



Town of Arnprior

Inclusivity and Diversity Advisory Committee Meeting

Date: Thursday, June 2, 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) **May 5, 2022** (Page 1-33)
- 7. Presentations/ Delegations**
- 8. Matters Tabled/ Deferred/ Unfinished Business**
 - a) Vision & Mission Statement
 - b) Cultural Event
- 9. Staff Reports**
- 10. New Business**
- 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
May 5, 2022
6:30 PM
Electronic Participation – Via Zoom**

Committee and Staff Attendance

Committee Members Present:

Chair Lynn Grinstead
Peter Shum, Committee Member
Ananda Nicholas, Committee Member
Rainner Bouret Amparo, Committee Member
Ro Nwosu, Committee Member

Committee Members Absent:

Aiden McGrath, Committee Member
Brad Greyeyes-Brant, Committee Member

Town Staff Present:

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

Also Present:

Jodie Bucholtz, Manager Local Immigration
Partnership

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 except Aiden McGrath 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 007-22
Moved by Rainner Bouret
Seconded by Ananda Nicholas

Minutes of Inclusivity Advisory Committee Meeting

Be It Resolved That the agenda for the Inclusivity & Diversity Advisory Committee Meeting dated Thursday, May 5, 2022, be adopted.

Resolution Carried

5. Disclosures of Pecuniary Interest

None

6. Adoption of Minutes of Previous Meeting(s)

Resolution Number 008-22

Moved by Ananda Nicholas

Seconded by Rainer Bouret

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

Resolution Carried

7. Presentations/ Delegations

None

8. Matters Tabled/ Deferred/ Unfinished Business

a) Vision and Mission Statement Worksheet

Ro Nwosu thanked committee members for their input into the statement, noting she prepared two draft statements for review; as follows:

1. The Inclusivity and Diversity Advisory Committee is focused on fostering, encouraging, and facilitating in the community. Diversity, inclusion, and equity are respected and valued at all levels of our town. In turn, the committee hopes to create a more successful, innovative, and trustworthy environment for all members of the community.
2. The Inclusivity and Diversity Advisory Committee focuses on encouraging and facilitating systemic changes within the community. In turn, IDAC hopes to create a more trustworthy and innovative environment for all members of the community by celebrating diversity, embracing and fostering inclusivity, and making a commitment to action.

Upon review, the committee agreed that both statements are very well crafted, however, the second statement is more action-driven and impactful. Following discussion and agreement by the committee, Ro will review the statement for any grammatical changes and bring to the committee as IDAC's Vision and Mission Statement.

b) Environmental Scan (Survey Results)

The Town Clerk provided a PowerPoint presentation, as well as accompanying document on the Inclusion and Diversity Survey Results, attached as Appendix A and forming part of these minutes. A discussion ensued, following which the committee agreed that:

Minutes of Inclusivity Advisory Committee Meeting

- The municipality and this committee conduct regular surveys to solicit more feedback and ideas to collect data on this type of survey as well as any regular surveying of participants at events, such as the cultural event planned in August.
- The Clerk will begin to compile the actions/ideas/common themes recommended in the survey results and provide them to the committee to prioritize and bring to a future meeting. The priorities will create the action plan with timelines – short-term/long-term.

c) Cultural Event

The Director of Recreation provided an overview of the status of the cultural event planned for August 27th. The Director highlighted as far as staffing and infrastructure for the event we are in good shape, however, requested the committee's feedback on the types of artisans, musicians, themes, and name of the event ensuring that we are being inclusive. On the recommendation of Ro Nwosu, the committee agreed that the event is named the "Arnprior Night Market", and that annually the tag line for the event could change.

Following discussion, the Director will send an event information sheet, via email, for committee members to share with anyone they would like to see participating in the event, as well as other materials relative to timing and budget that were included in the grant application.

Committee members committed to send feedback for discussion at the June 2, 2022 meeting.

9. Staff Reports

None

10. New Business

A discussion ensued on how the municipality is celebrating Pride Month, following which the Clerk highlighted the municipality has been approached regarding repainting the pride crosswalk, as well as a request, was received and will be brought to Council to proclaim June 20-26, 2022 Pride Week in the Town of Arnprior, where the pride flag will be raised.

Following discussion, the Clerk will ensure that the flag-raising and support of Pride Week are posted on social media.

11. Adjournment

Resolution Number 009-22

Moved by Ananda Nicholas

Seconded by Rainer Bouret

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.



