investigate home share program/platforms
Person with disabilities – physical, mental, intellectual, cognitive, learning, communication or sensory	- Safe and supportive affordable housing – ODSP does not pay enough for rent - Accessibility throughout community, amenities, businesses, programs and services – world has gone electronic, large number of people in this community who only use cash / in-person registration – communicate you can apply in person better - Digital literacy - Discussion on shortage of spots for programming – lack of ability to apply online, during the right hours, etc.	- Ensure cash options available to pay for services, programs, etc. - In-person registration options communicated – set hours for registration of designated populations?
Racialized people, people of diverse ethnic or cultural origin	- Promoting cultural understanding and empathy - Largely education - How do you reach resistant individuals with education? - Ignorance and assumptions - Role of local media (Independent Plus) in educating and sharing information – how we get information in front of people – Community Connections	- Cultural Events – meet and mingle program – food based are very popular - Promote events - Community Connections newsletter - Invite media to events - Investigate flexibility in employer holiday policies in relation to diverse cultural celebrations

People over 55	• Social isolation – having people in the community to connect with • Accessibility to information that is online only (digital literacy) • Cost of living – older populations on a fixed income • Transportation • Access to healthcare and other health services – medical expenses • Scams – telephone and computer	• Education on common scams and other communication – making sure this info is being in a format they can access (paper form) • What month are scams more prevalent – February during tax time? • Further promotion of programs like Lonely No More • Access to fitness and exercise – VON program
Women	• Barriers in accessing programs and employment due to childcare • Isolation (maternity leave, stay at home parent) • Domestic violence	• Including a childcare component in program delivery where possible • Set7 Home Daycare Program • EarlyON Programs – children interaction and parent socialization
Youth	• Increase youth access to free counselling and address stigma of using these services • Employment • Post-secondary education • Transportation • Substance use/abuse • Dependency on technology and social media – over-indulgence or addiction	• Safe social spaces for youth to use after school and in evenings • More free youth programming • Exercise/fitness • Incentivizing non-device dependent activities OR how do you use the device to get a possible outcome • Education on how algorithms work • Parental and youth internet safety workshops, plus other topics
General DEI / Community Inclusivity	• Enhanced awareness of the programs, events, and services happening in North Perth • Defining what inclusion means – everyone is allowed to be who they are – community at large does not mean what inclusion really is	• Education, self-reflection, communication, learning/unlearning • Human Library concept – instead of reading books to learn about things, talk to the actual people – maybe did this in Huron County?

	• Understanding what privilege is and identifying you have privilege – people need to be open and ready to understand what this means • Role of local media (Independent Plus) in educating and sharing information – how to get information in front of people – Community Connections	• Ontario Library Association Human Library Toolkit • Movie nights – multi-lingual, Pride, classics
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COMMITTEE REPORT

From: Lindsay Cline, Interim Manager of Strategic Initiatives
Date: Tuesday, November-18-25
Subject: Additions to Dates of Significance List
Committee: North Perth Diversity, Equity and Inclusion Advisory Committee

Background:

At the September 16, 2025 meeting of the North Perth Diversity, Equity and Inclusion Advisory Committee, members requested additional information regarding the process for adding new dates to the Dates of Significance list.

The initial list of monthly Days of Significance was approved by the DEI Committee at its [April 17, 2024 meeting](#). Since that time, when requests have been submitted to staff for new dates to be added, they have been brought forward to the subsequent DEI Committee meeting for discussion and consideration. Upon review, the Committee determines whether the proposed date should be added to the approved list.

Staff endeavor to provide relevant background information and context for each proposed date to support the Committee's decision-making. To date, two additional Dates of Significance have been approved and added to the list in 2025:

- Lao New Year (April 14-16)
- National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and Two-Spirit People (Red Dress Day) (May 5)

Comments:

Should the Committee wish to formalize the process for adding new Dates of Significance to the approved list, staff are seeking input on the preferred approach and evaluation criteria.

A formalized submission process could include the following steps:

1. Requests must be submitted in writing, outlining the rationale and community significance;
2. Staff will assess the request against a designated set of criteria and compile any additional background information that may be required for the Committee's consideration;

This document is available in alternate formats, upon request.

3. The request and supporting information will be included on the next DEI Committee agenda;
4. The Committee may approve, defer or decline the request.

A set of evaluation criteria could be established to ensure consistency when reviewing proposed dates. Criteria could include relevance to the North Perth community, alignment with the DEI Committee's values and principles as outlined in its Terms of Reference, and educational or cultural significance.

Financial Implications: *(Include amounts and funding source)*

None.

Reference Material Attached:

2025 Dates of Significance

Corporate Strategic Plan:

The information and responses provided in this report are consistent with and in keeping with the Municipality's approved Vision, Mission, and Strategic Plan.

