



"Where everyone is kin; with a sense of worth, over all the Earth"

~ adapted from Robert Burns/Gordon McNally, RI President 2023-24

WEEKLY MEETING MINUTES

Wednesday April 3, 2024

Hybrid Meeting

Ann Harrison, Mike Taylor, Dave Schulz, Hugh Graham, Mel Groom, Bob Eamer, Bev North.
Annie Holtby, Carolyn Mullin, Sharon Pfeifer, Collins Acheampong, Paul Snack, Lance Wiebe,
Satoka Hiyashi, Ather Shabbar

1. **Welcome to our Guest Speaker, Ather Shabbar!**

2. **Land Acknowledgement. Lance**

We begin this gathering by acknowledging the land on which we gather is the traditional territory of the Haudenosaunee and Anishinaabe peoples, many of whom continue to live and work here today. This territory is covered by the Upper Canada Treaties and is within the land protected by the Dish with One Spoon Wampum agreement. Today this gathering place is home to many First Nations, Metis and Inuit people and acknowledging reminds us that our great standard of living is directly related to the resources and friendship of Indigenous people.

Toast. Mike

To the King and Canada, To the Office of the President of the United States, and To the President of Rotary International and To the Prime Minister of Japan

4 way Test. Mike

Of the things we think, say, or do

Is it the truth?

Is it fair to all concerned?

Will it build good will and better friendships?

Will it be beneficial to all concerned?

Invocation. Annie (what was hidden from view)

A new month

Let us offer blessings for one another

Let us be a source of hope for those in need and contentment for those who are lonely.

Let us give gratitude for our opportunity to serve Rotary.

Let the feelings of love, kindness and a well-directed yet gentle spirit always be reflected in our actions.

3. **President's Report. Announcements. Board Highlights. Carolyn.**

Hugh. Home Show. Lots signed up for Fri. night. Frank will have his trees, Golf Tournament will be advertised. T-shirts – Rotary @ Work. Come before 7 for set up.

April 20, sign up for trees. Great Lakes Watershed Initiative. – We're cleaning up around the pond. We need a pool hook! **Dave.** 70 trees already, We have a form for people to fill out. Any trees left over will go to the Forest at Pelham Cares. We're closing registration April 13th. Then we'll know what's available. It's an amazing opportunity to work together.

Board Meeting Highlights.

Bylaws have been reviewed. At this point we're working to have a non-profit status with CRA.

Paul Harris Evening. Save June 5th! Any club member is **welcome to nominate a fellow Rotarian or a member of the community that you feel lives Rotary's Motto – Service above Self. April 30th is deadline.** Send your nomination to Ann, Mel or Annie via email – It should include nominee's contact information and why you feel your nominee deserves this highest honour Rotary has to offer to an individual. We will **also be honouring Gail Levay's 33 years of service. Gail is the last charter member of the club who is still a member.**

Scholarships Traditionally, we've had two \$1000 Scholarships for students graduating from EL Crossley and heading to higher education. Our Service above Self motto has been a criteria and also being active in Rotaract. An essay is required. This year we are keeping the essay requirement for the \$1000 scholarship and have changed the other \$1000 to two \$500 awards for students who have contributed service above self to after school activities where it might not be possible to contribute at school because of home circumstances they cannot stay after school but do contribute at home or in their communities. These awards also recognise their desire to continue to post-secondary. An essay is not a requirement. The Scholarship committee at EL Crossley will select the Award winners for Rotary's Scholarship Committee to approve and the Rotary Scholarship Committee will choose the essayed \$1000 applicant

Opportunities for March Grant Applications.

3, 2 X \$100 and 1 \$00.. \$1000 will go to the EL Crossley Rowing Team. It has been a healthy program for 30 years. A second \$1000 will go to imPACt . The group Niagara Arts Culture Youth Program did a presentation about the program. Let's double check that it will affect Pelham students. The third grant of \$500 will go to Pelham Cares.

Fundraisers No Farmfest Fundraiser this year. We have our Fall Auction that we do with 6 other clubs. We have revisited the Golf Tournament **with Welland** again this coming September. **The earnings are already earmarked for Youth Services Niagara** and voted on by Welland and Fonthill as partners in the tournament!

Youth Side. Bring in from Community. We're talking about giving the Host family \$300 to defray expenses for them.

Breakfasts Join a committee to have the breakfast model again. Often we need a guarantee of numbers. It's a good membership recruitment tool. 'Come for Breakfast!'

Membership was discussed at Board Meeting.

