



Girl Guides
of Canada
Guides
du Canada

MINUTES
of the
DIVERSITY AND INCLUSION COMMITTEE MEETING
held

Wednesday, January 17, 2018
Fraser Skies Area Centre; 7:00 pm

“Every child is a different kind of flower, and all together, make this world a beautiful garden”

~ Anonymous

Attendance: Marion Weir (Chair), Cindy McInnis (Area PR), Bev Lindsay (FSA), Alyx Diehl (North Delta), Tereasa Regehr (Chilliwack), Lisa Thibault (Abbotsford), Katherine Annets (Peninsula), Joanne Senetza (Secretary)

Regrets: Sandee Hayre (Clover Valley), Karen Doolan (Area Membership), Nancy Anderson (Telegraph Trail), Sheri Cooper (Langley Valley), Courtney Raines (North Delta), Ramona Abraham (Chilliwack), Paige Labar (Kwantlen)

1. *Welcome and recap.*

Marion called the meeting to order at 7:09 p.m. It was reported that last Friday's Bias Awareness/Equity training was successful; there were 19 participants from Ottergrove District and four others (2 from Peninsula, 1 from Kwantlen & Bev L.).

Marion noted that National's new 'Strategic Priorities' came out yesterday. Lisa observed that the accompanying video showed a significant lack of uniformed girls. It was suggested that National may be allowing uniform decisions to be made at the Unit level. The new Strategic Plan/Priorities are listed as: relevant; empowering; diverse & inclusive; agile. Discussion highlights included

- a. Challenges with technology – both access and functionality of existing systems.
- b. A perception of losing the volunteer-led focus of the organization
- c. That the language/level is not aimed at the volunteers we have in place.
- d. Dealing with antiquated technology makes implementation extra-challenging

2. *Assessing the landscape:*

- a. Identifying the current state of affairs and perceived barriers to inclusion:

Action: develop an informal survey of leaders (Katherine, Bev E., Paige)

Perception among some committee members is that the Area is quite diverse and includes girls with anxiety issues, learning disabilities and physical challenges, as well as cultural diversity.

It was agreed to proceed with conducting a survey of Unit Guiders to verify that perception and learn more. Katherine provided a draft survey and the committee, working in smaller groups, reviewed and provided feedback. It was recommended that we begin with a preliminary survey of 10-12 questions. A revised draft will be included with the meeting minutes.

Marion advised that DC's have been warned that this has been coming out and are to encourage Guiders to participate.

- b. Identifying potential community partnerships
 - i. Big Sisters (Chilliwack ~ Ramona)

Action: identify potential partner organizations in your community (all)

3. Committee goals - ongoing

- a. Developing an Area Handbook on Diversity & Inclusion resources

Action: forward resources and suggestions to Committee Secretary (all)

Tereasa provided a comprehensive list of resources for Chilliwack and Katherine forwarded her resource listing for Peninsula District. Both will be distributed with the meeting minutes. Other Districts are encouraged to research and share information as appropriate.

- b. Developing a Festival Crawl Challenge or similar activity to encourage girls' exposure to a variety of cultural opportunities.

Marion noted that there was limited enthusiasm with DC's and Area Advisers to pursue this at this time.

Action: identify cultural events/opportunities in your community (all)

- c. Identifying ways to communicate/educate/train Unit Guiders

Committee members felt that we could put it out to Unit Guiders to develop a program in a box activity or cultural 'festival crawl' -type challenge, to see if there might be interest and to encourage discussion on reaching out to provide exposure for our girls and organization.

- d. Seeking input on reducing or overcoming barriers to membership:
 - i. Mitigating perceived religious affiliations (church meeting spaces)
 - ii. Streamlining paper registrations and financial aid processes
 - iii. Marketing strategies around scholarship opportunities, skills development, resume building

Committee members were encouraged to continue to talk about these issues.

- e. A question was raised about Lones in the Area and if we are reaching out to them. FSA team will follow up.

4. *Next steps?*

- a. A subcommittee of interested members (Katherine, Bev E., Paige) will work to polish the survey incorporating tonight's input.
- b. All committee members will continue to collect resources;
- c. Lisa will work up an online ad for developing a program in a box or girls' challenge for festival crawl / diversity activities.

Meeting adjourned at 8:34 p.m.

Next Meeting: Wednesday, March 14, 2018 – 7pm Area Centre

Diversity is the who – the representation of many different types of people (gender, race, ethnicity, religion, ability, socio-economic status, etc.)

Inclusion is the how – the behaviours that welcome and embrace diversity; the creation of an environment where all different kinds of people can succeed and thrive.

