



Region of Queens Municipality Inclusion Queens Committee

Thursday, February 12, 2026

Council Chambers

Minutes

Present:

Scott Christian, Chair

Holly McConnell, Staff Liaison

Carley Mullally

Connor MacQuarrie

Paul Wood

Kate Wong, Recording Secretary

Regrets:

Carrie Thorpe

1.0 Call to Order

The Chair called the meeting to order at 6:30 p.m.

2.0 Roll Call / Attendance

Quorum was confirmed (three of five members present at call to order). Regrets were received from Carrie Thorpe due to attendance at the Brooklyn Area Rate Meeting. Notice was received from Paul Wood advising of late arrival due to travel.

3.0 Approval of Agenda

Moved by Connor MacQuarrie, seconded by Carley Mullally

THAT the Dismantling Discrimination and Hate Committee approve the January 15, 2026 agenda as circulated.

MOTION CARRIED, unanimously.

4.0 IQ Survey

The Committee agreed to defer initial discussion of the survey until arrival of Paul Wood, as prior review of the survey tool had been completed jointly with Connor MacQuarrie.

Following arrival, discussion focused on improvements to survey design and deployment. Agreement was reached to shift from a limited three-week window to an ongoing/rolling survey format to increase community awareness and response volume. Quarterly data pulls and a quarterly incentive draw (previously a \$25 gift card) were supported.

Revisions to survey structure were discussed, including the following updates:

- Yes/no questions will be revised to a Likert scale format to better capture nuance (e.g., sense of belonging).
- Question 8 (types of discrimination):
 - Socioeconomic status will be added as an option.
 - Format will shift to “select all that apply.”
- Question 9 (where discrimination occurs):
 - Will also shift to a “select all that apply” format.
- “Queens County” will be used consistently throughout the survey, except where Question 10 is intentionally reframed.
- Question 10 will be reframed to focus on community action rather than municipal action, recognizing limited public awareness of municipal jurisdiction.

- Proposed wording: *“What could your community do to support diversity and inclusion?”*
- Youth age categories will be consolidated to “Under 18,” as previous breakdowns were not generating meaningful diversity.

Demographic questions were reviewed. Support was expressed for replacing rigid gender identity categories with an open-ended prompt (e.g., “I identify as...”). Open capture was viewed as more inclusive and potentially more informative, acknowledging that qualitative responses may require manual review and coding. Broader identity capture, including racial and cultural identity, was also supported to assist with interpretation of survey data and future program planning.

Connor MacQuarrie will edit agreed changes in a Word document and forward to staff for programming. Combined survey results will be publicly shared, with quarterly reporting updates.

5.0 Feedback on Previous All Vision Action Plan (pages 16–22)

A version control issue was identified regarding the circulated All Vision Action Plan. Not all members had received the intended version (including tracked edits). The correct version will be re-circulated with clarified direction.

The item was tabled to the next meeting. Members were asked to review the updated document and consider alignment with Committee mandate, priority adjustments, completed or in-progress actions, and potential additions. A link to provincial examples of submitted municipal plans was also circulated for reference.

6.0 Small Grant Program Feedback on Guidelines

Initial discussion was deferred until arrival of Paul Wood, due to prior involvement administering the grant program.

Discussion reviewed historical operation of the Small Grants Program, including eligibility limitations (no capital or staffing costs), modest funding amounts, and an agile approval process that supported timely community initiatives. Prior processes included approval between meetings via telephone poll. Concern

was raised that requiring Council approval for each grant would reduce responsiveness.

Discussion addressed whether delegated authority could be structured to allow Committee administration of grants without individual Council approval, subject to Municipal Government Act interpretation and Council delegation. Consultation with the Municipal Clerk was agreed upon to determine permissible authority and structure.

Grant documentation appears largely ready for relaunch, with required updates including removal of outdated DIAT references, updating committee name upon approval, and revising contact information and branding. Broader municipal branding changes may influence future committee branding decisions.

7.0 Land Acknowledgement

Discussion addressed concerns that land acknowledgements may become performative if not grounded in place and intention. Emphasis was placed on localization and meaningful contextualization.

A land acknowledgement has been requested as part of opening remarks for an upcoming hockey tournament. Discussion included researching localized Mi'kmaq place names (including river-based references) and consulting local knowledge holders where appropriate. Contacts were identified for potential consultation.

Discussion also noted that acknowledgement of African Nova Scotian contributions may be appropriate depending on context. Agreement was reached that acknowledgements should be localized and grounded in community history rather than generic.

8.0 Staff Update

8.1 Monetary Ask to Council

A budget request of \$15,000 has been submitted for budget deliberations.

8.2 Update from AMANS

Information was provided regarding available human rights trainers who may support committee development or community events. A potential \$1,500 micro-grant may be available to offset training and related costs. The Province has encouraged submission of draft plans for feedback and confirmation of progress.

Suggested wording for volunteer recruitment was also shared to respectfully invite underrepresented voices to participate.

8.3 Use of SharePoint

A SharePoint structure is being established to support document management and version control, including agendas, minutes, terms of reference (upon approval), and related working documents. Committee members will be granted access upon confirmation of email addresses.

Historical routing of grant applications directly into SharePoint folders was noted, and re-establishment of this process will be explored. Survey results and reporting documentation will also be organized within SharePoint.

9.0 Roundtable

Discussion included outreach and volunteer recruitment, including virtual participation options to reduce geographic barriers across Queens County. Hybrid meeting capability is available for committee meetings. Practical improvements to hybrid audio setup were briefly discussed.

10.0 Next Meeting Date

The next meeting was confirmed for Thursday, March 12, 2026 at 6:30 p.m. The agenda time will reflect 6:30 p.m.

11.0 Adjournment

The meeting was adjourned at 8:03 p.m.