

Diversity Committee – Meeting held May 24, 2018

A meeting of the Diversity Committee is held this day commencing at 4:30 o'clock p.m. in Room 407, 400 City Hall Square East, there being present the following members:

Charlotte LeFrank, Chair
Anna Adisho
Colm Holmes
Yo Son Dah Nost Huff
Dr. Sushil Jain
Sungee John
Sarah Mushtaq (arrives at 4:34 p.m.)
Padmini Raju

Absent:

Councillor Bill Marra
Mel Lucier

Guest in attendance:

Colin Grimmond, Multicultural Council

Also present are the following resource personnel:

Anna Ciacelli, Supervisor of Council Services
Gayle Jones, Diversity/Accessibility Officer
Jamie Kramer, Human Resources Assistant
Wren Dosant, Windsor Police Services
Neil MacEachrane, Diversity Officer, Windsor Police Services
Karen Kadour, Committee Coordinator

1. Call to Order

The Committee Coordinator calls the meeting to order at 4:32 o'clock p.m. and the Committee considers the Agenda being Schedule "A" attached hereto, matters which are dealt with as follows:

As there is a guest in attendance, introductions of the members and resource personnel are provided.

Dr. Jain registers an objection to the introduction of the members and staff as this was not listed as an item on the agenda and adds it is time wasted. He further remarks resource personnel are not members of the Committee and they should not speak unless they have been asked to speak.

A. Ciacelli responds it is not necessary to list the introduction of members and resource personnel as an agenda item. The introductions were intended as a good will gesture to welcome a guest from the Multicultural Council. She also indicates Administration's role is to provide direction.

The members generally concur that the introduction of the members and resource was positive and very welcoming for the guest in attendance.

3. Election of Chair

The Committee Coordinator calls for nominations from the floor for the position of Chair. S. Mushtaq nominates Charlotte LeFrank, seconded by A. Adisho. The Committee Coordinator calls for further nominations from the floor for the position of Chair. S. John nominates Dr. Jain and he declines the nomination. The Committee Coordinator asks C. LeFrank if she accepts. C. LeFrank accepts the position of Chair.

Moved by S. Mushtaq, seconded by A. Adisho,
That Charlotte LeFrank **BE ELECTED** Chair of the Diversity Committee.
Carried.

C. LeFrank assumes the Chair.

4. Adoption of the Minutes

Moved by S. Mushtaq, seconded by P. Raju,
That the minutes of the meeting held October 17, 2017 **BE ADOPTED** as presented.
Carried.

5. Business Items

5.1 Chair's Remarks

Dr. Jain as outgoing Chair expresses disappointment that several initiatives did not come to fruition. i.e. collection of data relating to diversity, hosting an event or the creation of a video/short documentary.

The Chair states it is her intent to ensure the tenets of the Terms of Reference/Mandate are followed and, to also promote positive outcomes for the Committee. In terms of the collection of data referred to by Dr. Jain, the Chair advises the Committee decided this was outside the purview of the Terms of Reference/Mandate.

The Chair expresses concern relating to disrespectful comments made to the Diversity Officer. She asks to be respectful of all voices.

5.2 Presentation – Diversity and Inclusion Initiative

G. Jones provides an historical overview of the evolution of the Diversity and Inclusion Initiative as follows:

- On May 12, 2015, the Diversity Committee suggested the creation of a “Diversity Plan” similar to the Cultural Master Plan “which would provide tangible measurable outcomes”
- At the November 12, 2015 Diversity Committee meeting, a Diversity Plan Subcommittee was established for developing a proposal for the City of Windsor’s Diversity Plan.
- The Subcommittee provided a PowerPoint presentation at the February 18, 2016 meeting with initial ideas for a corporate and “grassroots” community approach.
- The June 7, 2016 meeting resulted in a determination that the City has to “set the tone and be a leader in terms of diversity.” One of the goals of the Diversity Plan is to have a “safe and welcoming community...where people are engaged and involved.”

On August 16, 2017, the Diversity Committee discussed the Huron Lodge Diversity Plan and the Committee was advised that the Diversity Plan initial document for the Corporation was well underway and included the recommendations for proceeding forward with the Diversity and Inclusion Action Plan.

- Mayor Dilkens in his inaugural address noted his desire to ensure that our Human Resources at the City are reflective of the diversity of our wonderful community.

