



Equity Diversity and Inclusion meeting
Thursday, December 2nd, 2021
NOON EST
Via Teams Meeting

MINUTES

CAPE STAFF: Camille Awada (CAPE V President), Jean Ouellette (Executive Director), Jennifer George (Senior Advisor to the President), Katia Theriault, Dina Epale (Senior Advocacy and Public Affairs Advisor) & Patricia Kumbakisaka (Administrative Assistant/Committee Secretary)

EDI Committee members: Granda Kopytko & Jamie Lafontaine (Co-chairs)

Apologies: Maureen Collins

Approval of the Agenda:

- All committee members approved

Reading CAPE Statement of Harassment

- All members confirmed they were familiar with it.

Update on CAPE and FBEC Collaboration by Dina Epale

- A month ago, CAPE met with FBEC –The purpose of the meeting was to have a sense of what CAPE has been doing on Diversity and Inclusion around Black employees. There will be a follow up meeting with them in the new year
- Greg, Dina and Michel Nungisa are the CAPE representatives on the union advisory. ought up.

Additional updates by Jean:

- Committee has approached Ochro(Office of the Chief Human Resources Officer) ; we as the bargaining agent we represent members as Ochro level)
- Jean suggested it would be useful for someone from the committee to attend the meeting preferably (one of the sub committee chair)

Action plan:

- Patricia to update the CAPE website with the correct name of the subcommittee EDI
- Dina to coordinate with Patricia, and Patricia to coordinate with the committee when would be the best time to set up the meeting.



- Update by Jean: CAPE signed up with CCDI for 3 years they have a session they can organize (held Tuesday and Thursdays). Our new Education Officer Doris Osorio to work with Patricia to set up a session. The session will be 30 minutes and we must go over their event, product and what is available to us. It will be very useful session for us to have.
- Katia suggested it would be good to let the memberships know that we have this partnership.
- Jean suggested for – recruitment to send out a call out message to members to join subcommittee.
- Jennifer will follow up with Julie Courty and see which subcommittees we need to reach out too to get more members.

Other business:

- Non

NEXT E.D.I – January 6th, 2022

Meeting adjourned at: 12:49 PM EST

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