



Town of Amherst

Inclusion Diversity & Equity Committee

Agenda

Date: **Thursday, March 2, 2023**
Time: **6:00 pm**
Location: **Council Chambers, Town Hall**

Pages

1. Call to Order

1.1 TERRITORIAL ACKNOWLEDGMENT

“I would like to acknowledge that our gathering today is taking place in (MEEG-MA-GEE), the traditional, unceded and ancestral territory of the Mi'kmaw people. I would also like to acknowledge that Nova Scotia has another unique people. These are the Indigenous Blacks of Nova Scotia whose legacy and contributions date back over 400 + years predating confederation of this land. We are all treaty people.”

1.2 Approval of Agenda

1.3 Approval of Minutes - October 25, 2022

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2. Discussion Items

2.1 Flag Policy

4 - 6

2.2 Breaking Robert's Rules

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2.3 Ancestral Drive

2.4 Social Media

2.5 Reconciliation

3. Next Meeting Date - March 21, 2023 at 6:00 PM

4. Adjournment

**TOWN OF AMHERST
Inclusion Diversity & Equity Committee Meeting
Minutes**

Date: Tuesday, October 25, 2022
Time: 6:30 pm
Location: Council Chambers, Town Hall

Members Present Councillor Hal Davidson, Chair
Councillor Lisa Emery
Tammy Drew, Citizen Representative
Holly Martin, Citizen Representative (via Zoom)
Rochelle Howlett, Citizen Representative (via Zoom)

Members Absent Jolene Gouchie, Citizen Representative
Tammy Gero, Citizen Representative

Staff Present Kim Jones, Director, Corporate Communications/Clerk
Sharon Bristol, Community Well Being Manager
Natalie LeBlanc, Deputy Clerk

1. Call to Order

The Chair called the meeting to order and gave the Territorial Land Acknowledgement.

1.1 Approval of Agenda

Moved By Councillor Emery

Seconded By Tammy Drew

To approve the agenda as circulated.

Motion Carried

1.2 Approval of Minutes - September 20, 2022

Moved By Councillor Emery

Seconded By Holly Martin

To approve the minutes of the September 20, 2002 Inclusion, Diversity & Equity Committee meeting as included in the agenda package.

Motion Carried

2. Discussion Items

2.1 Strategy Review and Discussion

Rochelle Howlett joined the meeting via zoom at this time.

The Committee agreed a great job has been done drafting the strategy thus far. Councillor Emery asked where the logo came from, Sharon Bristol replied it was one of many she found on the internet. It was suggested perhaps this could be part of community engagement, to have a logo designed or chosen.

Rochelle Howlett expressed some concern with the use of the word indigenous being referred to as aboriginal. Sharon Bristol asked what is appropriate today. There was some discussion, it was noted that aboriginal is used in the constitution, and is the legal definition, and that indigenous is meant to be inclusive to all. It was also noted that there is no definition for indigenous in the draft strategy. Tammy Drew and Rochelle Howlett will draft a definition of indigenous. Rochelle Howlett added that for legal/funding agreements the legal term is aboriginal. It was suggested this discussion could also be part of community consultation.

The Chair pointed out that at the end of the definition for Mi'kmaq it states "within the Town of Amherst", he felt this should be removed to be consistent with other the other definitions provided. Councillor Emery agreed.

2.2 Community Consultation

Discussion took place around the Community Engagement strategy, and who the Committee wants to engage, and how, and what questions the committee wants to ask. Councillor Emery recommended not naming specific groups, to be more inclusive. Tammy Drew felt the conversations should be fluid, adding the more we hear then the more we ask. She also pointed out that she does not like to use the term "Selling" points, and would like to find another word to use, such as "conversation" points.

Sharon Bristol then spoke to reporting, and what outcomes the Committee would like to see. She would like to build our successes and/or shortcomings into the Community Engagement strategy.

