



**MINUTES – INTERNATIONAL DECADE FOR PEOPLE OF AFRICAN DESCENT COMMITTEE
December 16, 2025, 5:15 P.M.
XWSEPSUM NATION ROOM, CITY HALL, 1 CENTENNIAL SQUARE**

**The City of Victoria is located on the homelands of the Songhees and Xwsepsum Nations
Meeting conducted electronically via Teams and in-person**

PRESENT: B. Hudlin in the Chair, C. Issac, L. Bean, M. Thompson, J. Douhaibi

PRESENT
ELECTRONICALLY: A. Okot Ochen (arrived 5:47 p.m.)

ABSENT: W. Goldiet, B. Gad Ojuando Amuti, N. Justin

STAFF PRESENT: A. Galiev - Equity Diversity & Inclusion Lead, S. Mackenzie - Equity, Diversity, & Inclusion Coordinator, M. Moore - Lived Experience Consultant, Office of Equity, Diversity & Inclusion, M. Haden - Legislative Coordinator

A. Welcoming and Land Acknowledgement – Barbara Hudlin

The Chair called the meeting to order at 5:15 and provided a Land Acknowledgment, recognizing the meeting is taking place on Indigenous land.

B. APPROVAL OF AGENDA

The agenda was approved by unanimous consent.

C. CONSIDERATION OF MINUTES

C.1 Minutes from the meeting held November 18, 2025

This item was not discussed.

D. NEW BUSINESS

D.1 IDPAD Grant Process - debrief and 2026 planning (facilitated by Caleb Isaac)

Committee discussed the following:

- *Orientation on conducting meetings and decision making*
- *Black Gala in Nanaimo for Black History Month*
- *IDPAD grant recipients and extended network members given opportunities to connect with the committee and among themselves*
- *Planning for the IDPAD initiative with Council changes*
- *Need for thorough reports from grant recipients*
- *Need to take steps to ensure IDPAD's future by communicating the impact of the initiative to community and Council*
- *Potential use of Rules of Order in IDPAD meetings*

Moved and Seconded:

That we as the IDPAD committee plan to host a townhall event, and use that townhall event as part of our larger plan to appeal to Council in the future about the continuation of IDPAD as part of our 2026 plan.

CARRIED UNANIMOUSLY

Moved:

That we request to be on the Council's agenda for 2026 somewhere in their calendar to have an opportunity to speak to them about the future of IDPAD.

CARRIED UNANIMOUSLY

E. Adjournment and Closing Remarks

The Chair adjourned the meeting at 6:32 p.m.