G. Jones and J. Kramer provide a PowerPoint presentation entitled “Diversity and Inclusion Initiative, **attached** as Appendix “A”. The highlights of the presentation are as follows:

- The Diversity and Inclusion Initiative has been developed fully in-house and is the result of a great deal of time, research, consultation and development. This process was undertaken to allow us to better understand, engage, serve and respond to the needs of our increasingly diverse community.
- The Plan aims to systematically identify and address both Corporate and Community wants and needs through a series of measurable items with a definitive timeline for implementation.
- The First Phase is focused on thoroughly examining the Corporation through a diversity and inclusion lens. The goal of this Phase is to conduct internal consultation and to review with an aim of identifying visible and invisible attitudinal barriers in policies, practices, and procedures within the Corporation. This Phase is currently in progress.
- Phase Two analyses the Corporation through a community based lens. Phase One’s Framework has action items that will allow for the smooth transition into the

second phase: focus on identifying barriers and researching how to best implement procedures that are integral to the structure of Phase Two.

- The City's two phases will create a balance between a corporate and client –based focus through a diversity and inclusion lens and a community based lens. By incorporating both, the City is using best efforts to ensure that everyone's needs will be met.

The Chair invites members to submit any comments relating to the Diversity Initiative to G Jones.

Moved by C. Holmes, seconded by Y. Huff,

That the "City of Windsor Diversity and Inclusion Initiative" which is a corporate wide effort by the Corporation of the City of Windsor with a purpose of providing a detailed review and measurable plan to further enhance efforts in understanding and addressing the needs of everyone in our unique and diverse community **BE APPROVED**.

Carried.

Dr. S. Jain voting nay.

In response to a question asked by Constable MacEachrane regarding the community's acceptance of the Diversity Plan, G. Jones responds the initial focus will be internally on the Corporation of the City of Windsor to determine what's being done right and possibly changing policies and procedures.

Dr. Jain refers to the Study published in the Harvard Business Review entitled "Why Diversity Programs Fail" and he adds that training programs do not help and he disagrees with this approach. He adds there is an alternative point of view but he did not elaborate on this point.

W. Dosant states diversity training is a very small part of this initiative and adds it is never too late to begin the process.

P. Raju leaves the meeting at 6:15 o'clock p.m.

5.3 Subcommittee Updates

In terms of the Events Subcommittee, the Chair states there was an intention to hold an event, however the subcommittee met infrequently and details were not solidified.

The Chair suggests the establishment of a Sanctuary City Subcommittee with a purpose of developing recommendations to City Council. She requests members of the Sanctuary City group from the University of Windsor be invited to attend the next meeting.

6. New Business

None.

7. Date of Next Meeting

The next meeting will be at the call of the Chair.

8. Adjournment

There being no further business, the meeting is adjourned at 6:22 o'clock p.m.

CHAIR

COMMITTEE COORDINATOR

MEMO

To: The Diversity Committee of the City of Windsor
Prepared by: Gemma Smyth, Associate Professor of Law, University of Windsor
Rawan Hussein, JD student, University of Windsor
Date: May 28, 2018
Re: Access Without Fear in Windsor, Ontario

Introduction

The purpose of this Report is to provide the Diversity Committee of Windsor with a comprehensive document outlining the benefits of implementing an Access Without Fear (AWF) policy for the City of Windsor as a part of an inclusion and diversity agenda. This document defines the general contours of an Access Without Fear policy, along with analysis of their benefits and drawbacks, and a number of potential avenues the City might wish to pursue to support newcomers and people without documentation. We use the term “Access Without Fear” (“AWF”) throughout this document to better represent the current state of policy in Canada; although AWF policies are associated with sanctuary cities, they are more representative of an inclusive and integrative municipal and provincial strategy. Regardless of the term used, the essence of the policies remain the same: to create safer, and more inclusive communities through better access for persons without immigration documentation as well as for those with precarious immigration status.

Background

Like other metropolitan cities, Windsor is home to many immigrants and refugees. It is worthwhile noting that modern-day Windsor and surrounding communities were previously sanctuaries for African American people escaping slavery. Many of Windsor-Essex’s prominent Black citizens are directly descended from people fleeing slavery.¹ Windsor has also welcomed people fleeing persecution from Central America, and coordinated efforts with groups in Detroit for more coordinated efforts.² Today, Windsor is the most ethnically diverse city in Canada, comprised of an approximate 27.8% immigrant population. According to Statistics Canada, 32.66% of the immigrant population in Windsor are refugees³. Recently, the federal government has approved the transition of more than 6,000 asylum seekers from Quebec into Ontario until their cases are resolved. Like other major cities in Ontario, Windsor should also expect to absorb many of the migrants that have crossed from the US into Montreal. These migrants have precarious status in Canada, and are therefore vulnerable without access to vital services.

