



Town of Arnprior

Inclusivity and Diversity Advisory Committee Meeting

Date: Thursday, May 5, 2022

Time: 6:30 p.m.

Location: Via Electronic Participation

- 1. Call to Order**
- 2. Roll Call**
- 3. Land Acknowledgement Statement**
- 4. Adoption of Agenda (Additions/ Deletions)**
- 5. Disclosures of Pecuniary Interest**
- 6. Adoption of the Minutes of Previous Meeting(s)**
 - a) **March 3, 2022** (Page 1-4)
- 7. Presentations/ Delegations**
- 8. Matters Tabled/ Deferred/ Unfinished Business**
 - a) Vision & Mission Statement
 - b) **Environmental Scan (Survey Results)** (Page 5-25)
Open-ended Survey Response Summary – to be distributed
 - c) Cultural Event
- 9. Staff Reports**
- 10. New Business**
 - a) Pride 2022

11. Adjournment

Please note: Please see the Town's [Website](#) to view the live stream. The meeting will be uploaded to YouTube for future viewing.

The agenda is made available in the Clerk's Office at the Town Hall, 105 Elgin Street West, Arnprior and on the Town's [Website](#). Persons wishing to receive a print item on the agenda by email, fax, or picked up by hand may request a copy by contacting the Clerk's Office at 613-623-4231 ext. 1818. The Agenda and Agenda items will be prepared in an accessible format upon request.

Full Distribution: Council, C.A.O., Managers and Town Administrative Staff; Committee Members

E-mail to: Metroland Media; Oldies 107.7/My Broadcasting Corporation; Valley Heritage Radio; Ottawa Valley Business



Minutes of Inclusivity & Diversity Advisory Committee Meeting
March 3, 2022
6:30 PM
Electronic Participation – Via Zoom

Committee and Staff Attendance

Committee Members Present:

Chair Lynn Grinstead
Ananda Nicholas, Committee Member
Rainer Bouret Amparo, Committee Member
Aiden McGrath, Committee Member
Ro Nwosu, Committee Member

Peter Shum, Committee Member
Brad Greyeyes-Brant, Committee Member

Town Staff Present:

Robin Paquette, CAO
Maureen Spratt, Town Clerk
Graeme Ivory, Director of Recreation

Committee Members Absent:

1. Call to Order

Chair Lynn Grinstead called the Inclusivity & Diversity Advisory Committee meeting to order at 6:30 PM and welcomed those present.

2. Roll Call

The roll was called, with all Members of the Committee being present with the exception of Peter Shum and Brad Greyeyes-Brant.

3. Land Acknowledgement

Chair Lynn Grinstead asked everyone to take a moment to acknowledge and show respect for the Indigenous Peoples as traditional stewards of the land we operate on, by stating:

I would like to begin by acknowledging that the land on which we work and gather is the traditional unceded territory of the Anishinaabe People. This Algonquin Nation have lived on this land for thousands of years, long before the arrival of the European settlers, and we are grateful to have the opportunity to be present in this territory.

4. Adoption of Agenda

Resolution Number 004-22
Moved by Ro Nwosu
Seconded by Rainer Bouret

Be It Resolved That the agenda for the Inclusivity & Diversity Advisory Committee Meeting of dated Thursday, March 3, 2022 be adopted, as amended to include a new item under 10. New Business - Freedom Convoy.

Resolution Carried as Amended

5. Disclosures of Pecuniary Interest

None

6. Adoption of Minutes of Previous Meeting(s)

Resolution Number 005-22

Moved by Aiden McGrath

Seconded by Ananda Nicholas

Be It Resolved That the minutes for the Inclusivity & Diversity Advisory Committee Meeting of Thursday, February 3, 2022 be adopted

Resolution Carried,

7. Presentations/ Delegations

None

8. Matters Tabled/ Deferred/ Unfinished Business

a) Vision and Mission Statement Worksheet

The committee reviewed and discussed the responses to the questions (as follows) on the Vision and Mission Statement Worksheet

1. How do we want our committee to be? Culture? Ethos
2. Where are we going?
3. What can we realistically achieve?
4. What words or phrases depict the type of committee and end goals we want?
5. Create a headline for a newspaper about the committee two years from now. What would it say?
6. Draw or insert a picture or clip art that represents a vision for the committee.

