

Appendix A

Diversity, Equity and Inclusion Advisory Committee

Authority

- 1 The Diversity, Equity and Inclusion Advisory Committee is established pursuant to section 55 of *The Cities Act* and has all of the powers, duties and authority set out in this Bylaw and in any other bylaw or provincial legislation that applies to this Committee.

Purpose

- 2 The Diversity, Equity and Inclusion Advisory Committee provides a forum where the Black, Indigenous, Visible minority, 2SLGBTQIA+, Newcomer, youth and aged communities can provide feedback and input into City programs and services.

Terms of Reference

- 3 The Diversity, Equity and Inclusion Advisory Committee is authorized to do the following:
 - (a) advise City Council and Administration on policy matters relating to:
 - i) diversity and inclusion of all residents;
 - ii) emerging diversity or equity issues or trends;
 - iii) initiatives to promote acceptance and the contribution of all Regina residents;
 - iv) building community capacity and cultural understanding.
 - (b) advise on the development, implementation and evaluation of guiding principles, policies and strategies to position Regina as a model community for the inclusion of all residents;
 - (c) work with Administration to develop and maintain a dialogue about matters of concern in the areas of diversity, equity and inclusion.

Delegated Authority

- 4 Pursuant to Section 100 of *The Cities Act*, the Diversity, Equity and Inclusion Advisory Committee is delegated authority from Council to provide recommendations to the Community Wellness Committee as outlined in the Terms of Reference.

Composition

- 5 The Diversity, Equity and Inclusion Advisory Committee shall consist of up to 15 members appointed by resolution of Council as follows:
 - (a) 13 voting members consisting of the following:
 - i. 1 citizen representative of the First Nations community
 - ii. 1 citizen representative of the Metis community
 - iii. 1 citizen representative of the 2SLGBTQIA+ community
 - iv. 2 citizen representatives of the visible minority community
 - v. 2 citizen representatives between the ages of 16 and 23 years of age
 - vi. 2 citizen representatives over the age of 55 years

- vii. 1 representative from the Regina Multicultural Council
- viii. 1 representative from the Open Door Society
- ix. 2 additional citizen representatives who are new Canadians
- b. 2 non-voting members of City Council, one of whom is the Chair of the Council Committee on Community Wellness

Term

- 6(1) The citizen members appointed to the Diversity, Equity and Inclusion Advisory Committee will hold office for staggered terms of up to three years, while the non-voting City Council members will be appointed annually.
- (2) Notwithstanding clause (1), members of the Committee whose terms have expired will continue as a member of the Committee until such time as Council re-appoints or names a successor member.

Meetings

- 7 The Diversity, Equity and Inclusion Advisory Committee shall meet at least quarterly.

Administrative Resource

- 8 The City Manager or his or her designate may provide administrative support to the Diversity, Equity and Inclusion Advisory Committee.

Secretary

- 9 The City Clerk shall act as secretary to the Diversity, Equity and Inclusion Advisory Committee.

Reports To

- 10 The Diversity, Equity and Inclusion Advisory Committee shall report to the Community Wellness Committee.