¹ Karolyn Smardz Frost and Vera Smith Tucker, eds., *A Fluid Frontier, Slavery, Resistance, and the Underground Railroad in the Detroit River Borderland* (Detroit: Wayne State University Press, 2016).

² Hilary Cunningham, “The emergence of the Ontario Sanctuary Coalition: from humanitarian and compassionate review to civil initiative” in Randy K. Lippert & Sean Rehaag, eds, *Sanctuary Practices in International Perspectives: Migration, Citizenship and Social Movements* (New York: Routledge, 2013) 162 [*Ontario Sanctuary Coalition*].

³ Statistics Canada, “Census Profile, 2016 Census”, (Ottawa: Statistics Canada, 2017).

⁴ Craig Pearson, “2016 Census: Windsor’s Population is 27.8 per cent Immigrant” *The Windsor Star* (26 October 2017), online: <<http://windsorstar.com/news/local-news/2016-census-windsors-population-is-27-8-per-cent-immigrant>>.

Currently, there are an estimated 200,000 – 500,000 non-status migrants living in Canada⁵. This number is likely to increase rapidly as deportation threats rise in the United States. As we discuss further later, most persons living with precarious status in Canada entered as temporary residents, either as foreign workers, foreign students, spouses, or have humanitarian cases⁶. Others in Canada with a temporary permit might overstay their permit and lose their status. Some of these individuals have been in Canada for over 20 years and were brought here as children – Canada is their only home⁷. Due to their inability to access services in their community, persons without status are more susceptible to different forms of exploitation including by spouses, employers, sponsors, or sometimes their own government.

How do People Lose Their Status?

There is a common misconception that people without status have “gamed the system” in order to enter Canada; however, their circumstances are usually a result of an inability to navigate a complex system and lack of social and legal supports⁸. There are multiple ways in which a migrant can lose their status including a breakdown in their sponsorship, a denial of a refugee claim, a relationship with an employer is severed, breakdown occurs in a relationship, or a work/study permit is expired. Often, fear and lack of knowledge prevent a person who loses status from accessing otherwise legitimate pathways to citizenship.

What are the Impacts of Losing Status?

The loss of status can result in devastating realities for some, including: women trying to leave abusive or violent situations but are fearful of reporting to police; foreign workers exploited by employers but who do not have the resources to leave the country or knowledge of the avenues for redress; children of non-status residents who cannot access local programs; reluctance of some individuals to ask for emergency assistance which may result in at-risk living conditions or even street homelessness. Individuals with precarious status are reluctant to access services out of fear that disclosing their immigration status may lead to detention, psychological and physical harm, or deportation⁹. People living without status are more prone to suffer from exploitative employment, unreported domestic violence, exclusion from the community and mental and physical health issues resulting from the chronic stress of living with the fear of being reported¹⁰. Persons without status are unable to access basic social services and are therefore more vulnerable to becoming victims of crime, have limited access to education and to healthcare services¹¹. People without status are human beings with their own agency, but it is very difficult to exercise agency while living in fear.

⁵ Luin Goldring, Carolina Bernstein, & Judith Bernhard, “Institutionalizing precarious migratory status in Canada” (2009) 13:3 *Citizenship Studies* at 239-265.

⁶ *Ibid* at 239-265.

⁷ “Non-Status Women in Canada: Fact Sheet” (2006) online: Womanabuse.ca <<http://www.womanabuse.ca/resources/show.cfm?id=7>> [Non-Status Women]. See Appendix B.

⁸ Matt Robinson, “City of Vancouver grants access without fear” *Vancouver Sun* (6 April 2016), online: <<http://vancouver.sun.com/news/local-news/vancouver-considers-access-without-fear>>.

⁹ Standing Committee on Policies and Strategic Priorities. (2016, April 6). *Access to City Services Without Fear for Residents with Uncertain or No Immigration Status*. Presentation, Vancouver, British Columbia [City Services Without Fear].

¹⁰ *Ibid*.

¹¹ *Non-Status Women*, *supra* note 6.

What are Other Cities Doing?

As of June 2017, six municipalities in Canada have designated themselves as Sanctuary Cities, or, have adopted AWF policies. Each city has developed its own definition of “Sanctuary City” or “Access Without Fear” depending on the unique characteristics of their community. Detroit, the closest metropolitan city to Windsor, has also embedded an AWF policy into their Human Rights Code, to protect persons without status from biased-based policing.¹² Detroit has also adopted a “Detroit ID” program in which community members pay a \$25 fee to access municipal services and discounts on services from non-profits and businesses¹³.