Report Prepared by: Lindsay Cline, Interim Manager of Strategic Initiatives

Holidays & Dates of Significance - 2025

January

January 1: New Year's Day

January 4: World Braille Day

January 1-31: Alzheimer's Awareness Month

January 20: Martin Luther King Jr. Day (Third Monday of January)

January 27: International Holocaust Remembrance Day

January 29: National Day of Remembrance for the Quebec City Mosque Attack and Action Against Islamophobia

January 29: Lunar New Year (Date Varies)

February

First Week of February: White Cane Week

February 1: World Hijab Day

February 1-28: Black History Month

February 14: Valentine's Day

February 20: World Day of Social Justice

February 26: Pink Shirt Day (Last Wednesday of January)

February 28-March 2: Tibetan New Year (Date Varies)

February 28-March 29: Ramadan (Date Varies)

March

March 8: International Women's Day

March 14: Holi (Date Varies)

March 17-23: Neurodiversity Celebration Week

March 17: St. Patrick's Day

March 21: World Down Syndrome Day

March 21: International Day for the Elimination of Racial Discrimination

March 30 or 31: Eid al-Fitr (Date Varies)

March 31: International Transgender Day of Visibility

April

Late March or Early April: Easter (Date Varies)

April 2: World Autism Awareness Day

April 6: International Asexuality Day

April 9: International Day of Pink (Second Wednesday of April)

April 14-16: Lao New Year

April 22: Earth Day

May

May 1-31: Asian Heritage Month

May 1-31: Jewish Heritage Month

May 5: National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and Two-Spirit people (Red Dress Day)

May 5-11: Mental Health Week

May 11: Mother's Day

May 17: International Day Against Homophobia, Transphobia, and Biphobia

May 21: World Day for Cultural Diversity for Dialogue and Development

May 25: Africa Day

May 25-31: National Accessibility Week

June

June 1-30: Pride Month

June 1-30: Seniors Month

June 1-30: National Indigenous History Month

June 6-9: Eid al-Adha (Date Varies)

June 15: Father's Day

June 19: Juneteenth

June 20: World Refugee Day

June 21: National Indigenous People's Day

June 27: Canadian Multiculturalism Day

July

July 1: Canada Day

August

August 1: Emancipation Day

August 26-September 5: Onam (Date Varies)

September

September 10: World Suicide Prevention Day

September 8-14: Mennonite Heritage Week (Second Week of September)

September 23: International Day of Sign Languages

September 30: National Day for Truth and Reconciliation / Orange Shirt Day

October

October 1-31: Disabilities Employment Awareness Month

October 1-31: Islamic History Month Canada

October 1-31: Latin American Heritage Month

October 1-31: Women's History Month

October 4: National Day of Action for Missing and Murdered Indigenous Women and Girls

October 10: World Mental Health Day

October 11: International Day of the Girl Child

October 11: National Coming Out Day

October 13: Thanksgiving (Date Varies)

October 17: International Day for the Eradication of Poverty

October 18: Persons Day

October 15: International Pronouns Day (Third Wednesday of October)

October 20: Diwali (Date Varies)

November

November 1-30: Indigenous Disability Awareness Month

November 2-8: Treaties Recognition Week (First Week of November)

November 8: National Aboriginal Veteran's Day

November 11: Remembrance Day

November 20: Transgender Day of Remembrance

November 25: International Day for the Elimination of Violence Against Women

December

December 3: International Day of Persons with Disabilities

December 5-6: Sinterklaas

December 6: National Day of Remembrance and Action on Violence Against Women

December 10: Human Rights Day

December 14-22: Hannukkah (Date Varies)

December 21: Winter Solstice

December 25: Christmas Day

December 26-January 1: Kwanzaa



COMMITTEE REPORT

From: Lindsay Cline, Interim Manager of Strategic Initiatives
Date: Tuesday, November-18-25
Subject: Community/Digital Sign Project
Committee: North Perth Diversity, Equity and Inclusion Advisory Committee

Background:

A Community Welcome/Resource Signage project was approved through the 2024 Capital Budget (project description below). The purpose of the signage is to enhance communication of DEI-related initiatives, promote dates of significance, and strengthen community belonging through accessible and visible messaging.

Community Welcome/Resource Signage

Investigation, design, manufacturing and installation of community welcome/resource signage and/or public art throughout the municipality. Location(s) still to be determined but is anticipated in areas where community connections/gathering already occur (e.g. library). Project will be supported by the input of the North Perth DEI Advisory Committee.

