



**Dismantling Discrimination and Hate Committee Meeting**  
**Tuesday, December 9, 2025**  
**6:00 p.m.**  
**Council Chambers**

**Agenda**

Present:

Scott Christian, Mayor

Holly McConnell, Director of People and Culture/Staff Representative

Kate Wong, Recording Secretary

Angela Green, Municipal Clerk

Carrie Thorpe, Public Member

Connor McQuarrie, Public Member

Paul Wood, Public Member

Regrets:

**1.0 Call to Order**

The meeting was called to order at 5:59 p.m. by Angela Green, Municipal Clerk, who presided as Acting Chair until a Chair was elected.

**2.0 Roll Call / Attendance**

**3.0 Approval of Agenda**

By unanimous agreement, the agenda was approved as presented.

**4.0 Election of Chair and Vice Chair**

The Acting Chair advised that the Committee was required to elect a Chair and Vice Chair in accordance with the Committee's Terms of Reference.

Mayor Scott Christian was nominated and, with unanimous consent, was appointed Chair of the Dismantling Discrimination and Hate Committee.

Paul Wood was nominated and, with unanimous consent, was appointed Vice Chair of the Dismantling Discrimination and Hate Committee.

## **5.0 Review of Committee Mandate and Draft Terms of Reference**

Ms. Green provided an overview of the committee's mandate. She circulated a one-page mandate summary and a draft Terms of Reference (TOR), noting that both documents serve as high-level starting points. Members were asked to review the TOR and bring recommendations to the next meeting.

Ms. Green explained that due to the transition from the former DIAT (Diversity, Inclusion, Accessibility Team) to this newly formed advisory committee, a new TOR is required. The TOR review is considered "homework" for members before the next session.

## **6.0 Review of Municipal Policies and Legislative Framework**

### **Code of Conduct**

Ms. Green reviewed the general expectations for committee conduct. She emphasized that members should treat others respectfully, follow the committee Code of Conduct, and recognize that when engaging in the community, they do not speak on behalf of the Region of Queens Municipality or the Dismantling Discrimination and Hate Committee unless formally authorized.

### **Expense Claims & Mileage**

Ms. Green provided an update on committee member reimbursements. Mileage is reimbursed at the provincial rate (\$0.5932/km). Forms were distributed for members who travel from outlying areas.

Committee budget allocations for the 2025 fiscal year were noted as follows:

**\$2,500** - Meeting Support

**\$10,000** - Community Outreach / Diversity Grants

**\$12,500** - Accessibility Planning & Miscellaneous

Ms. Green confirmed that these funds can be spent by the committee without requiring individual Council approval, as they were pre-approved in the budget. An annual report to Council will be required.

### **Legislative Requirements**

Ms. Green provided a detailed overview of the Nova Scotia *Dismantling Racism and Hate Act*, noting:

- Municipalities are required to produce an Equity, Anti-Racism, and Diversity Plan, which Queens is currently overdue in submitting.
- Some municipalities combine this plan with their Accessibility Plan, while others keep them separate. The province has recently relaxed requirements due to inconsistent uptake across municipalities.
- The legislation focuses primarily on anti-Black racism and does not fully address other marginalized groups (2SLGBTQIA+, Indigenous communities, religious minorities, etc.).

The committee agreed the Region of Queens Municipality should exceed minimum requirements and produce meaningful, actionable work rather than a purely compliance-based document.

Mayor Christian highlighted that Queens County has a strong foundation from earlier work led by the former Diversity Coordinator and Accessibility Coordinator. The municipality previously received provincial awards for excellence in diversity and accessibility.

A discussion followed on the importance of producing a plan rooted in authenticity and long-term impact rather than performative compliance.

### **Historical Context of Previous Committee Work**

Paul Wood provided insight into the prior DIAT's activities, including:

- Administration of a \$10,000 annual community diversity grant, which supported numerous local initiatives.
- Development of a draft two-year strategic plan, which paused with the committee's dissolution.
- Review of municipal policies using a diversity and inclusion lens.
- The success of the diversity grant program and the need for renewed promotion, as no recent applications have been received.

Ms. Green confirmed that all previous DIAT documents and digital files (including the Queens Coast framework and prior strategic planning materials) are available and will be distributed to members.

Mayor Christian emphasized that these documents form a strong foundation for the new committee to build an updated, legislatively compliant plan.

### **Role of Committee vs. Staff Support**

A discussion was held on the appropriate division of responsibilities. Members will provide guidance, perspectives, and recommendations, while staff will support the technical and administrative components of drafting the formal plan. This approach avoids overburdening volunteers and aligns with the advisory nature of the committee.

## **7.0 Meeting Schedule**

**Second Thursday of each month at 6:30 p.m.**

Due to holiday closures, the next agenda package will be circulated on **January 5<sup>th</sup>**, with the next meeting scheduled shortly afterward.

## **8.0 Overview of Upcoming Work**

The Committee's "homework" before the next meeting includes:

- Reviewing the draft Terms of Reference.

- Reviewing previous DIAT planning materials and the Queens Coast framework.
- Considering potential committee names that better reflect the purpose and scope of the work.
- Beginning preliminary consideration of priority areas for a new Equity, Anti-Racism, and Diversity Plan.

## **9.0 Communications and Administrative Processes**

The Committee was advised that agendas, minutes, and meeting notices will be coordinated and distributed by the Recording Secretary, Kate Wong. Members were asked to submit any items for inclusion on the agenda at least one week prior to each meeting. Agendas will be finalized in consultation with Mayor Christian and circulated in advance.

Ms. Green noted that, as an advisory committee of Council, meetings are open to the public and will be posted on the municipal website. Agendas, minutes, and a brief committee overview will also be included on a dedicated webpage once updated.

Ms. Wong will act as the Committee's main administrative contact, while staff support for research, background preparation, and plan development will be coordinated through Director of People and Culture, Holly McConnell.

## **10.0 Roundtable Discussion and Member Introductions**

A general discussion was held where members introduced themselves and shared background, experience, and motivations for joining the committee.

## **11.0 Next Meeting Date**

Thursday, January 9, 2026 at 6:30 p.m. in Council Chambers.

## **12.0 Adjournment**

The meeting adjourned at 7:22 p.m.