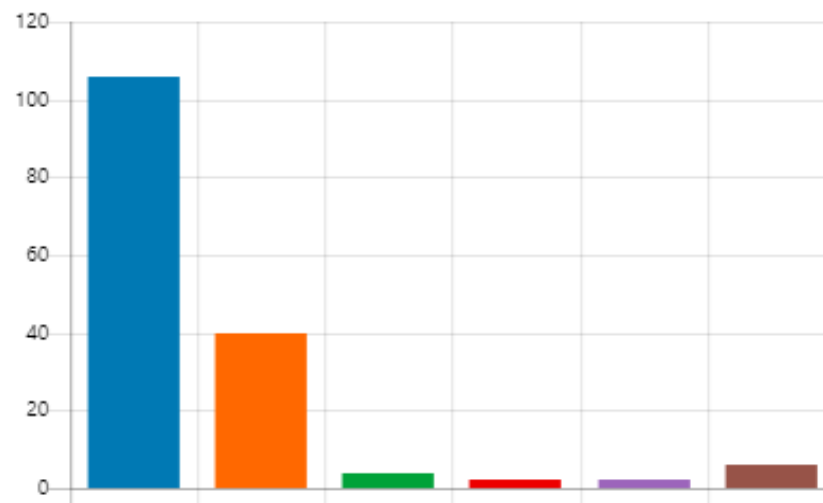
Results

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

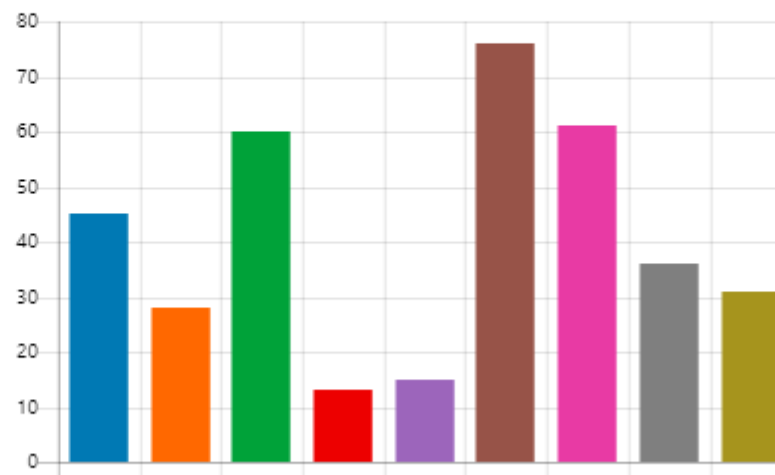
"People here really only notice "outsiders" who are not white. There is ...
 "Primarily in social settings. Bars, social outings, sports leagues. "
 "Occasional slurs. Mostly systemic racist behaviour like minorities bei...

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

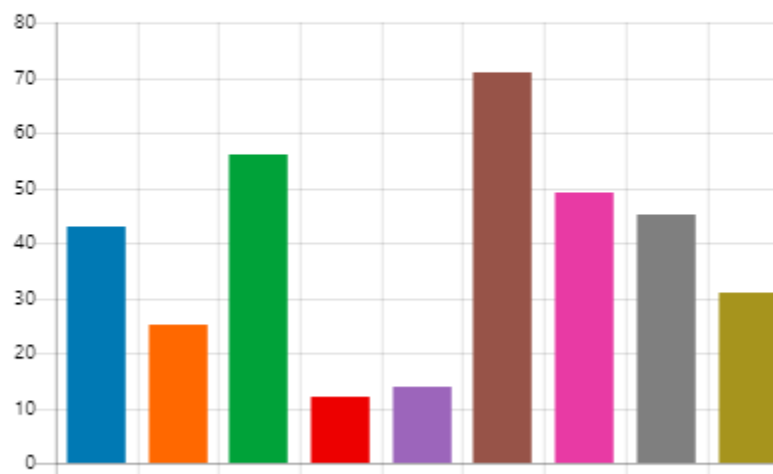
"Robert Simpson Park"