What Services Does a Sanctuary or AWF Policy Include?

As noted above, each City has adopted its own definition of “Sanctuary City” or “Access Without Fear Policy”¹⁴. Typically, a city council resolution can only impact services within municipal jurisdiction (like libraries, shelters, recreational programs, etc.). However, there is sometimes confusion over services that are partially funded or controlled by the city and the province or territory. The most controversial of these are police services, health care, and education.

The Province of Ontario has adopted a “don’t ask, don’t tell” policy regarding immigration status for its students¹⁵. In Windsor, there are some services offered for people without status¹⁶. Some cities such as Toronto have included their police services in their Sanctuary City policy. Other cities, such as Hamilton, have focused on municipal services excluding the police. The Diversity Committee and other stakeholders would have to engage further with Windsor Police Services to determine their willingness to discuss this issue. From a community perspective, an important consideration is willingness of people without status to contact the police when a crime is being committed against them or others¹⁷. Windsor has also been recognized as a leader in understanding the needs and operation of human trafficking. An AWF policy could have the effect of improving reporting in target human trafficking operations if victim witnesses are less fearful of deportation. At minimum, an AWF policy would encourage persons without status to be aware of services available to them and reduce fear in accessing those services.

Crime and Newcomers

There is a common misconception that an AWF policy would protect criminals or increase their activities. However, there is no municipal policy that can prevent police officers from carrying out a criminal investigation. Rather, engaging in criminal behavior would jeopardize any protection a person without status has under an AWF policy as they would be known to law enforcement and can be deported.

¹² Detroit, Michigan, Detroit City Code, § 27 (1984).

¹³ City of Detroit, “Detroit ID”, (Detroit: 2016), online: < <http://www.detroitmi.gov/Government/Departments-and-Agencies/Detroit-Health-Department/Detroit-ID>>.

¹⁴ See Appendix A for example.

¹⁵ Government of Ontario, “Policy/Program Memorandum No. 136”, (Toronto: 3 December 2004), online: Ontario Ministry of Education <<http://www.edu.gov.on.ca/extra/eng/ppm/136.html>>.

¹⁶ WEFIGHT, “Who we are” (18 October 2017), online: WEFIGHT: <<http://wefight.ca/who-we-are/>>.

¹⁷ Ontario, City of Windsor, “Response to CQ14-2017: Information Report on the Sanctuary City Movement in Canada (Rep.)”, City of Windsor: 5 September 2017 [*Report on the Sanctuary City Movement*].

The implementation of an AWF policy would both improve crime reporting mechanisms rather than encourage or endorse criminal activity. As stated in the report titled, *Response to CQ14-2017: Information Report on the Sanctuary City Movement in Canada*, there are already laws and processes in place to deal with persons without status that commit illegal acts in Canada¹⁸, an AWF policy would not undermine police investigations. AWF policies are the result of combined efforts between police departments and the community to reduce crime and increase reporting. Before the most recent election in the United States, conservatives, including Rudolph Giuliani, promoted New York's sanctuary policy¹⁹. When questioned about investigations into MS-13 members, chief

A Victim of Spousal Abuse and Sex Trafficking: Taylor's Story

An AWF policy offers victims of crime an avenue to testify against their abusers and access to the Canadian justice system. "Taylor" is one of many women who left their home country in search of opportunity in Canada only to find herself a victim of human trafficking. She had endured years of exploitation by her spouse before seeking refuge in Windsor and was helped by the Legal Assistance of Windsor to secure housing and connect her with community partners. There are more vulnerable people in Windsor, like Taylor, who are at risk of losing their status and are unable to flee their exploitative employment.

of the Huston Police Department, Art Acevedo, said the following regarding the increased threat of deportation for witnesses of crime:

*"The truth of the matter is when you talk to cops, they're telling me story after story of crimes being committed, of being able to identify the victim, but then having victims not want to cooperate, not want to come forward, and having to work two, three, 10 times as hard to get other community members to try to convince people to cooperate... When you see that chilling effect, when the victims and witnesses of crime and hesitant to come forward... that is an absolute loss for all of us. And, we should all be concerned."*²⁰

Police chiefs in the United States are concerned with the recent crackdown on illegal immigration as it has brewed distrust between immigrant communities and the police and threatened domestic abuse investigations²¹. Data in the United States also shows that "Sanctuary counties that do not honor ICE detainers have 35.3 fewer crimes committed per 10,000 people 'than counties that do honor the requests'. These counties also have higher median incomes, lower poverty and unemployment rates, and less reliance on public assistance programs."²² AFW policies help make communities safer and foster relationships between police departments and the communities they serve by encouraging witnesses to report crimes and ensuring their safety when they do so.