4. **Introduction of Guest Speaker Ather Shabbar by Lance Wiebe**

Ather Shabbar Biography

Ather Shabbar is an organization and leadership development professional who specializes in Inclusive Design to create a cycle of innovation and a culture of inclusion.

He is a graduate of the Inclusive Design Master program at Ontario College of Art and

Design University.

He has a passion for examining organizational systems, structure, customs, leadership practices, human resources policies and practices to learn how diversity and equity can create a cycle of innovation, collaboration and enhance the overall capacity of organizations to achieve its mission.

Ather has extensive experience in training and adult education, designing leadership development systems and learning curriculum, performance management, program evaluation, diversity and inclusion, and group facilitation. His work experience includes private sector, public sector in Canada as well as Africa.

Ather has been active in the Niagara Region. He is active in Niagara Region Diversity, Equity and Inclusion Advisory Committee, as well as the Chamber of Commerce DEI Committee. He also serves in the Welland Accessibility Advisory

Presentation. You can find Ather's PowerPoint presentation below:

<https://portal.clubrunner.ca/289/Documents/en-ca/114082df-1f4e-4bd2-a6f0-27b2c580c823/1/>

Ather went from Ontario to Uganda to other parts of the world. Ather had done his Innovation Lab of Inclusive Design. The Ontario College of Design included Inclusive Design Research. There's a difference between diversity and inclusion. Having diversity and inclusion tools brings out different interpretations. It recognises that working even in a complex environment that changing one thing impacts others. Consider the full range of human development with respect.

Key concepts include a new approach to governing; economy requires other's ideas, thinking, etc.; development and uniqueness = diversity trumps ability; create environment to practice innovation; intense focus on user/customer; practice empathy; 'no decisions about us without us;' deconstruct impediments to inclusion; decide what we need. CURB – who are we designing for? Figure out how we can work around problems for broader benefits.

The future of work – Equitable, Digital systems focused on examining accessibility. Unique diverse population, iterative, focused, agile. Practical solutions generate information to organise empowerment. Interesting chart about Solution Selecting moving through solution Finding to Problem Finding to solution Implementing. Solution – reduce resistance to change.

Questions/Comments Dave. We try to bring in diverse people to our membership to benefit from that very diversity. **Ather** In building a soccer field inside, there were boundaries. There are mindsets of approaches to disabilities. **Paul** How do you deal with people who say that government can do it e.g. electric cars. **Ather.** The question to ask is who is using this vehicle? We want people to question their beliefs. **Carolyn** Thank you so much. I work in Niagara College and the loops you showed us (see PPT) often showed us what we do, where the competition live to get to where they want to be 0 we're training up a new generation. That's a great honour.

A later Invitation from Ather

Hi Lance,

Thanks for inviting me to the Rotary Club of Fonthill. It was truly a pleasure to meet so many wonderful people doing work to enrich the lives of so many people. Please pass my thanks to others.

I am sending you a link to a marvelous conference, Inclusive Canada - Inclusive World. It will take place on May 26 and 27, 2024. It is being organized by the Inclusive Design Research Centre, OCAD U. I thought some folks might be interested in learning about what is happening in the world of accessibility and inclusive design. This annual conference is a great way to learn,

and be inspired. There will be great speakers, leading edge thinkers and people who are doing amazing work in accessibility and inclusive design.

On-line registration is only \$50. I would be happy to co-attend with anyone interested.

Ather (his email is ather.shabbar@gmail.com)

Conference information

<https://sites.events.concordia.ca/sites/accessconf/en/accessible-canada-accessible-world>

Happy Loonies

Annie Happy to be here and there at same time.

Bob My oldest granddaughter was accepted to Guelph University. I'm very happy.

Sharon. I spent time with Family. I'm taking off the 7th, Eclipse Day, to be with the kids. We all have solar glasses. Thank you for presentation.

Ather. I'm happy to be the speaker today!

Bev. I'm glad to be back

Lance. We're having 10 people coming for one night!

Dave. I look forward to spring and summer. I saw Ann standing in the driveway – that's a summer thing!

Hugh. Hugh and Sandy had all the children home for Sunday!

Future Dates

April 6-7. Kinsmen's Home Show. (CANCELLED)

April 10. Breakfast at Dominic's

April 20. Tree Planting. 400 trees at cost. Same day as Clean Up. Pelham Cares – 100 trees for Pelham Cares Forest at the back of their property.

April 24. Board Meeting. MCC Concession Area. Everyone welcome,

April 26 & 27. Rotary District Conference. Registration is open.

June 5. Paul Harris Awards Evening. Save the date. If you have an honoree in mind send in their contact information and WHY you feel they are worthy of this award. **Deadline April 30.**