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

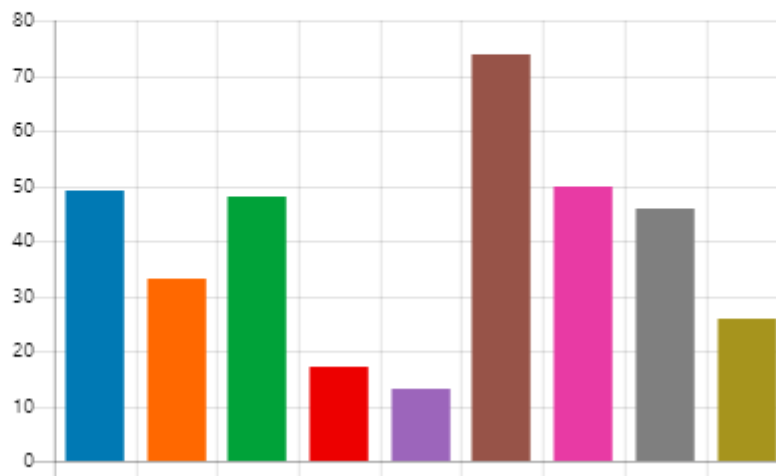
"People have "confided in me" (because I'm white) about thier concer...

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

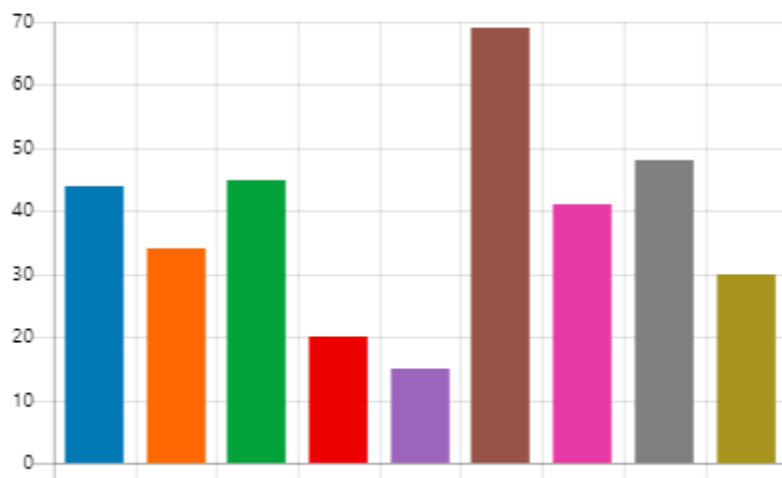
Latest Responses

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



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 •

IDAC Results – 160 respondents

Question 1. What is your age?

The majority of respondents were between the ages of 31 and 45. The next largest group is between the ages of 46 and 60.

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

The majority, approximately 68% of the respondents were current residents of the Town of Arnprior.

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

67 or 42% of the 160 respondents answered white for this question.

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

57 or 36% of respondents answered Canadian for this question – with others noting Irish, German, Italian, European, French, Scottish, British, Mexican, Dutch, and Hungarian ancestry.

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

53 or 33% of respondents answered heterosexual with others noting, lesbian, gay, bi-sexual, cisgender and interested in men.

Question 6. Which gender do you most closely identify with?

Of the 160 respondents 106 were women, 40 men, 4 non-binary, 2 two-spirited, 6 preferred not to share and 2 were not listed

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

On a scale of 1 – 10 with 10 being the most comfortable, the average was 8.94. 85% rated between 8 and 10 for this question. 11% of those responding rated between 1 and 5.

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

On a scale of 1 – 10 with 10 being the most comfortable, the average was 8.84

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

On a scale of 1 – 10 with 10 being the most comfortable, the average was 8.13. 84% rated between 8 and 10 for this question. Again, 11% of those responding rated between 1 and 5.

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

On a scale of 1 – 10 with 10 being the most comfortable, the average was 8.62. 82% of those responding rated between 8 and 10 for this question. 13% rated between 1 and 5.

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

Of the 160 respondents approximately 51% have and 49% have not witnessed homophobia, with 2 respondents preferring not to share.

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

Those comfortable in sharing noted damage to the pride sidewalk, stolen pride lawn signs, social media remarks, high school students, council, general discomfort making fun of non heterosexual people whether in jokes, voice, or language. Verbal abuse as attacks on appearances, name-calling, slurs, stares, looks, signs of disapproval, and in bars, social settings, and sports leagues.

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

Of the 160 respondents 2 again preferred not to share, 96 or approximately 60% had not experienced transphobia with approx. 39% noting they had witnessed or personally experienced transphobia in Arnprior.