Next steps were discussed. Sharon Bristol would like to see each committee member assist with opening doors to "their" circle, and provide a list of each members key stakeholders. The Chair would like committee members to identify who they would each like to reach out to. All agreed that having, food, music, costume and even dance, such as the multicultural association has done, brings people together and helps build trust.

2.3 Future Meeting Dates

The Chair asked if members were still available to meet on November 15th as previously discussed. Tammy Drew indicated she would now be away for work, Councillor Emery stated she has another meeting that evening and would try to attend but would be late. The Chair suggested that rather than have a formal meeting, he would like to have a working meeting. Kim Jones suggested a workshop to which the Committee agreed. Members were asked to provide their list of contacts before the next meeting to Sharon Bristol, she will email out homework for members within the next couple of days.

3. Information Items

The Chair advised he has become aware of an Acadian group setting up in Amherst, he will contact them to make them aware of this Committee's work. He also indicated that he has spoken with the CAO regarding any concerns he would have with Council using this Committee's Territorial Land Acknowledgement at their meetings. Councillor Emery thought this was a great idea, everyone was in agreement.

4. Adjournment

On motion by Holly Martin, the meeting was adjourned at 7:50 p.m.

Kimberlee Jones
Municipal Clerk

Councillor Hal Davidson
Chair

MEMORANDUM

TO: Inclusion, Diversity and Equity Committee
FROM: Sharon Bristol, Director, Community Living
DATE: March 2, 2023
SUBJECT: Requests for Proclamations and Flag Raising Ceremonies Policy

Further to November Committee of the Whole meeting it was:

Moved By Deputy Mayor Landry Seconded By Councillor Davidson
That Council forward the proposed amendments to the Requests for Proclamations and
Flag Raising Ceremonies Policy #10350-14 to the Inclusion, Diversity and Equity
Committee for review.

MOTION CARRIED

Whereas the December meeting was cancelled and the January meeting was a
workshop format, the policy is attached and presented for review.

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DEPARTMENT: Council and Administration

TITLE: **REQUESTS FOR PROCLAMATIONS AND FLAG RAISING CEREMONIES**

Minutes reference date: 23 October 2006, page 00246

Revised: 28 May 2007

24 November 2014

PURPOSE:

To set out the Policy of the Town in regard to requests from groups and organizations to have proclamations signed and to have flag raising ceremonies.

POLICY STATEMENT:

1. Proclamations

Proclamations will only be made in support of specific community events or activities in or around the Town at the request of the organizing group. Requests are to be made in writing to the CAO at least one week in advance of the date of the proposed proclamation, and must include the proposed proclamation. Proclamations must be approved by the CAO, with the provision that, at ~~their~~^{his} discretion, ~~he~~^{they} may submit the proclamation to Council for approval.

2. Flag Raising Ceremonies

Flags will only be placed on a Town owned flag pole at the intersection of Church and Albion Streets, in front of the Cumberland YMCA in support of specific community events or activities in or around the Town at the request of the organizing group. The maximum duration of any individual flag display will be five days, and requesting organizations must pick up their flags once that period is over. Requests are to be made in writing to the CAO at least one week in advance of the date of the proposed flag raising. Flag raisings must be approved by the CAO, with the provision that, at ~~his~~^{their} discretion, ~~he~~^{they} may submit the request to Council for approval.

Flags to honor Acadian Day on August 15th and Indigenous Peoples Day on June 21st will not require formal requests.

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In general, it shall be the policy of Council to only approve requests under the following circumstances:

- a) The message being conveyed must be considered to be for the public good;
- b) No group or individual shall be promoted to the detriment of another group or individual;