¹⁸ *Ibid.*

¹⁹ Liam Brennan, "Sanctuary Cities Prioritize Public Safety over Immigration Status", *Newsweek* (28 March, 2018), online: <<http://www.newsweek.com/sanctuary-cities-immigration-public-safety-opinion-862415>>

²⁰ *Ontario Sanctuary Coalition*, *supra* note 2 at 190.

²¹ Chuck Wexler, "Police chiefs across the country support sanctuary cities because they keep crime down", *Los Angeles Times* (6 March, 2017), online: <<http://www.latimes.com/opinion/op-ed/la-oe-wexler-sanctuary-cities-immigration-crime-20170306-story.html>>.

²² *Ontario Sanctuary Coalition*, *supra* note 2 at 191.

What are possible Benefits of an AWF Policy?

- 1) Keep Families Together: While some persons without status have recently immigrated to Canada, many adults learn, after spending their lives in Canada, that they never had status. These adults, like Anneliese²³ and Lucene²⁴, have raised families, worked and paid their taxes in Canada and could still face deportation to a foreign country. An AWF policy would allow people without status, like Anneliese, to access municipal services for herself and her family without fear of deportation until she secures her citizenship.
- 2) Increase Wellbeing: According to Canada's Public Health Agency, immigration status is a social determinant of health²⁵, and fear of harm, detention and deportation are barriers in accessing support from service groups and government agencies of all types²⁶. Access to services without fear is among the factors that contribute to determining our health and well-being. Other determinants of health include social support networks, education and working conditions²⁷.
- 3) Strengthening Windsor's Reputation as a Welcoming City: The Windsor community is concerned with the vulnerability of persons without status and is invested in providing them with access to services in safety and with dignity²⁸. Despite our growing population, Windsor's community is distinctly friendly and has been welcoming to incoming populations. In order to further Windsor's agenda as an inclusive and welcoming community, supporting incoming asylum seekers should be a priority. Windsor community stakeholders have expressed a shared common interest in investing in a thriving community where all members are provided with basic services including access to healthcare and education²⁹. These common values further motivate the need for the implementation of an AWF policy.

A 'Lost Canadian': Anneliese Demos's Story

Anneliese Demos immigrated with her parents to Canada when she was two years old. Since then, she raised a family in Winnipeg, Manitoba with her Canadian husband of 19 years and is currently employed. Citizenship and Immigration Canada sent her a letter on December 22, 2017 notifying her that she did not actually have status in Canada. She is now fearful of deportation and is avoiding leaving the country in fear that she will not be able to return to her husband and four children.

²³ Austin Grabish, "'No longer a citizen': Government letter tells mom of 4 she's not Canadian" *CBC News* (15 January 2018), online: <<http://www.cbc.ca/news/canada/manitoba/lost-canadian-winnipeg-mom-1.4487107>>.

²⁴ Youtube, "NE Lucene Charles" (15 January 2012), online: <<https://www.youtube.com/watch?v=1aXOI9z1YaQ>>.

²⁵ Canada Public Health Agency, "What Makes Canadians Healthy or Unhealthy?", Ottawa: CPHA, 15 January 2013) [Canada Public Health Agency].

²⁶ *City Services Without Fear*, *supra* note 9.

²⁷ *Ibid.*

²⁸ Canada Public Health Agency, *supra* note 18.

²⁹ *Report on the Sanctuary City Movement*, *supra* note 14.

Deportation Taking a Mother Away from 3 Sons: Lucene Charles's Story

Lucene was married to an abusive Canadian man for many years before she reached out to community services for help. After her divorce was finalized, she was in danger of being deported as she did not have her paperwork completed. Lucene was faced with the option of either being deported with her four children to live an impoverished life or leave three of her children behind in Canada without a mother.

4) **Cement Ongoing Progress:** Some local services report that they already follow Access Without Fear type policies by not asking for immigration or other documentation to access services. However, this is generally not advertised or made clear to the general public. A commitment to an AWF policy on a municipal level would cement Windsor's dedication to assisting vulnerable persons within the community and provide them with information about accessible services. These efforts are crucial to the integration of newcomers into Canada, and for Windsor's diversity and inclusivity agenda.

What are the Possible Drawbacks of an AWF Policy?