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

39 of the 160 respondents were comfortable in sharing that their partner has been told they don't belong here and called names. Not wanting someone who is Trans to use the female washroom. Via social media with regards to the rainbow crosswalk which resulted in a heated debate over transgender

recognition. The denial of a transgender sidewalk by council. Witnessed an elementary school student facing transphobic slurs in public, by their peers, after school. Witnessed residents and employers unwilling to use a person's chosen pronouns. Stares, looks, signs of disapproval, engine revving at a stoplight, high school, bars, social outings, and sports leagues.

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

Of the 160 respondents, 100 or 63% answered that they have witnessed racism or discrimination in Arnprior with approximately 35% answering no to the question.

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

Those who were comfortable in sharing noted looks, stares, slurs at people who wear a hijab, head covering or an Indian sari. Different levels of treatment based on skin colour and accents. Racist comments on social media, and being followed in a store. Comments and views by council on systemic racism were offensive and negatively impacted the community. Landlord was curt and negative toward a visible minority interested in renting. Again in bars, social outings and sports leagues, high school.

Question 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.

The highest settings where respondents witnessed or experienced racism, discrimination or unfair treatment because of race was in social media groups/forums, followed by on the street, in stores and restaurants, at school, in the workplace, police/justice system, and in health care / social services. 36 or 22% of respondents indicated they had not witnessed or experienced racism, discrimination or unfair treatment because of race.

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

13 respondents were comfortable in listing the settings which included, Social media, social settings, a local store, council meeting, in people's homes, and at Robert Simpson Park.

Question 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.

Again local social media groups/forums led the way, followed by in stores/restaurants, on the street, at school, in the workplace, in dealing with the police justice system, and in health care social service settings, with 45 respondents noting no experiences.

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

Of the 16 responses received notable were social media, Nick Smith Centre, some social settings, a local business, town council meetings, racial profiling of people in news, and private apartment buildings for viewing. 5 respondents never having witnessed or experienced of racism, discrimination or unfair treatment because of ethnicity.

Question 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.

Local social media groups/ forums continue to lead the way, followed by on the street, at school, in stores/restaurants, in the workplace, in health care/social settings, and lastly in dealing with the police/justice system. 46 respondents noted they had no experience or incidents to report.

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

There were 17 responses to "other" which included passerby's calling out or giving dirty looks, social media, sports association, slurs, social settings, council meetings, church, private apartment complex. 5 of the 17 responses noted no experiences. One response indicated discrimination is not solely based on someone's actions, but the accessibility for an individual in public places.

Question 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.

Local social meeting groups led the way followed by stores/restaurants, at school, on the street, in the workplace, in health care/social services, and dealings with the police/justice system. 48 of the respondents indicated no experiences, etc.

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

Of the 14 responses, social media, a sports association, social settings, council meetings, church, private apartment complex, and older family members. 5 responses indicated there were none. One response indicated discrimination is not solely based on someone's actions, but the accessibility of an individual in public places.

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

Of the 150 responses, on a scale of 1-10 with 10 being the most comfortable, the average was 7.41. 55% of those responding rated between 8-and 10 for this question. With 32 respondents or 21 percent rating a 5.

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

Of the 154 responses, on a scale of 1-10 with 10 being the most comfortable, the average was 7.46. 57% rated between 8-10 for this question, with 28 or 17% rating a 5.

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

Of the 158 responses on a scale of 1-10 with 10 being the most comfortable the average was 7.89. 66% rated between 8-and 10 for this question. 24 respondents or 15 percent gave a rating of 5.

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

Of the 158 responses on a scale of 1-10 with 10 being the most comfortable the average was 8.08. 70% rated between 8 and 10 for this question. 24 respondents or 15% gave a rating of 5.

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

Of the 158 responses on a scale of -10 with 10 being the most comfortable the average was 7.18. 56% rated between 8 and -10 for this question. 25 or 16% of respondents gave a rating of 5. With 12 or 8% of respondents giving a rating of 1.

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

Of the 150 responses 20 or 15% of those responding noted more education via schools/ work places/ places of worship / town social media promotion is required to achieving equity in Arnprior. Seven (7) responses note social media as being the problem. Additional systemic problems cited were the lack of diversity on Council, committees, and town staff, lack of safe space and programs for those that are marginalized in the community. No mainstream representation of BIPOC and Queer communities in Arnprior. Small town attitude, generational, long held beliefs and a lack of willingness to change. Bystanders who may not share the racist, homophobic ideas but do not risk their own comfort/social safety to advocate and improve equality for others. Denial of a problem by community leaders. 18 or 12% indicated that there are none.

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

70% of people answered No for this question. With 30% answering yes they have been reluctant to participate in a town program because they felt like they didn't belong.