DEPARTMENT: Council and Administration

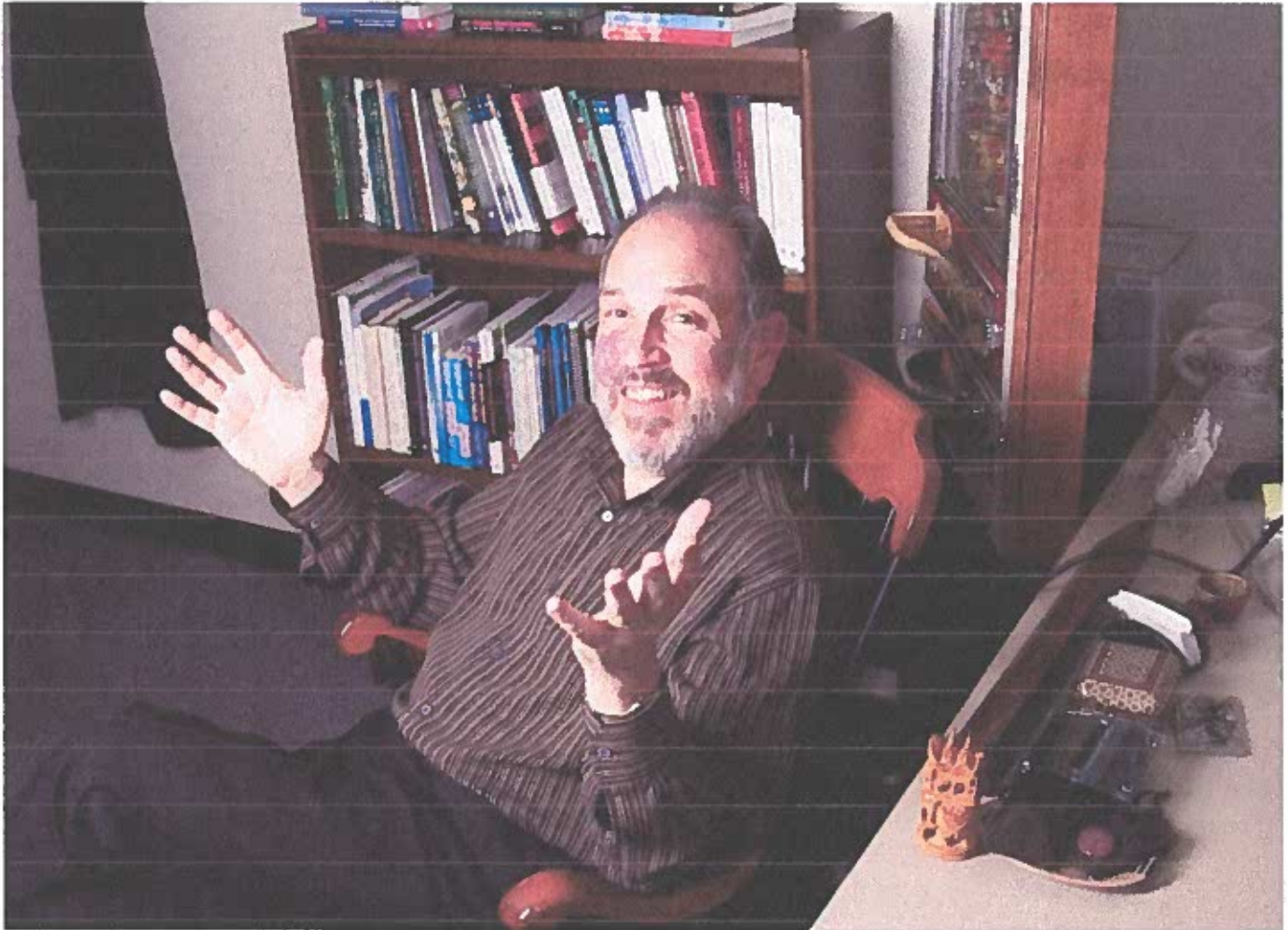
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- c) The flag must be presentable and should not detract from the appearance of Town property;
- d) All ropes, attachments, etc. must be provided by the applicant



Summer 2007

Breaking Robert's Rules

Prof. Larry Susskind writes an alternative to Robert's Rules of Order.