Following discussion Committee Member Ro Nwosu volunteered to draft a mission and vision statement and bring forward to the next meeting of the committee for discussion. Committee Member Ananda Nicholas volunteered to review the responses and include in a word cloud document allowing the committee to see what words are being used the most.

b) Environmental Scan

On comment of the Chair, the committee provided feedback and changes to the draft survey. Following discussion the survey will be advertised in the newspaper and social media over the coming weeks with a deadline for submissions of April 3, 2022.

Unfinished Business

Committee Member Ananda Nicholas noted she forwarded the Night Market summary sheet to several businesses, crafters and performers.

On question of Committee Member Ananda Nicholas, the Clerk advised she had spoken to the GM, Operations and that the preference was for a bench already at the Town Hall (corner of Elgin and Madawaska) to be utilized and/or a bench in Robert Simpson Park. Committee Member Ananda Nicholas noted Milliken's offered to tree(s) near an existing bench near the playground that could be utilized as well.

9. Staff Reports

None

10. New Business**a) Freedom Convoy**

Ananda Nicholas noted frustration with the lack of communication from the Town on the arrival of the Freedom Convoy to Arnprior, as well as the use of municipal dollars to allow the Freedom convoy a place to park prior to their moving on to the City of Ottawa. The CAO thanked the member for her candid comments and apologized for the lack of communication however, made it clear that the municipality did not authorize, or utilize any municipal funds in any respect to the convoy. The CAO explained it was very clear that the convoy would be stopping at the truck stop in Arnprior, and the municipality, as well as the OPP, wanted to ensure that the impact on our town and residents was minimal, therefore the Airport Commission allowed the use of land for vehicular parking. The CAO further noted when it was clear the convoy intended to come back and use the land, it was made very clear that they were not welcome either in the municipality or at the airport.

The CAO did note that this evening staff were informed that some members of the convoy had entered the federally owned lands off Bev Shaw Parkway. Staff was directed to block the road from further traffic and the OPP were on scene and would be charging those persons with trespassing.

Committee Member Ananda Nicholas thanked the CAO for the explanation as this was a perfect example of messaging that residents needed to hear. The CAO proceeded to explain the municipality is in the midst of completing a communication strategy and is always looking for feedback on better ways to communicate with all of our residents. Committee Member Ro Nwosu noted radio advertisement, community boards, similar to the board at entrance to the trail off Madawaska Bridge, could showcase upcoming events, as well as advertising on community boards in the Mall and at Giant Tiger.

11. Adjournment

Resolution Number

Moved by Ro Nwosu

Seconded by Aiden McGrath

That this meeting of the Inclusivity and Diversity Advisory Committee be adjourned at 7:42 p.m.

Resolution Carried



Inclusion and Diversity Survey Results

Maureen Spratt, Town Clerk
IDAC – May 5, 2022





Background

- Arnprior's Inclusivity and Diversity Advisory Committee (IDAC) issued the survey on March 10, 2022, taking an environmental scan of the make-up of the Town's residents and asking the public for recommendations on how the Town can improve its programs, services and communications as it relates to diversity and inclusion.
- 160 Survey results were received from individuals, who live, work or conduct business in Arnprior and / or who use town facilities, programs and / or services by the deadline date of April 3, 2022.



Results

1. What is your age?

[More Details](#)
[Insights](#)

18 years or younger	9
19 - 30 years	30
31 - 45 years	58
46 - 60 years	47
61 years or older	16



2. Do you presently live in or have you lived in the Town of Arnprior?

[More Details](#)
[Insights](#)

Yes - I am a current resident o...	107
Yes - I am a former resident of...	13
No - I live in the surrounding ...	40



Results

3. Which race would you choose to describe yourself? Please include all that apply

[More Details](#)

 Insights

160

Responses

Latest Responses

"human"

"Caucasian"

"Caucasian"


67 respondents (42%) answered **White** for this question.



Results

4. What ethnicity would you choose to describe yourself? Please include all that apply

[More Details](#)

 Insights

160

Responses

Latest Responses

"human"

"White"

"Canadian"

57 respondents (36%) answered **Canadian** for this question.

Italian canadian canadian and hungarian
 European/Canadian Irish origin White Canadian Dutch/Canadian
 Irish and German **Canadian** White German Canadian
 english Canadian Scottish/Irish Mexican Canadian
 Irish Ancestry French Canadian Canadian - Irish Irish scottish
 Caucasian Canadian British Canadian Canadian british



Results

5. What sexual orientation do you most closely identify with?

[More Details](#)

 Insights

160

Responses

Latest Responses

"female"

"Straight"

"Straight"


53 respondents (33%) answered **Heterosexual** for this question.









