



## Equity and Anti-Racism Advisory Committee Agenda

October 2, 2024, 5:30 p.m. - 7:30 p.m.  
HR Learning Room - Second Floor City Hall  
City of Kitchener  
200 King Street W, Kitchener, ON N2G 4G7

People interested in participating in this meeting can email Committee Administrator, Rea Parchment at [rea.parchment@kitchener.ca](mailto:rea.parchment@kitchener.ca). Please refer to the delegation section on the agenda below for the registration deadline. Written comments received will be circulated to the Committee prior to the meeting and will form part of the public record.

\*Accessible formats and communication supports are available upon request. If you require assistance to take part in a city meeting or event, please call 519-741-2345 or TTY 1-866-969-9994.\*

Co-Chairs: Danny Martin & Veronica Vasquez

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	Pages
<b>1. Commencement</b>	2 m
<i>The meeting will begin with a Land Acknowledgement given by the Chair:</i>	
<i>The City of Kitchener is situated on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee Peoples.</i>	
<i>We recognize our responsibility to serve as stewards for the land and honour the original caretakers who came before us. Our community is enriched by the enduring knowledge and deep-rooted traditions of the diverse First Nations, Metis and Inuit in Kitchener today.</i>	
<b>2. Disclosure of Pecuniary Interest and the General Nature Thereof</b>	2 m
<i>Members of Council and members of the City's local boards/committees are required to file a written statement when they have a conflict of interest. If a conflict is declared, please visit <a href="http://www.kitchener.ca/conflict">www.kitchener.ca/conflict</a> to submit your written form.</i>	

**3. Delegations**

*Pursuant to Council's Procedural By-law, delegations are permitted to address the Committee for a maximum of five (5) minutes. All delegations must register by 5 p.m. on September 30th, in order to participate in the meeting.*

**4. Discussion Items**

**4.1 Check-in, Approval of Previous Meeting Minutes & General Discussion** 10 m

**5. Information Items**

**5.1 Kitchener 2025 – Staff Presentation** 45 m  
Discussion about upcoming engagement in phase 2 and to seek the committee's input into the program

**5.2 EARR Team Updates** 40 m  
The EARR team will provide an update on team changes and equity considerations being built into the Nominating Selection Committee and seek input on 2025 Staff EDI Training

**6. Adjournment**