

AGENDA

ACCESSIBILITY AND DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE

To be held at Saanich Municipal Hall
Committee Room 2 and via MS Teams
Wednesday September 03, 2025 at 5:00 PM

The District of Saanich lies within the territories of the ləkʷəŋən peoples represented by the Songhees and Esquimalt Nations and the WSÁNEĆ peoples represented by the Tsartlip, Pauquachin, Tsawout, Tseycum and Malahat Nations.

We are committed to celebrating the rich diversity of people in our community. We are guided by the principle that embracing diversity enriches the lives of all people. We all share the responsibility for creating an equitable and inclusive community and for addressing discrimination in all forms.

A. ADOPTION OF MINUTES

- May 7, 2025 and June 4, 2025

B. COMMITTEE BUSINESS ITEMS

1. CHAIR'S REMARKS

- Town hall meetings
- Youth Council
- Committee applications and recognition event
- Update – Free menstrual products and condoms

2. HIDDEN DISABILITIES SUNFLOWER

- Clare Kumar, Representative

3. SUMMER EVENTS

- Cristina Caravaca, Senior Manager of Parks, Recreation and Community Services
- Sarah Faria, Community Programmer II -Events, Volunteers & Film

4. ACTION LIST

C. ADJOURNMENT

Next Meeting: October 01, 2025 at 5:00 PM
In order to ensure a quorum, please contact Angela Hawkshaw at 250-475-5494 ext. 3505 or angela.hawkshaw@saanich.ca if you are unable to attend.

MINUTES
ACCESSIBILITY AND DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE

Held at Saanich Municipal Hall, Council Chambers and via MS Teams
770 Vernon Avenue
May 07, 2025 at 5:00 PM

ROLL CALL

In Attendance: Councillor Phelps Bondaroff, Manjit Bains, Sierra Irving, Laurie-Anne Keith, Susan Mader, Swapna Mazumder, and Caroline Quan
Regrets: Sean Dhillon, Tony Kiyak, and Rishi Sharma
Staff: Dale Samsonoff, HR Manager, Planning and Programs; Mais Hajaj, HR Consultant - Accessibility, Diversity, Equity and Inclusion and Angela Hawkshaw, Committee Clerk

ADOPTION OF MINUTES

MOVED by M. Bains and Seconded by L. Keith: “That the Minutes of the Accessibility and Diversity, Equity and Inclusion Advisory Committee meeting held April 2, 2025, be adopted as circulated.”

RESULT: Carried 7 TO 0

IN FAVOUR: Bains, Keith, Mader, Mazumder, Quan, Irving, Phelps Bondaroff

OPPOSED: None

ABSENT: Dhillon, Kiyak and Sharma

CHAIR’S REMARKS

The Chair presented a draft of the Diversity, Equity and Inclusion Statement (on file) to the Committee, which resulted in the following motion:

MOVED by S. Mader and Seconded by S. Mazumder: “That the Accessibility and Diversity, Equity and Inclusion Advisory Committee recommend that Council endorse and release the following statement and that it be called:

Reaffirming our commitment to the values we hold dear in Saanich

Every Saanich Council and committee meeting opens with the District’s territorial acknowledgement: “We acknowledge that the District of Saanich lies within the territories of the lək̓ʷəŋən peoples represented by the Songhees and Esquimalt Nations and the W̱SÁNEĆ peoples represented by the W̱ JOL̓ƏLP (Tsartlip), BO̓KEĆEN (Pauquachin), STÁUTW̱ (Tsawout), W̱SIKEM (Tseycum) and MÁLEXE̓L (Malahat) Nations.” And the District’s diversity statement: “Saanich is committed to celebrating the rich diversity of people in our community and we are guided by the principle that embracing diversity enriches the lives of all people. We all share the responsibility for creating an equitable and inclusive community and for addressing discrimination in all forms.” As efforts to erode equity and inclusion gain traction in other parts of the world, now is the time to affirm the District’s ongoing commitment to these words and to the values that underpin them. We have a duty to ensure our policies, programs, and public spaces reflect our shared values of respect, dignity, and opportunity for all.

Our ongoing work in accessibility, diversity, equity, and inclusion (ADEI) is not about compliance or optics. ADEI is about building a community where everyone has the chance to succeed without barriers, whether physical, systemic, or attitudinal. Accessibility ensures people of all abilities can navigate and participate in public life without obstacles. Diversity enriches our community, bringing new ideas, perspectives, and cultural vibrancy. Equity ensures that resources and opportunities are distributed fairly, addressing historical and systemic injustices. Inclusion

fosters a sense of belonging, empowering every individual to contribute to, and benefit from, the community's collective growth.

It's vital we continue to invest in programs that break down barriers, amplify marginalized voices, and create meaningful opportunities for all — modeling the kind of governance that prioritizes equity, reconciliation, and the well-being of every Saanich resident.

