

IDEA COMMITTEE MEETING

February 05, 2026

Location: Virtual

Present: Commissioner Esther McDonnell, Shauna Cotton, Liz Campbell, Shauna Cotton, Tara Paon, Allison Martell, Meghan Hayter, Danielle Martell, Shannon Mury, Warden Lois Landry – Ex Officio,

Regrets: Deputy Warden Amanda Mombourquette, Donna Dittrick, Jessica MacDougall

Call to order

The Chair called the meeting to order at 4:43 p.m.

Opening Acknowledgement

The Chair made an opening acknowledgement.

Items Added

No items added.

Approval of Agenda

Moved by Tara Paon, seconded by Shauna Cotton, that the agenda be approved as presented. Motion carried.

Review of Minutes:

Moved by Shauna Cotton seconded by Tara Paon, that the minutes of December 4, 2025, be approved as presented. Motion carried.

EDI Training with Bradley Sheppard Debrief

A discussion ensued.

Tara Paon re: International Day for the Elimination of Racial Discrimination

Moved by Tara Paon, seconded by Shauna Cotton, the Council accepts the recommendation of the Inclusive, Diverse, Equitable, Accessible Advisory Committee and proclaim March 21, 2026, as the International Day for the Elimination of Racial Discrimination. (proclamation attached). Motion carried.

Access Awareness Week 2026

A discussion ensued.

Community Acknowledgements

The committee discussed community acknowledgements.

Membership Recruitment

A discussion ensued.

Items Added

No items added

Next Meeting

The next meeting will be scheduled for March 05, 2026

Adjournment

There being no further business, the chair adjourned the meeting at 5:07 p.m.

CHAIRPERSON

Community Development Coordinator

The Municipality of the County of Richmond

Proclamation

International Day for the Elimination of Racial Discrimination

Whereas:

In 1966, the United Nations declared March 21 as the International Day for the Elimination of Racial Discrimination to commemorate the peaceful anti apartheid demonstration in Sharpeville, South Africa in 1960, where dozens of protestors were killed and many more were injured while opposing discriminatory pass laws that enforced racial segregation;

And Whereas:

This day is solemnly observed worldwide as both a remembrance and a call to action, reminding us that racial discrimination, systemic racism, injustice, and hate continue to affect individuals and communities locally and globally, limiting people's ability to participate safely and equitably in society;

And Whereas:

Racism and discrimination threaten human rights and create barriers to equal access to employment, healthcare, housing, education, and other essential community services, while undermining equity, inclusion, and social justice within our communities;

And Whereas:

While progress has been made, many racialized individuals and communities, including First Nations Peoples and people of colour, continue to face prejudice and discrimination in their daily lives;

And Whereas:

The Municipality of the County of Richmond is committed to confronting and dismantling systemic racism, promoting inclusive practices, and fostering a community where diversity is valued, every person feels a sense of belonging, and all residents can thrive without fear of discrimination;

Therefore:

*The Municipality of the County of Richmond hereby proclaims March 21 as the **International Day for the Elimination of Racial Discrimination** and encourages all residents to reflect, learn, and take meaningful action toward eliminating racism and discrimination in our community.*

Dated this ___ day of _____, 2026.