



Region of Queens Municipality Inclusion Queens Advisory Committee

June 4th, 2026

Queens Place Emera Centre

Minutes

Present:

Scott Christian, Chair

Carrie Thorpe, Public Member

Carly Mulally, Public Member

Holly McConnell, Staff Liaison

Kate Wong, Recording Secretary

Regrets:

Paul Wood, Public Member

Laurie Frandsen, Public Member

1. Call to Order

The Chair called the meeting to order at 6:38 p.m.

2. Roll Call

The Chair declared quorum was present.

3. Approval of Agenda

An additional agenda item regarding the summer meeting schedule was added.

Moved by Carrie Thorpe, seconded by Carly Mulally;

THAT Inclusion Queens Advisory Committee Membership approve the agenda as amended.

MOTION CARRIED.

4. Approval of Previous Minutes

Committee members reviewed the minutes from the previous meeting.

Moved by Carrie Thorpe, seconded by Carly Mulally;

THAT Inclusion Queens Advisory Committee Membership approve the May 14th, 2026 meeting minutes as circulated.

MOTION CARRIED.

5. New Business

5.1 Membership Application Form Review

The Committee reviewed the Inclusion Queens Membership Application Form and discussed several updates to reflect the Committee's new branding and improve inclusivity.

Recommended revisions included:

- Updating references from Dismantling Discrimination and Hate (DDH) to Inclusion Queens.
- Replacing references to Queens Coast with Queens County where applicable.
- Updating terminology from "racially visible person" to "racialized person."
- Updating the acronym to "2SLGBTQIA+."

- Removing "religious affiliation" from the list of diverse groups.
- Adding a pronouns field to the application form.
- Correcting the stated committee term from three years to two years to align with the Terms of Reference.
- Seeking feedback from AMANS advisor August regarding proposed terminology changes.

Members discussed the importance of reviewing municipal forms through an inclusion lens and noted that similar updates may be beneficial for other municipal applications in the future.

Moved by Carrie Thorpe, seconded by Carly Mulally;

THAT Inclusion Queens Advisory Committee Membership revise the application form as discussed, subject to review and feedback from AMANS.

MOTION CARRIED.

5.2 Creating a Culture of Inclusion Plan

The Committee discussed the importance of maintaining regular review of the Creating a Culture of Inclusion Plan and ensuring progress is monitored on an ongoing basis.

Members noted that the newly hired Inclusion and Accessibility Coordinator will play a significant role in advancing the priorities identified within both the Inclusion Plan and Accessibility Plan.

Moved by Scott Christian, seconded by Carrie Thorpe;

THAT Inclusion Queens Advisory Committee Membership include the Creating a Culture of Inclusion Plan as a standing item on future Inclusion Queens agendas.

MOTION CARRIED.

5.3 Committee Recruitment

The Committee discussed ongoing recruitment efforts to fill vacant committee positions.

Members supported:

- Promotion through municipal social media channels.
- Outreach to community organizations and underrepresented groups.
- Sharing information about both committee membership opportunities and the Small Grant Program.

The Committee noted the importance of broad promotion while also encouraging participation from communities whose voices may currently be underrepresented.

5.4 Summer Meeting Schedule

The Committee discussed whether to maintain regular meetings throughout the summer months.

Members agreed that the July meeting could be cancelled. Should an urgent Small Grant Program application require consideration before August, an ad hoc virtual meeting could be scheduled.

Moved by Carly, seconded by Carrie;

THAT Inclusion Queens Advisory Committee cancel the regular meeting scheduled for July 2, 2025 and that the Committee reconvene at its next regular meeting on August 6, 2025.

MOTION CARRIED.

5.5 Website and Communications Review

The Committee discussed the Inclusion Queens webpage and identified several opportunities for improvement, including:

- Updating outdated content and references.

- Ensuring current initiatives and resources are prominently displayed.
- Archiving historical material where appropriate.
- Correcting meeting time information.
- Updating branding to reflect the Committee's current identity.

Members noted that the newly hired Inclusion and Accessibility Coordinator will assist with future website and communications updates.

5.6 Provincial Recognition

Staff shared positive feedback received from provincial representatives regarding the Committee's approved plan and Terms of Reference.

The Province acknowledged the Committee's work and commended the structure and practicality of the Creating a Culture of Inclusion Plan. The Region of Queens Municipality is now listed on the provincial website as having an approved plan in place.

5.7 Small Grant Program

An update was provided regarding the Inclusion Queens Small Grant Program.

Committee members were advised that the program has generated interest among neighbouring municipalities and was recently highlighted during discussions involving municipal leaders throughout Lunenburg County.

Members expressed appreciation that the program may serve as a model for similar initiatives elsewhere.

5.8 Pride Month

The Committee discussed Pride Month initiatives and recent municipal communications recognizing Pride Month.

Discussion included:

- Community engagement with Pride-related content.

- The importance of maintaining inclusive messaging.
- Ongoing challenges related to discrimination and intolerance.
- The need for continued education and awareness efforts.

Staff advised that municipal social media platforms are actively monitored and that comments containing hate speech are removed by our Communications Officer in accordance with municipal practices.

6.0 Adjournment

The meeting adjourned at 7:20 p.m.