Prof. Larry Susskind has written a new book, which is an alternative to Robert's Rules of Order. Photo: Ed Quinn

Summer 2007

Laurie Smith-Frailey

RELATED TOPICS

Prof. Larry Susskind has been bringing the right people to the discussion table for 40 years. And, he's made it a life mission to develop and teach a new way to run meetings that's as different from Robert's Rules of Order as democracy is from dictatorship.

"I understand why people are disgusted with the outcomes of meetings run by Robert's Rules," Susskind says. "Those meetings generate more conflict than necessary, and they leave important people out of the discussion. Plus, the arcane rituals of parliamentary procedure usually produce a victorious majority and a dissatisfied minority who presumably are supposed to quietly give up and go home. They rarely do."

The alternative to Robert's Rules is consensus building, and he spells it all out in his new book, *Breaking Robert's Rules* (co-authored by Jeffrey Cruikshank and published by Oxford University Press). Under the consensus building approach (CBA), the goal is to seek unanimity, but settle for overwhelming agreement after concerted effort has been made to meet everyone's interests. Also, at the end of each meeting, a document is produced that all stakeholders not only can live with, but are committed to implementing.

"That's a huge improvement over Robert's Rules," Susskind says. "Robert only provides a road map for getting from one end of a meeting to the other. There's no accountability whatsoever for what happens after everyone goes home."

The Ford Professor of Urban and Environmental Planning, Susskind was one of the founders in 1982 of the inter-university Program on Negotiation based at Harvard Law School. He remains director of the Public Disputes Program there. In 1993, he established the Consensus Building Institute, a not-for-profit whose full-time staff of 15 professional mediators, mostly MIT graduates, are involved in dispute resolution all over the world.

Susskind insists that, even though MIT's ability to handle problems in the world at large is legend, we can do even better through CBA. In New Orleans, for example: We need MIT engineers, architects, and planners to help the community redesign levees, bridges, and neighborhoods, but first, we need to bring the right people together and help them reach consensus on exactly what needs to be done. Somehow, a solution must be forged

where there are no losers.

“It’s one thing to aspire to the greater good, and quite another to make it happen,” he says.

COMMON GROUND

Robert’s Rules of Order were constructed in the 19th-century context of the Wild West, and not surprisingly focus on maintaining order during meetings. But these days, Susskind says, more meetings than not are held among communities of shared interest — such as members of a town committee or religious community, business work teams, or social groups — where there is already some common ground. Especially here, consensus building makes perfect sense.

The first step in Susskind’s collaborative approach to meetings involves talking privately to potential participants so they can have a hand in defining what will be talked about and who needs to be part of the discussion. A facilitator makes sure that every opinion is factored into the design of the meeting.

Another step allows brainstorming. Unlike Robert’s-run meetings, which slog through one motion at a time, CBA encourages participants to be creative in generating solutions that weren’t in anybody’s mind before the meeting began.

LIBERATING PEOPLE

Susskind earned both a master’s degree and a Ph.D. at MIT, and has taught here for 35 years. After his 1960s efforts to give more people a voice in public meetings resulted in huge turnouts but no reasonable process for managing them once they were there, he immersed himself in the study of mediation and dispute resolution techniques.

The Consensus Building Handbook, which he co-authored, was the first and remains the most complete work aimed at codifying an alternative to Robert’s Rules for handling meetings. But at nearly 1,200 pages and \$195 each, the handbook is hardly affordable for most people. And, it doesn’t fit in your pocket. Breaking Robert’s Rules was written to address that.

Of course, there are challenges to winning universal acceptance of the consensus building approach.

“First is the lack of understanding, or even awareness, about CBA as an alternative to Robert’s Rules,” Susskind explains. “And next is a lack of experience with it. Over time, we’ll accumulate stories that illustrate exactly how these methods have been successfully put to work.”

He knows it will happen. “Robert’s Rules just don’t feel right,” he says. “I want people to know that there is an alternative that does feel right. Besides, there is nothing to be lost by trying the consensus building approach. I hope people will feel liberated by knowing there’s a different way of working together that puts a premium on finding ingenious ways of meeting everyone’s interests.”