Comments:

At the September 16, 2025 meeting, the DEI Advisory Committee discussed several potential locations for the digital sign. This section summaries those locations along with associated advantages, disadvantages, and key considerations. Broader considerations for the project include:

- Visibility for both pedestrians and vehicles
- Perception and perceived neutrality of the location
- Access to power and network infrastructure
- Alignment with DEI goals and opportunities for community connection
- Compliance with sign by-law and traffic safety
- Integration with existing or planned infrastructure/construction projects

Location:	Considerations:
Steve Kerr Memorial Complex	- High attendance during sporting and community events

	- Broad demographic reach including youth, families, and seniors - Outdoor placement near entrance offers strong visibility - Municipal facility may not be perceived as a neutral or community-wide space by all residents
North Perth Municipal Office – 330 Wallace Ave N	- High municipal relevance - Reinforces the Municipality's commitment to DEI - Good visibility for both pedestrians and vehicles - Municipal facility may not be perceived as a neutral or community-wide space by all residents - Placement may be challenging due to existing landscaping/firefighters' memorial - Placement along Elizabeth Street might be more feasible than along Wallace
North Perth Municipal Office – 104 Wallace Ave N	- High municipal relevance - Maximum visibility for pedestrians and vehicles due to downtown intersection - May compete with recent façade and window improvements - Potential concern about signage clutter and competing with other signs - Municipal facility may not be perceived as a neutral or community-wide space by all residents
North Perth Public Library – Listowel Branch	- The library is a community hub with diverse daily visitors, including families, youth, seniors, and newcomers - Symbolically aligned with learning, inclusion, and civic engagement - Strong visibility for both pedestrians and vehicles - May be impacted due to construction related to United Way project - Requires coordination with library board
Corner of Elma & Livingstone / Corner of Elma & Wallace (parking lot)	- Lower visibility compared to arterials - Could be premature due to upcoming parking study, which may have impacts on municipal parking lots
Entrance Signs (Municipal Gateway Signs)	- High visibility for drivers entering the municipality - Very low or no pedestrian visibility

	- Provides an opportunity to integrate DEI messaging into established municipal welcome features - May involve limitations based on existing sign design and structure - May require Perth County and/or MTO approvals depending on exact location
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Financial Implications: *(Include amounts and funding source)*

None.

Reference Material Attached:

Capital Project Sheet

Corporate Strategic Plan:

The information and responses provided in this report are consistent with and in keeping with the Municipality's approved Vision, Mission, and Strategic Plan.

Report Prepared by: Lindsay Cline, Interim Manager of Strategic Initiatives

Municipality of North Perth

Capital Projects

Project	5506 Strat - Com Welcome/Resource Signage		
Department			
Version	1.Department Submission	Year	2024

Description

Project Description

Investigation, design, manufacturing and installation of community welcoming/resource signage and/or public art throughout the municipality. Location(s) still to be determined but is anticipated in areas where community connections/gathering already occur (e.g., library). Project will be supported by the input of the North Perth DEI Advisory Committee.

Risk if Not Implemented

Asset Management

Asset Estimated Useful Life	10 years
New Asset Approximate Annual Operating Costs (Impact to Operating Budget)	0
Future Depreciation Budget Costs (Approximate)	

Municipality of North Perth

Capital Projects

Project	5506 Strat - Com Welcome/Resource Signage		
Department			
Version	1.Department Submission	Year	2024

Priority		
Category	Priority	Comment
Safety of Public Risk (0 to 30)	5	
Fits with The Strategic Plan (0 to 25)	25	
Existing Assets/Condition/Capacity/Complaints (0 to 30)	0	
Environmental/ Economic Impact (0 to 15)	5	
Total Weight	35	

Attributes		
Attribute	Value	Comment
Attributes		
Department	CAO - Strategic Initiatives	
Year Proposed	2024	
Project Type	Growth	
Parent Location		
Project Rating	35	
Rollover Project?	Yes	
Strategic		
Strategic Plan Link	Community Planning & Development	

Budget		
	Total	2024
Expenditures	40,000	40,000
Funding	40,000	40,000

North Perth Diversity, Equity, and Inclusion Advisory Committee

Proposed 2026 Meeting Dates

1. Tuesday, January 20, 2026 at 7:00 p.m.
2. Tuesday, February 17, 2026 at 7:00 p.m.
3. Tuesday, March 17, 2026 at 7:00 p.m.
4. Tuesday, April 14, 2026 at 7:00 p.m.
5. Tuesday, May 19, 2026 at 7:00 p.m.
6. Tuesday, June 16, 2026 at 7:00 p.m.
7. Tuesday, September 15, 2026 at 7:00 p.m.
8. Tuesday, October 20, 2026 at 7:00 p.m.

DEI Advisory Committee Terms of Reference states that the Committee will endeavor to meet five times per year.

No meeting has been scheduled in November due to 2026 Municipal Election.
Committee term expires on November 14, 2026.