ADEI work is never truly complete. It requires ongoing efforts, uncomfortable conversations, reflection, and action. It demands courage and perseverance in the face of ignorance, bigotry, and hate. This work is not only necessary, it's transformative. Let's continue to build a Saanich that is accessible, diverse, equitable and inclusive - a source of inspiration and hope for everyone.

DRAFT TRAFFIC CALMING POLICY

The Senior Transportation Planner gave a presentation on the Draft Traffic Calming Policy (PowerPoint on file). The following was noted in response to questions and during committee discussion:

- A master list of potential traffic calming projects, prioritized based on factors such as location in an equity-deserving area, gaps in active transportation infrastructure, and recent serious or fatal crashes, is under consideration. Projects may include Residential Roads, Neighbourhood Boulevards, and Special Area Projects that pass preliminary screening.
- Speed reduction measures have been implemented following the Canadian Guide for Traffic Calming Measures.
- Curb extensions are installed to shorten crossing distances and improve safety for wheelchair users.
- Ongoing monitoring is being conducted to track where traffic has shifted after changes were made.
- Success is measured by traffic volumes, speeds, and collision rates on roads where interventions, like speed reductions, have been implemented.
- Providing illustrative examples on the Saanich website or other platforms helps the public understand how projects meet the criteria and improves communication.
- Vulnerable populations, including youth, schools, and recreation centres, are a key focus.
- Various data collection methods are used, including speed reader boards and sona tubes.
- In Saanich, residents can initiate traffic calming measures through the Local Area Service (LAS) program, allowing property owners to request infrastructure improvements like sidewalks, curbs, and street lighting.

The Strategic Projects Manager and the Senior Transportation Planner exited the meeting at 6:20 p.m.

DRAFT UBCM RESOLUTION ON ACCESSIBLE HOUSING BACKGROUNDER REVIEW

The Chair provided the committee with a Draft UBCM Resolution on Accessible Housing Backgrounder Review. The following was noted in response to questions and during committee discussion:

- Members are encouraged to share their ideas regarding the wording of the draft.

MOVED by S. Mader and Seconded by M. Bains: “That the Accessibility and Diversity, Equity and Inclusion Advisory Committee recommend that the UBCM Resolution on Accessible Housing be titled “Making BC Buildings More Accessible”.

RESULT: Carried 7 to 0

IN FAVOUR: Bains, Irving, Keith, Mader, Mazumber, Phelps Bondaroff, Quan

OPPOSED: None

ABSENT: Dhillon, Kiyak, Sharma

ACTION LIST DISCUSSION

The Committee discussed the Action List, and the following was noted during committee discussion:

- Saanich could explore the use of sunflower lanyards to identify individuals with hidden disabilities, fostering inclusivity and raising awareness through education and training for staff and the community.
- Occupational Health and Safety could present on ways Saanich venues and staff could increase awareness of scent-free policies across the organization.
- Ideas are needed to help foster intergenerational connectivity across the region.

ADJOURNMENT

MOVED by M. Bains and Seconded by C. Quan: “That the meeting be adjourned.”

RESULT: Carried 7 TO 0

IN FAVOUR: Bains, Keith, Mader, Mazumder, Quan, Irving, Phelps Bondaroff

OPPOSED: None

ABSENT: Dhillon, Kiyak, Sharma

The meeting adjourned at 6:49 p.m.

CHAIR

I hereby certify these Minutes are accurate.

COMMITTEE CLERK

MINUTES
ACCESSIBILITY AND DIVERSITY, EQUITY AND INCLUSION ADVISORY COMMITTEE

Held at Saanich Municipal Hall, Committee Room 2 and via MS Teams
770 Vernon Avenue
June 4, 2025, at 5:07 PM

ROLL CALL

In Attendance: Councillor Teale Phelps Bondaroff, Laurie-Anne Keith (via Teams), Sierra Irving (via Teams), and Rishi Sharma (via Teams)
Regrets: Manjit Bains, Sean Dhillon, Marjan Etemadi-Shad, Tony Kiyak, Susan Mader, Swapna Mazumder and Caroline Quan
Staff: Carroll Porter, HR Senior Manager; Mais Hajaij, HR Consultant – Accessibility, Diversity, Equity and Inclusion and Colton Whittaker, Committee Clerk

It was determined that quorum was not present. In accordance with the Council Procedure Bylaw, the meeting was adjourned. Following adjournment, members of the Committee remained for an informal discussion lasting approximately 1 hour and 15 minutes. While no official business was conducted, the discussion provided an opportunity for information sharing on the following topics:

- Action List Prioritization
- Summer Working Groups

The public was able to observe or listen to the informal proceedings, consistent with the principles of openness and transparency. No decisions were made, and no motions were considered. Any items requiring formal consideration will be brought forward to a future meeting with quorum.

CHAIR

I hereby certify these Minutes are accurate.

COMMITTEE CLERK