

Dominion Command EQUITY, DIVERSITY AND INCLUSION (EDI) Committee

Our Mission is to serve Veterans, which includes serving military and RCMP members and their families, to promote Remembrance and to serve our communities and our country.

Meeting Minutes 20 June 2024

Legion 

**DOMINION COMMAND
EQUITY, DIVERSITY AND INCLUSION (EDI) COMMITTEE
MEETING MINUTES- ZOOM MEETING
20 June 2024**

File: 32

IN ATTENDANCE:

Berkley Lawrence - Chair
Bill Chafe - Vice Chair- has not attended
Larry Murray – Member- has not attended
Valerie MacGregor - Member
Marg Emery - Member
Marion Fryday-Cook - Member
Andrea Siew - Member

Eric Poissant - Committee Coordinator

1. OPENING REMARKS

The Chair, **Berkley Lawrence** welcomed all committee members for the second EDI meeting, it is great to see everybody since the last one in April 2024. First question the Chair asked, up front was who is going to Convention? Members confirmed all will be participating. The Chair begins with agenda.

2. ADMINISTRATION POINTS

The Committee Chair reviewed the previous minutes of the committee meeting of last the 3 April 2024. The biggest points that carry over is the Training & frameworks. Both are being still worked on. It will not have an EDI training or workshop at Convention, it has already 5 workshops planned for Convention. Chair asked to Committee members if any comments on the previous Meeting Minutes?

Comrade Marg Emery, Proposer, approve the Previous EDI Minutes as presented.

Comrade Valerie MacGregor, seconder, and **All in favor**.
The Chair confirmed **proposition is carried**.

3. AGENDA ITEMS:

A. Summary & Updates from Dominion Executive Council (DEC): Chair, Berkley Lawrence

1. All the Priorities Ones, action Plan Items or it is in progress, except the Training and Framework.

a. Land Acknowledgement, that Ritual Award & Protocol manual put, at the Article 304, It is not applicable. The generic Land Acknowledgement, it needs to be specific to a location. To have a generic one for the Legion in our Manual will be very difficult to apply for across the country. R&A will need to remove the Generic Land Acknowledgement from the manual and mentioned the Land Acknowledgement need to be personalize depending on the location.

○ **Question from Comrade Marg Emery**, how they should proceed with the Land Acknowledgement during Virtual meeting when people come from different locations.

▪ **The Chair**, The Generic Land Acknowledgement wouldn't be enough for the whole country. Having a meeting across the country, it would not be appropriate to do Land Acknowledgement from Newfoundland for someone attending in British Columbia. So, the Chair doesn't see how we can do Land Acknowledgement at Virtual meetings. It not appropriate to use Land Acknowledgement in this case.

▪ **Comrade Andrea Siew** mentioned she experienced different practices during virtual meetings which all participants introduce themselves with their respective Land Acknowledgement or just the Chair makes the Land Acknowledgement from their location.

▪ **The Chair** see more Land Acknowledgement more formal situation, conference, in house meeting.

▪ **EDI Coordinator, Action completed.** Reviewed the Ritual Award & Protocol manual. No Generic Land Acknowledgement, in Art 304- Precision when it needs to be done, in which context.

• Indigenous Land Acknowledgment in the opening. ceremonies for conventions, commemorative ceremonies, and all formal meetings of any types based on the location of where the event is hosted.

B. EDI Training

Chair, Berkley Lawrence

1- **The Chair** would like we discussed more deeply about options for EDI Training at the next meeting, he would like someone to check into it, for something available before to redesign a full EDI package.

- Action to follow up, on Training options
- **The Chair** asked if the Committee received any General feedback:
 - **The Chair** highlighted the good publicity about EDI, in the monthly Dispatch -All Branch and the different articles/ stories in the Legion magazine.
 - He confirmed mostly all the Provincial Commands replied either to highlight their progress/ initiative with EDI at different levels or question the prioritisation of the EDI with all what they have in their plate.
 - Some feedback is the difficulty the Branches have getting volunteers to put in place to the local EDI Committee, it is maybe too much for now.
 - **The chair**, see it is Provincial Command decision, to get their EDI Committee, if it is more appropriately at the District or Zone level, and asking feedback to Branches, with an EDI coordinator keeping an eye on EDI for them, is up to the Command .
 - **The Chair** hopes at the Convention the presentation will clarify EDI for Legion Members.
 - Feedback on the subject, **Comrade Andrea Siew**, mentioned we should have some flexibility, some branches may not have capacity to have an EDI committee , where as others have significant capacity and resources.
 - **Comrade Valerie MacGregor** supported what Comrade Andrea said. After their last Strategic Command planning meeting, it seems that BC Command will provide the EDI guidelines/ Directions and that it will fall to oversight of the Zone Commander to implement them.
 - **Comrade Marion Fryday-Cook**, agreed their Command will probably go with Zone Commander Responsibility to implement EDI. The fact that some Zones have 6 to 8 Branches that facilitate the implementation with Branches agreement.