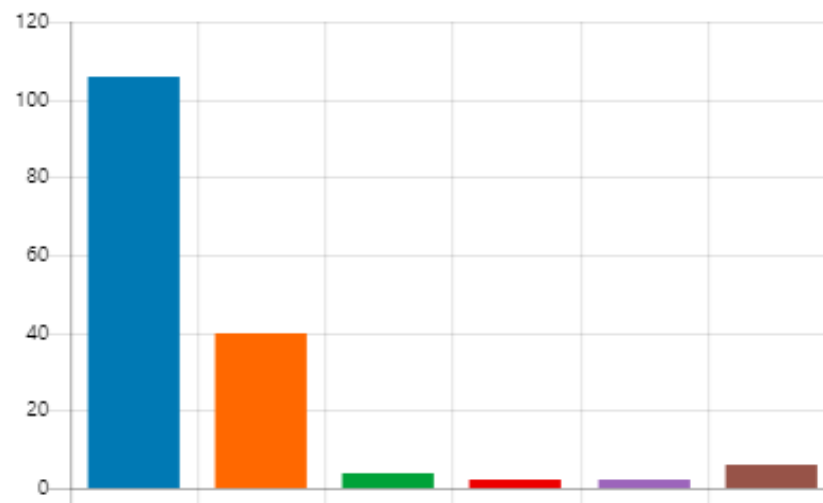
Results

6. Which gender do you most closely identify with?

[More Details](#)

 [Insights](#)


 Woman	106
 Man	40
 Non-binary	4
 Two - Spirit	2
 Not Listed	2
 Prefer Not to Share	6



Results (scale 1-10)

7. How safe/comfortable do you feel expressing your identity from a perspective of race?

[More Details](#)

 Insights

160


Responses

8.94

Average Number

8. How safe/comfortable do you feel expressing your identity from a perspective of ethnicity and culture?

[More Details](#)

 Insights

160


Responses

8.84

Average Number

9. How safe/comfortable do you feel expressing your identity from a perspective of sexual orientation?

[More Details](#)

 Insights

160

Responses

8.13

Average Number



Results (scale 1-10)

10. How safe/comfortable do you feel expressing your identity from a perspective of gender?

[More Details](#)

 Insights

160

Responses

8.62


Average Number






Results

11. Have you personally experienced or witnessed homophobia in Arnprior?

[More Details](#)


 Insights

 Yes	82
 No	76
 Prefer Not to Share	2



12. If you answered "yes", please note any information from the incident you are comfortable sharing

[More Details](#)

 Insights

60

Responses

Latest Responses

"Primarily in social settings. Bars, social outings, sports leagues. "

"Rainbow" flags being stolen or defaced. Homophobic rhetoric online."



Results

13. Have you personally experienced or witnessed transphobia in Arnprior?

[More Details](#)

[Insights](#)

Yes	62
No	96
Prefer Not to Share	2



14. If you answered "yes", please note any information from the incident you are comfortable sharing

[More Details](#)

[Insights](#)

39

Responses

Latest Responses

"Primarily in social settings. Bars, social outings, sports leagues."



Results

15. Have you personally experienced or witnessed racism or discrimination in Arnprior?

[More Details](#)

[Insights](#)

Yes	100
No	56
Prefer Not to Share	4



16. If you answered "yes", please note any information from the incident you are comfortable sharing

[More Details](#)

[Insights](#)

70
Responses

Latest Responses

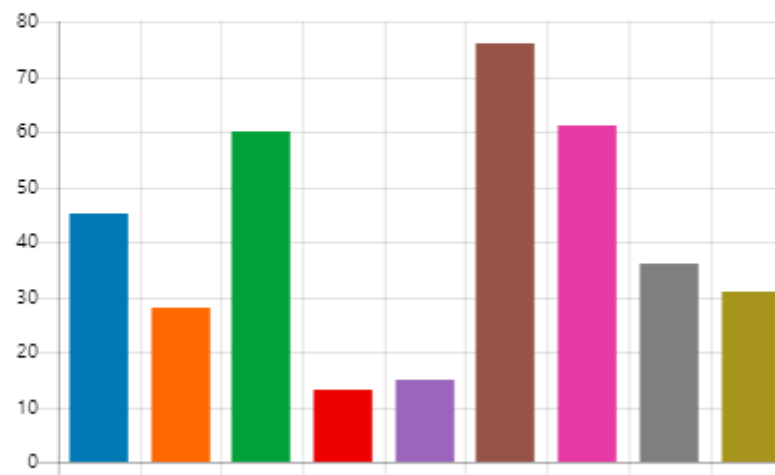
"People here really only notice "outsiders" who are not white. There is ...
 "Primarily in social settings. Bars, social outings, sports leagues. "
 "Occasional slurs. Mostly systemic racist behaviour like minorities bei...

