



WEST HANTS REGIONAL MUNICIPALITY REPORT

Information ☐	Recommendation ☒	Decision Request ☐	Councillor Activity ☐
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To: Mayor Zebian and members of Council

Submitted by: Deanna Snair, Municipal Clerk

Date: September 9, 2025

Subject: Diverse, Equity and Inclusive Communities Committee Citizen Member Appointment

LEGISLATIVE AUTHORITY

Municipal Government Act – Section 24 Standing, Special and Advisory Committees

RECOMMENDATION or DECISION REQUEST

That Committee of the Whole recommends ...

Council appoints Jess West as voting citizen member to become a representative and support to the Diverse, Equity and Inclusive Communities Committee for a two (2) year term beginning September 23, 2025 until September 23, 2027.

BACKGROUND

Property ☐	Public Opinion ☒	Environment ☐	Social ☒	Economic ☐	Councillor Activity ☐
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West Hants Regional Municipality is full of vibrant and active communities that hosts various events throughout the year. A strong sense of belonging is an important step in becoming an inclusive community to ensure all feel welcomed and valued. It is critical as a Municipality that we move forward with a strategic road map and an understanding of the need and ability for everyone to have a voice, be heard, receive validation, have equitable treatment, and access resources of one's choosing. The prioritization of cultural diversity and inclusion within our region will allow us to reflect on methods of welcomeness and service delivery while acknowledging and

addressing barriers concerning racism, social marginalization, equity, and discrimination. In developing an action plan within the Diverse and Inclusive Communities committee, the Municipality can realize its full potential in becoming a place where “Something Inspiring Awaits”.

The purpose of the Diverse and Inclusive Communities Committee is to serve in an advisory capacity and make recommendations to Council which will formulate strategic action plans achieve the following:

1. Advocate, educate, celebrate, address, and advise on issues concerning social marginalization, equity, racism, and discrimination within the Municipality and its workplaces.
2. Break down barriers and implement programs, policies, and practices that promote diversity and inclusion and create opportunities which are inclusive and welcoming to all.

DISCUSSION

The Diverse, Equitable, and Inclusive Communities Committee currently has two (2) vacant positions. Despite ongoing recruitment efforts by committee members and staff, these vacancies remain unfilled.

To support recruitment, advertisements were placed on the municipal website, social media platforms, and in the latest edition of the WHRM newsletter. However, response has been limited to date.

Fortunately, a member of the committee recently attended a community event, where they had the opportunity to engage with individuals from diverse backgrounds. During these interactions, a meaningful conversation took place that inspired one attendee to express interest in filling one of the vacant seats designated for representation of our marginalized communities.

Should this recommendation be supported, two vacancies will remain. The committee remains committed to ensuring that diverse voices are represented at the table and will continue working to fill these remaining seats with individuals from marginalized communities. Our goal is to help create, share, and raise awareness of our history and culture, while also educating and inspiring a region that is safe, inclusive, and welcoming to everyone.

NEXT STEPS

Once approved by Council, the person will be contacted to notify them of whether or not they were appointed. Required additional information will be sent to new members.

FINANCIAL IMPLICATIONS

Resident/Community members appointed to a Committee of Council will receive remuneration in accordance with the Council Remuneration Policy, which is identified in the annual Operating Budget.

ALTERNATIVES

- Council can choose not to accept the recommendation and proceed as currently established.
- Council can direct staff to explore other options by giving a different direction to staff.

ATTACHMENTS

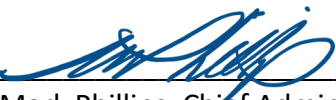
None

CHIEF ADMINISTRATIVE OFFICER REVIEW

I support the recommendation.

Report Prepared by: _____
Deanna Snair, Clerk

Report Reviewed by: _____
Deanna Snair, Clerk

Report Approved by:  _____
Mark Phillips, Chief Administrative Officer