- **Comrade Marg Emery**, suggested that all committee members agree that it will be difficult to get EDI committee at Branch level, that should be the Commands responsibility to decide which level to have over sight. The Chair acknowledged and saw the EDI responsibility will need be at Command Level to report to Dominion in the future.
- **All in Agreement** with Provincial Command responsibility with EDI Implementation in their Branches.

C. EDI Presentation for Convention

Chair, Berkley Lawrence

1. The chair made some modifications on the EDI Presentation for Convention after the feedback of Comrade Larry Murray.
 - Remove some information from the EDI Strategic Plan, focusing on the 6 Strategic Objectives.
 - This presentation is explaining the whole reason behind this work on EDI. It will be briefed on the different priorities.
 - **The Chair** Asked if the Members have any comment and how they see this?
 - i. **Comrade Marion Fryday-Cook** mentioned all this great work was accomplished by moving forward EDI. The Legion members did not hear anything yet about it. This is the first Convention, EDI will be addressed.
 - ii. **Comrade Valerie MacGregor**, she was agreed, that the presentation should be talked in the 20 min Committee report.
 - iii. **Comrade Andrea Siew**, she emphasized that the EDI initiative is too important to not be presented and with time for feedback from delegates at Convention.
 - iv. **The Chair** agreed, his intent after the EDI presentation is to get a motion to adopt the Strategic plan and get a motion for adopting the EDI Statement. Comrade Andrea Siew, will read the Statement as she did in DEC.
 - v. It was discussed about the language that will be used at Convention. After confirmation the English will be the primary speaking language. All the Convention supported documents and voting motions will be bilingual.
 - vi. Question was asked by **Comrade Marg Emery**, if the Action Plan will ask for motion at convention. The chair

explained no, it will be mentioned the Action Plan was already approved at DEC.

D. Review of the Priority one Item.

Chair, Berkley Lawrence

- Two Items that are missing from the Priority one, is the Budget and Training.
 - **The Chair** asked to have someone have a look for options for EDI Training. The Budget can wait until next meeting, after Convention.
 - **Comrade Andrea Siew** mentioned that previously she had sent EDI course materiel to Dominion Executive Director. She will check and send to committee members to have a look.

E. Creation of a Link for EDI on Legion Web Page.

Chair, Berkley Lawrence

- It was discussed and proposed to get EDI Link on Legion Web page, for Public and the Portal page.
- The idea is to demonstrate to all, how EDI is important for the Legion and update all members about EDI.
- This link on both web pages will increase the communication at all levels especially to members across the country.
- A motion was proposed for the creation of two different EDI Files, in the Legion Web page, on Public and Portal, on the Who we are Pillar, in order to demonstrate advancements and make updates on EDI.
 - **Comrade Marg Emery** proposed the motion.
 - It was seconded by **Comrade Marion Fryday-Cook**.
 - All agreed, unanimous decision.
 - **EDI Coordinator Action**, coordinate and make request to Director Marketing & Comms and Assistant Manager, Marketing and Digital Media.

F. Miscellaneous

Chair – Berkley Lawrence

- a. Gender on Membership form.
 - Priority two that need a follow up, it was asked to RCL Membership to look on electronic form to have the Gender field to be optional, in order to reflect the diversity of the Gender.

- **Comrade Valerie MacGregor**, confirmed nothing was done yet. Follow up will be done with Membership director after Convention.
 - **EDI Coordinator**, have checked the Membership Form, the field is optional. Three choices possible, Male, Female and N/A.
- b. Another Priority item needs a follow up, Review the Terminology of Silver Cross Mother, it was questioned if should use the term Mother.
- It was discussed that an option is to use Memorial Silver Cross recipient.
 - Action requested to **EDI Coordinator** to check with Ritual & Award committee and selection Committee, to have an update and intent on the terminology with using Silver Cross Mother.

4. **UPCOMING EVENTS.**

Chair – Berkley Lawrence.

- **Dominion Convention**, Saint John, NB, 24-28 August 2024. The EDI Committee will be presenting a report and acknowledge the feedback.

5. **ROUND TABLE:** Committee Members.

Comrade Marion Fryday-Cook, the fact that the convention is being held in a Bilingual Province, she suggested to read the EDI Statement in both official languages. It was agreed by all. Comrade Andrea Siew, will be ready for it.

Chair Berkley Lawrence. Thanks everybody for the great work. Looking to see you at St-John Convention. We will plan another EDI meeting after Convention.

6. **Next Meeting** – Date to be confirmed. Between Convention and Fall DEC

Berkley Lawrence

Berkley Lawrence
Chair

Eric Poissant

Eric Poissant
Coordinator

Dated this day on 2 July 24.

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Directors
Committee Coordinators and Assistant Coordinators