Results

17. Within Arnprior, in which of the following settings have you witnessed or experienced racism, discrimination, or unfair treatment because of race? Please check all that apply

[More Details](#)

At school	45
In the workplace	28
In stores / restaurants	60
In the health care / social servi...	13
In dealing with the police / jus...	15
Local social media groups / fo...	76
On the street	61
N/A	36
Other	31



18. If you chose "other" and are comfortable listing the setting please note here:

[More Details](#)
[Insights](#)

13

Responses

Latest Responses

"Robert Simpson Park"

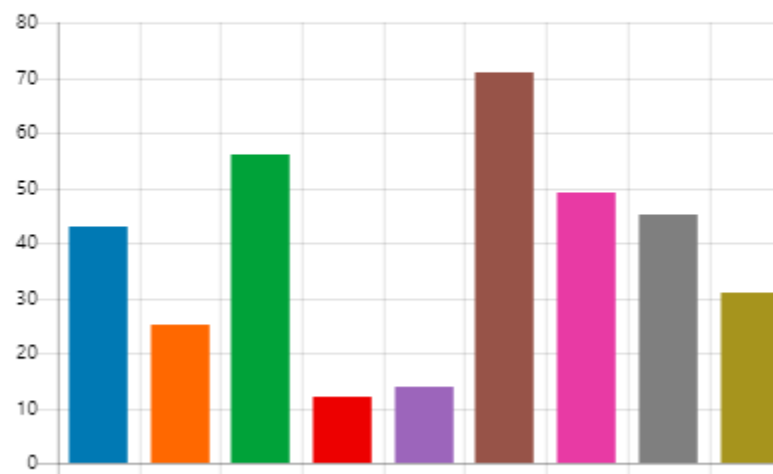


Results

19. Within Arnprior, in which of the following settings have you witnessed or experienced racism, discrimination, or unfair treatment because of ethnicity? Please check all that apply

[More Details](#)

At school	43
In the workplace	25
In stores / restaurants	56
In the health care / social servi...	12
In dealing with the police / jus...	14
Local social media groups / fo...	71
On the street	49
N/A	45
Other	31



20. If you chose "other" and are comfortable listing the setting please note here:

[More Details](#)
[Insights](#)

16

Responses

Latest Responses

"People have "confided in me" (because I'm white) about thier concer...

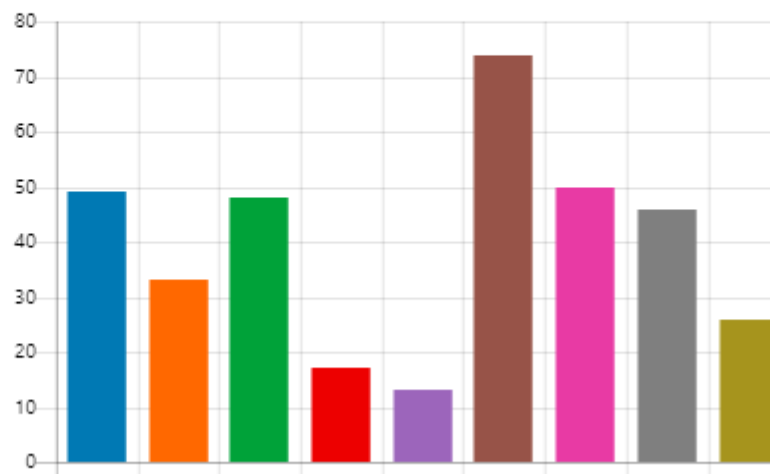


Results

21. Within Arnprior, in which of the following settings have you witnessed or experienced homophobia, discrimination, or unfair treatment because of sexual orientation? Please check all that apply

[More Details](#)

