



ARNPRIOR

**Minutes of the Culture and Diversity Advisory Committee Meeting  
April 2<sup>nd</sup>, 2024 at 6:30 PM  
Arnprior and District Museum – Community Room**

**Committee and Staff Attendance**

**Committee Members Present:**

Michael Bradley, Chair  
Chris Couper, Vice Chair  
Leslie Ann Hook, Committee Member  
Jennifer McGuire, Committee Member  
Jo Ann Pecaskie, Committee Member  
Gaganpal Singh Bhasin, Committee Member

**Town Staff Present:**

Emily Stovel, Manager of Culture /  
Curator  
Kaila Zamojski, Town Clerk  
Oliver Jacob, Client Services  
Coordinator

**Committee Members Absent:**

Dan Lynch, County Councillor

**1. Call to Order**

Michael Bradley, Chair, called the meeting to order at 6:31 PM and welcomed those present.

**2. Roll Call**

The roll was called, with all Members of the Committee being present except County Councillor Dan Lynch.

**3. Land Acknowledgment**

Chair Michael Bradley 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 005-24  
Moved by Chris Couper  
Seconded by Leslie Ann Hook

**Be It Resolved That** the agenda for the Culture and Diversity Advisory Committee Meeting dated Tuesday, April 2<sup>nd</sup>, 2024 be adopted.

Resolution Carried

#### 5. Disclosure of Pecuniary Interest

Jennifer McGuire declared the following pecuniary interest:

“I would like to declare a pecuniary interest in item 7(a) on the April 2<sup>nd</sup>, 2024 Culture and Diversity Advisory Committee Agenda because I have applied to be a vendor at the event.”

#### 6. Adoption of Minutes of Previous Meeting(s)

Resolution Number 006-24  
Moved by Chris Couper  
Seconded by Jo Ann Pecaskie

**Be It Resolved That** the minutes for the March 4<sup>th</sup>, 2024 Culture and Diversity Advisory Committee meeting be adopted.

Resolution Carried

Jennifer McGuire left the Committee table at 6:35 PM.

#### 7. Presentations/ Delegations

##### a) Cultural Night Market Update

Oliver Jacob, Client Services Coordinator, provided a PowerPoint Presentation and responded to questions.

Discussion ensued amongst Committee Members with the following being a summary of the comments noted:

- Confirmation was provided that the Call for Proposals for Performers is still open for applications and it can be accessed at [www.arnprior.ca/nightmarket](http://www.arnprior.ca/nightmarket). Performer applications will be reviewed by the internal staff team with a focus on ensuring diversity on the main stage on John Street North while being as inclusive as possible of all applications through the use of the secondary stage on Elgin Street West.

- It was suggested that a welcome sign be considered with greetings in various languages (30-40 different languages) to reflect the diversity of the Arnprior community. This could also be included in event advertising and/or Museum advertising and space / program design in the future.
- Storytellers are a good way to incorporate themes into the event and it would be good to include Indigenous worldview / storytelling and the diversity of Canadian War History in the program.

Jennifer McGuire returned the Committee table at 7:07 PM.

**b) Community Profile and Understanding Qualitative Data**

Oliver Jacob, Client Services Coordinator, and Emily Stovel, Manager of Culture / Curator, provided a PowerPoint Presentation and responded to questions.

Discussion ensued amongst Committee Members with the following being a summary of the comments noted:

- The increasing diversity of the Arnprior community is both visible in the community-at-large as well as specific bodies within the community (i.e. schools).
- Interest was shown in obtaining more qualitative information around the reasons behind the decrease in young peoples (15-25 years of age) between 2001 and 2021. Anecdotal information was shared that speaks to the challenge of young people not being able to see themselves in the broader community nor having the same opportunities for post-secondary education and community connections as they might have had previously in larger urban centers.
- There may be opportunities to partner with community organizations like the Arnprior Public Library and local schools to collect data that can be used by the Advisory Committee in the furtherance of their mission. This can be further explored once the committee has identified its data collection strategies and the content that it wishes to obtain through such endeavours.
- As part of the mini workshop, committee members answered a broad sample question (“What does equity feel like to you?”) in small groups and then analyzed the qualitative results to obtain a thematic understanding of the data collected in the small group activity.
  - The commons themes that were identified from the data were: ensuring opportunities for improvement; communicating, sharing and appreciating all voices and stories shared; creating a transparent relationship; and understanding that equity takes effort and a deliberate choice on the part of all participants to improve the broader community.

- While more information on data collection strategies will be shared at future meetings, it was noted that open ended conversations can lead to significant context for qualitative analysis and help to guide further interactions that delve into themes (through different media including surveys, focus groups, science, art, etc.).
- The incorporation of artificial intelligence (AI) into the review of qualitative information was discussed as a starting point for reviewing significant quantities of data before future review by human assessors.

### **c) Curator's Report**

Emily Stovel, Manager of Culture / Curator, provided a verbal update on the activities of the Arnprior and District Museum and responded to questions.

Discussion ensued amongst Committee Members with the following being a summary of the comments noted:

- It was noted that Arnprior has had a cricket club in its history (around 1865) and this may be a helpful as the community considers the formation of a modern Cricket Club. Additional research with the Museum and Arnprior McNab/Braeside Archives was also suggested outside of the committee.

### **8. Matters Tabled/ Deferred/ Unfinished Business**

None

### **9. Staff Reports**

None

### **10. New Business**

#### **a) Inclusive Marketing**

Oliver Jacob, Client Services Coordinator, shared that this item had been submitted by Committee Member Jennifer McGuire for discussion. She provided an overview of her review regarding the Town's social media posts in February 2024, noting that there was a lack of diversity exhibited in the images.

Discussion ensued amongst Committee Members with the following being a summary of the comments noted:

- It is important for the Town's social media channels to be representative of the community-at-large and such inclusion is very impactful for residents from diverse backgrounds. This also includes the curation of physical media products like the quarterly Arnprior Life magazine and posters.

- It was noted that Town staff have already identified the need for increased diversity in media products and they have been working on obtaining more diverse photographs for future use. The concern has been shared with the Marketing and Economic Development Officer and it will continue to be reviewed as the Town implements its Communications Strategy.

#### **b) Roundtable Discussion**

Michael Bradley, Chair, shared that this item is an opportunity to share any questions, comments, thoughts and perspectives.

- Sikh Heritage Month is recognized and celebrated every April as an opportunity to appreciate the role of Sikh community members in Arnprior, their contributions to Canada at home and abroad (including in conflicts), and the opportunity to increase knowledge about the Sikh cultural community among members of the public.
  - It was noted that proclamations by Council can be an effective way of setting the tone and recognizing dates of significance like Sikh Heritage Month. Proclamations require a request through the Clerk's Office and they are often best implemented alongside events/programming that gives an action to the words of the proclamation.
  - The committee recommended to staff that more information be posted on the Town's website related to proclamations including explaining what they are, how to request them, and providing links to the appropriate staff who could assist with the programmatic elements where possible.
- An opportunity to work with MASK and the Ontario Arts Council on an Indigenous arts project was shared and the Manager of Culture / Curator will investigate the opportunity for potential incorporation into the Museum.

#### **11. Adjournment**

Resolution Number 007-24

Moved by Leslie Ann Hook

Seconded by Jo Ann Pecaskie

**That** the Culture and Diversity Advisory Committee adjourn at 8:42 PM.

Resolution Carried