- 1) **Increasing Racism Against Newcomers:** According to research in the USA, American citizens associate immigrants generally, and people without status, as criminals³⁰. There is no data showing that immigrants or people without status commit more crimes than Canadian or American-born individuals. In fact, there is evidence showing that immigrants and people without status are less likely to commit crime because of their fear of deportation or arrest. People without status generally try to draw as little attention as possible to themselves³¹. However, this racist view persists. We are therefore concerned that an AWF policy would increase racism and targeting of newcomers. An AWF policy should dedicate resources to educational campaigns in order to effectively integrate newcomers to Windsor without racist backlash.
- 2) **False Sense of Security:** If municipalities adopt Sanctuary City policies but do not follow them or provide education about what it means to both the general public and City employees, it is possible people without status would feel safe to declare their status and risk rejection or worse.

Possible Recommendations and Pathways Forward

Windsor has the benefit of drawing on the experiences of other jurisdictions across Canada in crafting its own approach. As noted above, the Diversity Committee might wish to consider:

1) The scope of an AWF policy

As implemented in Vancouver and Hamilton, the scope of this AWF policy could be limited to municipally funded services³².

³⁰ Francis Bernat, "Immigration and Crime" (2017) Oxford Research Encyclopedia of Criminology and Criminal Justice, DOI: <10.1093/acrefore/9780190264079.013.93>.

³¹ *Ibid.*

³² Community Services. (2016). *Access to City Services Without Fear for Residents With Uncertain or No Immigration Status* (RTS No. 11316). Vancouver.

2) The Language of a City Council Resolution

As implemented in the City of Toronto, council can express their commitment and amend language of an AWF policy on a periodic basis to reaffirm that residents will have full access to city services regardless of status³³. Other Canadian cities who adopted AWF policies are good resources to consider for policy drafting.³⁴

3) Funding

Most cities have not invested significant (or in some cases, any) funds after passing an AWF policy. Windsor might consider allocating funding to train front-line staff in order to effectively implement an AWF policy. This has occurred in some jurisdictions and not others.

4) Partners

Cities like Hamilton expressly included their community legal clinic in helping with training and auditing of staff. Windsor might wish to consider partnering with the legal clinics, Windsor Women Working with Immigrant Women or others in order to allocate funding more efficiently.

5) Education and Policy Drafting

Cities like Toronto have pushed for the publication of a list of municipally offered services that do not require proof of documentation in order to help connect more residents to these services. Windsor should consider similar public education methods and policy drafting efforts in partnership with community stakeholders.

Conclusion

In order to further the City of Windsor's efforts to establish a more diverse and inclusive community, an AWF policy should be considered to prepare for increased migrant settlement in the city. There are many stakeholders in the Windsor area that would support an AWF policy and assist with its implementation. We are confident the Diversity Committee would learn more by working with these other community partners. We also firmly believe that by adapting best practices from cities which have already implemented AWF policies, the City of Windsor will cement its image as an inclusive community.

³³ John Tory, "Toronto for all - United as an Inclusive Sanctuary City" (Toronto, City of Toronto: 31 January 2017), online: City of Toronto <<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.MM24.23>>.

³⁴ See Appendix A.

Appendix A

Toronto Sanctuary City Policy



City Council

Motion without Notice

MM24.23	ACTION			Ward:All
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Toronto for all - United as an Inclusive Sanctuary City - by Mayor John Tory, seconded by Councillor Joe Cressy and Councillor Joe Mihevc

** This Motion has been deemed urgent by the Chair.*

** This Motion is not subject to a vote to waive referral. This Motion has been added to the agenda and is before Council for debate.*

Recommendations

Mayor John Tory, seconded by Councillor Joe Cressy and Councillor Joe Mihevc, recommends that:

1. City Council re-affirm Toronto as a Sanctuary City where all residents have full rights to access all city services and city-administered services without fear, regardless of their documentation status.
2. City Council direct City divisions, agencies and corporations to review their policies and procedures and those of their grant recipients to ensure consistency with Council's commitment as a Sanctuary City, and report back to the Community Development and Recreation Committee in the second quarter of 2017 with a progress update on the implementation of Council policies of access without fear for undocumented Torontonians.
3. City Council urge the Federal government to continue an immigration and refugee policy based on the values of inclusion, acceptance and non-discrimination, and that the position of Council be forwarded as a letter to the Government of Canada and Federal Opposition parties to that end.
4. City Council rejects discrimination based on religious, ethnic or national origin, affirms that refugees are welcome in our communities, and stands united with cities around the world against islamophobia, xenophobia and racism and calls on all Canadians, community leaders, and elected officials to speak out against discrimination and hate in our communities, across the country and around the world.