At school	49
In the workplace	33
In stores / restaurants	48
In the health care / social servi...	17
In dealing with the police / jus...	13
Local social media groups / fo...	74
On the street	50
N/A	46
Other	26



22. If you chose "other" and are comfortable listing the setting please note here:

[More Details](#)

[Insights](#)

17

Responses

Latest Res

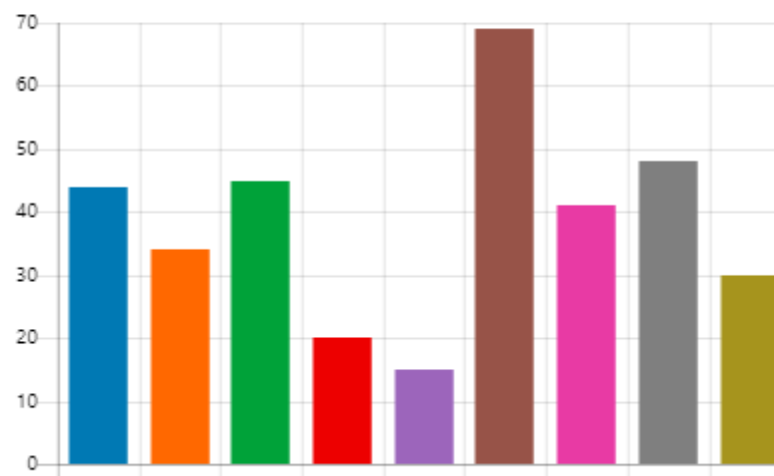


Results

23. Within Arnprior, in which of the following settings have you witnessed or experienced homophobia, transphobia, discrimination, or unfair treatment because of gender identity?
Please check all that apply

[More Details](#)

At school	44
In the workplace	34
In stores / restaurants	45
In the health care / social servi...	20
In dealing with the police / jus...	15
Local social media groups / fo...	69
On the street	41
N/A	48
Other	30



24. If you chose "other" and are comfortable listing the setting please note here:

[More Details](#)
[Insights](#)

14

Responses

Latest Responses



Results (scale 1-10)

25. How comfortable are you in accessing services provided by the local school system with regards to your race, gender, ethnicity or sexual orientation?

[More Details](#)


 Insights

150

7.41

26. How comfortable are you in raising issues of race, gender, ethnicity or sexual orientation at your place of work?

[More Details](#)


 Insights

154

7.46

27. How comfortable are you in your dealings with stores/restaurants with regards to your race, gender, ethnicity or sexual orientation?

[More Details](#)

 Insights

158

Responses

7.89


Average Number



Results (scale 1-10)

28. How comfortable are you in accessing services provided by our healthcare/social services system with regards to racism, discrimination or unfair treatment.

[More Details](#)

 Insights

158

Responses

8.08

Average Number

29. How comfortable are you in accessing services provided by our police/justice system with regards to racism, discrimination or unfair treatment.

[More Details](#)

 Insights

158


Responses

7.18

Average Number

30. What do you see as the largest systemic problems that are presently barriers to achieving equity in Arnprior?

[More Details](#)

 Insights

150

Responses

Latest Responses

"People are very committed to this weird idea that our ridiculous colo...

"Denial of a problem by community leaders; lack of 'safe space' and p...

"Older generations passing on their dated ideals to a new generation."

Results

31. Have you ever been reluctant to participate in a town program because you feel like you didn't belong?

[More Details](#)


 Insights

 Yes	49
 No	111



32. If you answered yes, and are comfortable providing the program and the reason why you felt you didn't belong please note here.

[More Details](#)

 Insights

30

Responses


Latest Responses



Results

33. What actions would you want to see implemented to restore / accurately reflect Arnprior's history?

[More Details](#)

 Insights

144

Responses

Latest Responses


"How about remembering the indigenous community and all cultures ..

"Action from community leaders - council, business community, publi...

"Truth and acknowledgement about any unsavoury history."

34. What actions do you believe could be taken within Arnprior in the short- and long-term to improve our community for marginalized groups including racialized and LGBTQ2S+ members?

[More Details](#)

 Insights

145

Responses

Latest Responses

"Right now activities, amenities and health care are focused on one gr...

"Representation in our community (councils, boards, committees, etc) ...

"Not sure. It's hard to give advice on this being a straight, white middl...

Questions?



• WHERE THE RIVERS MEET •

