



WEST HANTS REGIONAL MUNICIPALITY REPORT

Information ☐	Recommendation ☒	Decision Request ☐	Councillor Activity ☐
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To: Mayor Zebian and Members of Council

Submitted by: Deanna Snair, Municipal Clerk

Date: March 24, 2026

Subject: 2026 Citizen Member Appointment to the Diverse, Equitable and Inclusive Communities Committee

LEGISLATIVE AUTHORITY

Nova Scotia Municipal Government Act (MGA) – Sections 24-27, Standing, special and advisory committees; Vacancy on Boards, Commissions and Committees; Citizen Advisory Committees; and Community Committees.

RECOMMENDATION or DECISION REQUEST

After consideration of the information presented in this report, the recommended motion is

Council approves Kimberly Hoadley be appointed to the Diverse, Equitable and Inclusive Communities Committee for the term March 24, 2026 to March 31, 2028.

BACKGROUND

Property ☒	Public Opinion ☐	Environment ☒	Social ☒	Economic ☐	Councillor Activity ☐
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The purpose of the Diverse and Inclusive Communities Committee is to serve in an advisory capacity and make recommendations to Council which will formulate strategic action plans achieve the following:

- Advocate, educate, celebrate, address, and advise on issues concerning social marginalization, equity, racism, and discrimination within the Municipality and its workplaces.
- Break down barriers and implement programs, policies, and practices that promote diversity and inclusion and create opportunities which are inclusive and welcoming to all.

The Committee will consist of eight (8) voting members to ensure all perspectives are represented and side in a tie breaking scenario that promotes progression without uncertainty and ten (10) non-voting supporting members as follows:

Eight (8) citizen members of diverse race and ethnicity (including, but not limited to those from the African Descent, Acadian, Glooscap First Nation, Indigenous, 2LGBTQIA+, Senior, Youth, and Newcomers' communities) (voting)

- One (1) Supporting and Promoting Equality in our Communities (SPEC) Community Group Representative (non-voting)
- One (1) RCMP Representative (non-voting)
- One (1) Community Health Board Representative (non-voting)
- Six (6) non-voting staff members appointed by the Chief Administrative Officer (non-voting)
- One (1) Councillor and one (1) Alternate (non-voting)

DISCUSSION

The Diverse, Equitable, and Inclusive Communities (DEICC) Committee continues to face challenges in maintaining a full complement of members. Despite ongoing recruitment efforts and extensive public advertising, interest from the community has remained limited.

Most recently, the citizen member vacancy was publicly advertised beginning February 20, 2026, with applications accepted until 4:30 p.m. on March 4, 2026. Following the close of this application period, the committee received a single expression of interest.

The applicant brings a wealth of experience across diverse workplace settings, where they have collaboratively championed initiatives promoting diversity, equity, and inclusion to foster safe, culturally aware, and growth-oriented environments. Additionally, the applicant's personal experiences provide a unique perspective that informs both policy and community engagement.

This appointment, if endorsed, would strengthen the committee's capacity to reflect the lived experiences of diverse community members and enhance its ability to guide inclusive practices across municipal initiatives, while still actively recruiting for the remaining vacant seats.

NEXT STEPS

Once approved by Council, the applicant will be contacted to notify them of whether or not they were appointed. Required additional information will be sent to new members.

FINANCIAL IMPLICATIONS

Resident members appointed to a Committee of Council will receive remuneration in accordance with the Council Remuneration Policy, which is identified in the annual Operating Budget.

ALTERNATIVES

Council may choose not to approve the direction or may direct staff to explore alternative approaches or locations. However, this is not the recommendation as the committee will not be able to achieve quorum with the existing composition.

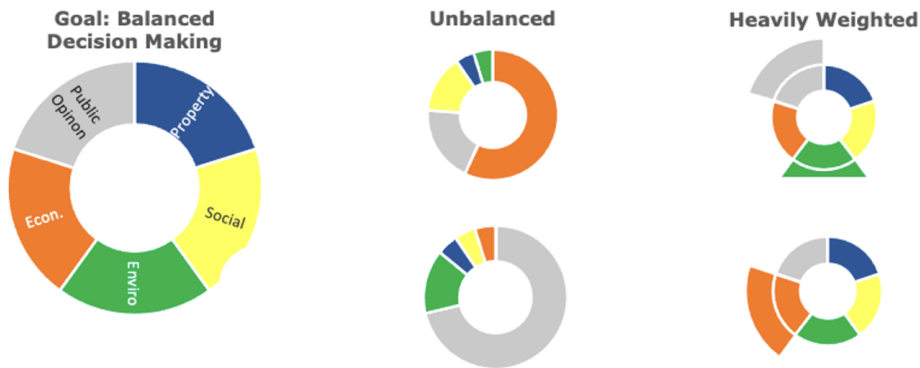
ATTACHMENTS

None

CHIEF ADMINISTRATIVE OFFICER REVIEW

I support the recommendation.

Council has been provided with a reference taken from the Meeting and Committee Procedural Policy , Appendix C "Decision Making by Council and Committee of the Whole" as a reminder of the principles highlighted for good decision making.



Report Prepared by: _____

Deanna Snair, Municipal Clerk

Report Reviewed by: _____

Deanna Snair, Municipal Clerk

Report Approved by:  _____

Mark Phillips, Chief Administrative Officer