Summary

In Toronto we understand that diversity makes us stronger. We are a vibrant city where nearly half the population was born elsewhere, and where so many of us are immigrants to our city and nation.

The people who arrive in Toronto as immigrants and refugees help build our city and our country. They are children and parents, professionals and, often, the victims of persecution. They contribute to our economy and are leaders in our communities.

Over the past week, we have watched as the United States government has moved forward with executive orders on immigration targeting people from Muslim-majority countries. We also join all Canadians in mourning the six people whose lives were lost in the terrorist attack on the Centre Culturel Islamique in Quebec City on Sunday. This is a moment when we are called upon to stand up for those targeted by hateful and discriminatory acts and policies.

As one of the most diverse cities in the world, Toronto has a long history of speaking out against discrimination in all forms. And we have a moral obligation to speak up when a government declares lawful refugees, visitors and even its own permanent residents inadmissible and unwelcome.

In Toronto, our residents have opened their arms to Syrian refugees, and our City has supported a Newcomer Strategy and its Toronto for All campaign. Toronto has also affirmed itself a Sanctuary City, with a formal policy allowing all residents of Toronto to access City services regardless of immigration status, so that everyone can use our libraries, our parks, and be kept healthy and safe.

Now is the moment for us to reaffirm that commitment and to send a clear message that Toronto rejects all division, intolerance and hate.

No one should be made to feel afraid because of who they are, where they come from, and what they believe. People should never be persecuted and Islamophobia, xenophobia, and racism are unacceptable. A person's worth should never be determined by their race, religion, ethnicity, origin or citizenship status.

Now is the time for Toronto to show those impacted by these discriminatory policies that "you are welcome here". Now is the time for Toronto to stand together, united across our differences so that we remain strong and hold on to the fundamental rights and values that make our freedom possible.

Background Information (City Council)

Member Motion MM24.23

B.3

MOTION ON NOTICE

3. Humanitarian Support for Refugees

MOVER: Mayor Robertson
SECOIIDER: Councillor Meggs

WHEREAS

1. The UNHCR reports that the continuing humanitarian crisis facing Syria, Iraq, and the Middle East region has displaced millions of new refugees, leaving millions more stranded and at risk from armed conflict, extreme poverty, hunger, and/or unacceptably poor living conditions;
2. Canada's federal response to this global refugee crisis has not met our obligations to the international community, with Canada's commitment towards government assisted refugees (GARS) having declined from 19,233 in 1980 to 6,900 GARS in 2015;
3. Vancouver and its citizens have a proud history of welcoming refugees, and the City has recently been reviewing steps toward making Vancouver a sanctuary city, implementing "Access without Fear" policies, and constructing an innovative new Vancouver Immigrant Services Society of BC Welcome House for refugees;
4. Like all Canadians, the people of Vancouver share a deep commitment to welcoming these refugees and their families to our communities in their moment of desperate need, and Canada's big cities are mobilizing support to address the continuing humanitarian crisis.

THEREFORE BE IT RESOLVED THAT Vancouver City Council calls upon the Government of Canada to immediately act to assist a vastly greater number of refugees from this crisis, and supports the "20k2020 We can do more" campaign for the Government of Canada to establish a new baseline national target of 20,000 government assisted refugees annually by 2020;

BE IT FURTHER RESOLVED THAT staff report back with a review of how Vancouver can be of more immediate and significant assistance to refugees originating from the humanitarian crisis in Syria and Iraq, recognizing that cities like Vancouver must play a critical role in refugee settlement and support.

* * * * *

Appendix B

NON-STATUS WOMEN IN CANADA: FACT SHEET

Reasons why people don't have status in Canada

- Many people come into Canada with a temporary resident permit. If they overstay their permit they become non-status. Some people have been in Canada without status for 10, 20 or more years. Some have been here since they were small children and are completely unfamiliar with their country of origin to which they are at risk of being deported.
- Many people make a refugee claim which is rejected, but prefer to stay illegally rather than to return to an uncertain future, or even death.
- Many women come to Canada legally (sponsored by an employer, spouse or family member), but then find themselves in an abusive relationship with their sponsor. If they escape before receiving permanent resident status they might become non-status.

Statistics on the number of non-status people in Canada

- People who live without legal status are forced to live underground and work under the table in order to avoid being noticed by the authorities and consequently deported. For this reason, it is impossible to provide an accurate statistic. Estimates range anywhere from 20,000 to 200,000 individuals, but many believe that the numbers are a lot higher.

