



CITY OF DIEPPE
COMMITTEE ON EQUAL OPPORTUNITY BETWEEN WOMEN AND MEN

MEETING HELD ON Tuesday, December 16, 2014, at 5:30 p.m.
Dieppe Room – City Hall

MINUTES

Members presents: Jody Dallaire, Councillor
Yves Doucet, Community Representative
Johanne Perron, Community Resident
Luc Richard, Staff Representative
Anne Robichaud, Community Representative
Ernest Thibodeau, Chair and Deputy Mayor

Members absent: Michel C. Belliveau, Community Representative
Hélène Beaulieu, Vice-Chair and Community Representative

1. Welcoming remarks

Ernest Thibodeau welcomed those in attendance and indicated that this was his first meeting as Chair. It was also Yves Doucet's first meeting, so members took turns introducing themselves.

2. Adoption of agenda

The agenda was moved by Anne Robichaud and seconded by Johanne Perron.

Motion carried

3. Approval of minutes of meeting held on February 4, 2014

The motion to approve the minutes of the meeting held on February 4, 2014, was adopted. Moved by Jody Dallaire and seconded by Johanne Perron.

Motion carried

4. Business arising from the minutes

Jody Dallaire will provide updates on the two following points (5 and 6).

5. Update on event in February to highlight *Women's Day*

Jody Dallaire provided an update on the February 27th activity celebrating *Women's Day in Dieppe* held on the CCNB-Dieppe campus. A few points were made, including:

- The quality of the panel was exceptional.
- Those in attended were mainly from the *Cercle des Dames d'Acadie de Dieppe*.
- It was suggested that for next year (2015), a different format should be implemented because the current format did not attract attendees.
- Perhaps it would be more successful if the event was announced earlier. Not sure if it is a good investment for the committee.
- However, the event received good media coverage on Anne Godin's show, which provided an overview of activities in the area, including the one in Dieppe.

6. Pay equity – update on meeting with Dept. of Human Resources

Jody Dallaire provided an update of her meeting with the City of Dieppe's Dept. of Human Resources. In 2010, city council adopted a motion to complete a pay equity review.

After the meeting with staff on May 4, 2014, the next step was to present to city council. This presentation has not yet taken place.

Jody moved that the committee adopt the following suggestions:

Suggestion – CEOBWM - 16-1-2014	
<p><i>As per the motion adopted by the City of Dieppe's municipal council in November 2010 to carry out a pay equity review of all staff, it is moved by Jody Dallaire and seconded by Anne Robichaud that the results of the pay equity review carried out by the Dept. of Human Resources be presented to city council and made public in order that the City of Dieppe finalize its pay equity process.</i></p>	
Moved by Jody Dallaire and seconded by Anne Robichaud	Motion carried unanimously

- It seems that the Department of Human Resources had some challenges with the tools adopted by GNB. These were not conceived for a municipality.
- It was suggested that once the City receives the report, to present it to the committee instead of inviting the members of the committee to a city council meeting on the night of the motion.
- The question was asked whether the City of Dieppe would be the first municipality to adopt such a proposal.

At Strategy and Public Policy on the third Monday in January, we are asked to provide the suggestion to the City Clerk's Office in preparation for this meeting to be held on January 19.

Prioritization of Committee focus areas (2013-2016)

Jody Dallaire mentioned that she will discuss the possibility of establishing an award of distinction for business women in Dieppe with the new executive director of Expansion Dieppe.

Members requested a copy of the updated working document outlining the committee's priorities and areas of focus. Luc Richard explained each of the areas as well as the priorities that were established at previous meetings.

The committee reworked the order of certain priorities coming out of the areas of focus. It was decided that – at the next meeting – we will rank the list of priorities in order of importance for committee members.

Explanations were provided on each of the areas. A few points were made about the Governance area, including:

- Mentoring program for encouraging the participation of more women at the municipal level
 - It will take the OK of city council before proceeding with this
 - Announcement during *Women's Day* in March, before the election
 - We discussed a school project with youth which could serve to educate them on women in municipal politics

Economic Development, point mentioned:

- It was mentioned that it was much more than just participation

Services, a few points:

- Analysis based on genders
 - It seems that the results of the analysis were quite good
 - It is complex, we require a global profile, for example, as many boys as girls invested in the activities. Develop a profile of the City.
 - An expert has been retained for the project. It would be better to make small advancements than keeping the status quo.

City profile, a few points mentioned:

- A number of ideas came out of the discussion of Women's Day on March 8, 2015
- Members discussed having a "youth event in Dieppe"
- Yves Doucet said he would be prepared to explore the possibility with École Mathieu-Martin

Luc Richard will rework the areas in preparation for the next meeting, during which the committee will choose its priorities. Members requested a copy of the document via email.

7. Next meetings

Dates for the next three meetings were set:

- Tuesday, January 20
- Tuesday, February 17
- Tuesday, March 24

8. Information sharing

Johanne Perron provided details on the Coalition for Pay Equity's 2014-2015 fundraising campaign.

It was mentioned that Anne Robichaud's term ends on December 31, 2014. Ms. Robichaud has advised that she would like to renew her term. Her nomination will be added to the agenda of a future meeting of city council.

9. Adjournment

The meeting adjourned at 6:50 p.m.