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

There were no definitive programs mentioned, however, of the 30 responses 9 or 30% indicated they did not feel comfortable as they were not "from here" Other notables included feeling like the minority, being a queer indigenous woman, a visible lesbian, growing up in poverty, transphobic remarks, and felt that individual groups or businesses do a better job at encouraging diversity than the town. Some cited social media "stirring the pot". While others cited council members that have negative issues and biases that are present in their decision making for the Town. Lastly, one

comment noted no programming seemed inviting enough to share and celebrate cultural and sexual diversity.

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

- Have presentations/booths during the summer street market that showcase our history and education about Arnprior.
- Indigenous representation in artwork around town. Historical markers about the indigenous who lived here when the town was founded instead of just about old business.
- Acknowledge the important role of the Scottish refugees who arrived in the Ottawa Valley.
- Aboriginal education / programs. Rename the Madawaska Bridge to honour all Aboriginal children by flying orange flags year round
- Not sure we should be looking at history, rather focusing on the challenges a growing Arnprior has ahead of it, including having a welcoming nature to the increasingly diverse newcomers to the town.
- Education – the fact that this land was home to Algonquin families for generations uncounted, and was never ceded by a treaty should be common knowledge. The truth of Archibald McNab. A safe and significant place should be set aside in order to honour past inhabitants, including Constant Pinesi, the great Anishnaabe chief.
- Acknowledge that First Nations were here long before explorers and settlers arrived.
- More focus on the history of colonization and the displacement of the Algonquin people from this area. This needs to be better reflected in our museum, our archives and related programs.
- Acknowledge past wrongdoing and move on.
- Land acknowledgements at all levels of government business. Indigenous heritage in signage, future naming of town developments, roads, parks, etc. could reflect our history. Community indigenous education programs, activities with Indigenous partners through the Library, Town of Arnprior and McNab/Braeside.
- More cultural activities
- Acknowledge the colonization of indigenous lands and people and begin to decolonize our policies. Bring speakers into school and the public. Educate people on the land we're standing on... make land acknowledgments and highlight indigenous history in museums and schools and other clubs and community programs. Teach about the residential school system.

- Continuation of land acknowledgement statement before council meetings and to extend to other events hosted by the municipality. Understand and be knowledgeable of the truth and reconciliation commission. Provide leadership by reaching out to Elders for their input, advice and recommendations at the start of a project or event. Foster relationships to encourage meaningful sharing of stories and histories the from folks of all walks of life.

Question 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?

- Better access to support groups, more signage that shows support.
- Education
- Acknowledgement. Educate. Call it out when you can. Welcome these members to actively participate in the community on boards and working for the municipality. Encourage people to embrace different cultures.
- More diversity in town employees, partnerships with diverse businesses.
- Strong anti-discriminatory messaging from the town at every level.
- Continued visible acceptance of marginalized groups by Council and Staff.
- If you see something, say something.
- More events that involve Arnprior Pride.
- Keep having genuine regular conversations about inclusion. Continue to offer specific supports and incentives for people of colour and marginalized groups. Continue to be mindful of language being inclusive at schools, public places and especially local government.
- Do the research. Engage immigration groups. Proactively seek out groups and support them. Encourage diversity in town leadership. Admit that system racism exists.
- Have town representatives speak and educate more about programs and initiatives taken by the town to increase awareness and reduce bias.
- Listen to marginalized and LGBTQ2S+ members.
- Short term – more cultural / diverse events; inclusive policies and procedures; ongoing training/information for staff and the public; Long term – implementation of an Action Plan for Inclusivity and Diversity.
- Creation of public awareness campaigns about inclusion and diversity, requiring equity diversity inclusion and accessibility training for council and staff; integrate inclusion into recreation policies with respect to

financial barriers faced by those from marginalized groups; make IDAC a permanent advisory committee; bring together stakeholder groups to discuss issues of diversity and inclusion on a regular basis, increase and highlight diversity in town staff, ensure marketing materials reflect the increasingly diverse community; create a diversity and inclusion plan; pattern with stakeholders to create community discussion forums (safe space conversations about experiences)

- Increased awareness and education, unified support from community leaders.
- Short term – more diverse programming – programming run by people from the marginalized group's long term – education to youth.
- Opening a safe space and programs for LGBTQ2S and also culturally diverse citizens.
- Short term – education and awareness Long term – more diverse staff at all levels, more diverse council.