



A regular meeting of the Inclusion, Diversity, Equity and Accessibility Advisory Committee (IDEA) was held at Annapolis County on Tuesday, March 04, 2025, starting at 2:00 p.m.

PRESENT

Chairing the meeting, John Smith, CAO Sandi Millett-Campbell, Spencer Reynolds, Melissa Roscoe (Virtual), Cameron Stiff, Elizabeth Mason-Squires (Virtual), Pierce Ivan (Virtual), Director of Community Development, Debra Ryan, Recording Secretary, Strategic Initiatives Coordinator, Alyssa Blais, Planner, Jeremy Banks

Regrets: Lester Bartson and Katrina Kellough have resigned from the committee. Their letters of resignation will be presented at the next meeting.

1. Land Acknowledgement

A land acknowledgment was shared to recognize the Indigenous lands on which the meeting occurred.

2. Approval of the Agenda

Due to the lack of quorum, the agenda was not formally approved.

3. Approval of the Minutes

Due to the lack of quorum, approval of minutes from February 4, 2025, and February 19, 2025, meetings were deferred.

4. Presentations

The presentation shared information for municipalities and villages in Nova Scotia to develop Equity, Anti-Racism, and Accessibility Plans by the April 1, 2025 deadline.

Presenters:

Zoe Kavanagh & Luke Power – Office of Equity and Anti-Racism

Julie Glaser & Roxanne Pereira – Association of Municipal Administrators Nova Scotia (AMANS)

Andrew Jantzen – Accessibility Directorate

Key takeaways emphasized the importance of addressing systemic barriers to foster inclusive communities, ensuring equal access for persons with disabilities, and creating prosperous environments through equitable policies. Legislative mandates such as the Dismantling Racism and Hate Act and the Accessibility Act require regular updates to these plans.

Updates from the counties of Richmond, Cumberland, Pictou, and MODL highlighted their progress in plan development. Additionally, the presentation covered effective engagement strategies for involving diverse communities and provided a step-by-step guide for implementing these inclusive strategies.

The following recording is available to IDEA committee members:

[IDEA Inclusion Diversity Equity and Accessibility-20250304_140903-Meeting Recording.mp4](#)

The slide presentation will also be distributed.

5. A brief first-person story by each member of the Committee

Committee members shared personal experiences regarding inclusion, diversity, and accessibility. Cameron discussed his experiences with discrimination, particularly as someone who recently moved to the county from Ontario. He stressed the importance of creating a safe and welcoming environment and fostering inclusivity. Spencer emphasized the barriers to internet access and the need for proactive allyship. Liz highlighted the challenges encountered by neurodivergent individuals, such as discrimination and lack of accessibility.

Pierce shared insights from his experience as a retail store owner, discussing the costs associated with being featured on a Rainbow Registered Map and the mental health struggles within the community. John raised concerns about safety and the necessity for equal access to respect and security. Jeremy pointed out that while discrimination may be less visible now, persistent barriers still exist that require attention, and Sandi acknowledged the committee's role in combating stereotypes and fostering inclusivity.

6. Next Meeting

The next meeting will take place on April 1, 2025, at 2:00 pm, Council Chambers County of Annapolis, 752 St. George ST, Annapolis Royal

7. Adjournment

The meeting was adjourned at 4:15 p.m.

Chair

Recording Secretary