Statistics on Violence Against Women in Canada

(**Please note that these statistics are only for women with legal status in Canada. There are no specific statistics on violence against non-status women, even though non-status women are at particular risk of experiencing violence for some of the reasons listed below.)

- One half of Canadian women have experienced at least one incident of physical or sexual violence since the age of 18
- Almost one-half (45%) of all Canadian women experienced violence by men known to them
- 1 in 4 Canadian women have experienced physical or sexual violence at the hands of a marital partner
- 63% of women who had been assaulted by a current or past partner or spouse were victimized on more than one occasion
- One-third of women who were assaulted by a partner feared for their lives at some point during the abusive relationship
- Women who are separated from their spouses are at particularly high risk of intimate femicide
- Twenty-five percent of women who entered shelters in 1995 had injuries that required medical attention, and 3% required hospitalization. (Bunge and Levett 1998, 19)
- Forty-two percent of women with disabilities have been or are in abusive relationships. (DisAbleD Women's Network 1989)
- Eight in ten Aboriginal women in Ontario reported having personally experienced violence. (Ontario Native Women's Association 1989, 7)

Most statistics taken from the website:
<http://www.cafv.inet2000.com/handouts/vaw/ViolenceAgainstWomeninCanada.html>

Barriers faced by non-status women and children in Canada

- Limited access to education (i.e. ESL & public education)
- Limited/insufficient healthcare
- Limited/inadequate housing
- Limited access to services
- Discrimination
- Prejudice
- Racism
- Sexism
- Abuse (physical, sexual, emotional)
- Language barriers
- Unemployment/Underemployment
- Exploitation by employers
- Fear of being deported
- Isolation
- Fear of accessing 911 services

Why are non-status women at high risk of experiencing violence?

Women without status, face the same forms of gender based violence as all other women, but are at a higher risk because of the vulnerable position they live in:

- They have very limited access to information, counseling, and other social services, if any.
- They cannot call the police in an emergency without putting themselves at risk of deportation, as the police have authority to arrest or detain someone on behalf of Immigration.
- If her partner is charged with assault this could lead to devastating consequences for her.
- They cannot easily access medical services.

What needs to happen?

- Regularization of all non-status people in Canada
- No asking about immigration status or reporting to Immigration Canada by Police and other service providers. A 'Don't Ask, Don't Tell' policy would make city services available to all city residents, without discrimination on the basis of immigration status.
- Changes to immigration law which protect immigrant women from abusive sponsors and employers.

Campaigns in support of non-status people

STATUS is a broad coalition of individuals and organizations advocating for the regularization of status of all non-status immigrants living in Canada. Email status@ocasi.org or call 416 322-4950 x239

The **Don't Ask Don't Tell** campaign is being organized by a coalition of groups based in the Greater Toronto Area. It was formally launched by No One Is Illegal Toronto in March 2004. Email info@dadt-toronto.org

This fact sheet was created by the **Rights of Non-Status Women Network**. The Rights of Non-Status Women Network is an organized network of agencies and community members in Toronto. Our mandate is to address barriers to services and resources faced by non-status women, impacted by gender-based violence, through coordinated public education and advocacy for the purpose of systemic change.

For more information or to become involved, please contact: Andrea Gunraj, Outreach Manager at METRAC (416-392-3135; outreach@metrac.org) or Angie Rupra, Program Manager at the Woman Abuse Council of Toronto (416-944-9242, ext. 1002; Hangler@womanabuse.ca).

If you are a woman in crisis or know someone who is being abused, please contact the Assaulted Women's Helpline at 1-866-863-0511 or 1-866-863-7868 (TTY)



CITY OF WINDSOR
FINANCIAL VARIANCE BY ACCOUNT
For the Period Ending September 20, 2018
75% of Year Elapsed
Diversity Committee

September 20, 2018 at 12:55

ACCOUNT CODE	ACCOUNT DESCRIPTION	BUDGET	YTD ACTUALS	YE PROJECTED VARIANCE	PREVIOUS YEAR ACTUALS
<u>Revenues</u>					
	TOTAL REVENUES	0.00	0.00	0.00	0.00
<u>Expenses</u>					
4295	Public Relations	3,870.00	45.00	3,825.00	220.00
	TOTAL EXPENSES	3,870.00	45.00	3,825.00	220.00
	NET TOTALS	3,870.00	45.00	3,825.00	220.00