



DATE: 16th March, 2017

Hi folks,

At our last HRTA Board meeting there was significant discussion on the topic of Land Acknowledgment. Your Exec took on an action item to come forward with options that could focus future discussions on this topic. An email should be coming soon on that aspect.

This email addresses some aspects of the discussion that left many people at the meeting feeling uncomfortable. Your Exec met the following evening as we felt it deserved immediate consideration.

The discussion was emotional and at times included ethnic slurs. Although the words were used to try to illustrate how generations have evolved, that point likely was lost in the end for some people. The impact was that it stifled what should have been a healthy discussion, and I have no doubt it presented HRTA in an unflattering light to our guests and visitors that evening.

I want to apologize to those members and guests that were at the meeting and were offended. HRTA is a very inclusive organization that encourages open and healthy debate on a wide variety of topics. In the five years I've been a member I've seen lots of energetic but respectful debate. This week was not one of those times.

Roberts Rules of Order reference 'remarks must be courteous in language or deportment'. One of our previous Chairs, whom I greatly respect, would reference these guidelines frequently. We may need to formally adopt them if they haven't already been. Your Exec may also look into our bylaws or otherwise, and potentially suggest wording for the HRTA Board to consider that encourages expressions of opinion but maintains a respectful atmosphere. This is still under discussion and your Exec would welcome your feedback.

In the meantime, I do want to emphasize that in the past 5 years I've totally enjoyed the discussions we've had at our meeting, the variety of opinions that have been expressed, and I still feel that HRM is lucky to have a unique organization like HRTA as a significant asset.

If any of you have concerns about this meeting or other issues, please feel free to contact either Anne Patrick or myself, or both, at any time.

Thank you,

A handwritten signature in black ink, appearing to read "Paul Adlakha".

Paul Adlakha, Co-Chair, on behalf of HRTA Executive Committee

cc. HRTA Board, visitors/guests attending 13th March meeting