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Windsor, Ontario May 4, 2017

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:

Dr. Sushi! Jain, Chair
Anna Adisho (Alternate non-voting)
Camilla Alves
Bik Grewal (Alternate non-voting)
Yo Son Dah Nost Huff
Charlotte LeFrank
Mel Lucier (Alternate voting)
Padmini Raju

Regrets received from:

Councillor Bill Marra (meeting conflict)
Colm Holmes
Sarah Mushtaq

Also present are the following resource personnel:

Gayle Jones, Diversity/Accessibility Officer
Sergeant 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 4:30 o'clock p.m. and the Committee considers the Agenda being Schedule "A" **attached** hereto, matters which are dealt with as follows:

2. Declarations of Conflict

None disclosed.

3. Election of Chairperson

The Committee Coordinator calls for nominations from the floor for the position of Chairperson. M. Lucier nominates Dr. S. Jain, seconded by B. Grewal for the position

Of Chairperson. The Committee Coordinator asks if there are further nominations from the floor for the position of Chairperson. Seeing none, the Committee Coordinator asks if Dr. S. Jain accepts. Dr. S. Jain accepts.

Moved by M. Lucier, seconded by B. Grewal,

That Dr. Sushil Jain **BE ELECTED** Chair of the Diversity Committee for the term ending December 31, 2017.

Carried.

4. Adoption of Minutes

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

That the minutes of the Diversity Committee of its meeting held October 5, 2016 **BE ADOPTED** as presented.

Carried.

5. Presentation

Camilla Alves provides information relating to the Anti-Racism Directorate Windsor Public Meeting held November 28, 2016 at the St. Clair College for the Arts as follows:

- The Honorable Michael Coteau, Minister of Children and Youth Services and Minister Responsible for Anti-Racism was in attendance and is supportive of inclusive practices.
- The discussion related to inclusion, especially related to First Nations peoples.
- Testimonials were provided by those born in Canada and those outside of Canada.

6. Business Items

6.1 City Diversity Committee Day 2017

Discussion ensues regarding hosting a "City Diversity Committee Day 2017" event and the following suggestions are provided:

- Hold the event on September 21, 2017, to coincide with the International Day of Peace.
- Suggestion to hold an "Anti-Racism" Day/Town Hall and invite Windsor Police detectives, sociologists and psychologists. The purpose is to educate the public relating to hate biased crimes without invoking a negative connotation.

- Suggestion to hold a discussion panel rather than a town hall forum.
- Issues relating to anti-Semitism and First Nations need to be discussed.
- Subcommittee consisting of M. Lucier, C. Alves, C. LeFrank and 8. Grewal to meet to determine the logistics of the event, although all members are invited to attend the subcommittee meetings.

Moved by M. Lucier, seconded by C. Alves,
That **APPROVAL BE GIVEN** to an expenditure in the upset amount of \$3,200 for costs associated with hosting the City of Windsor Diversity Committee Day to be held on September 21, 2017 at a location and time to be determined.

Carried.

6.2 Protocol to Contact Outside Agencies/CEO's of Various Organizations and Employers

The Chair is requesting a protocol be established to contact outside agencies, CEO's of various organizations and employers to obtain statistics regarding diversity and inclusion in their work forces/personnel and hiring practices in their respective organizations.

C. Alves leaves the meeting at 5:20 o'clock p.m.

G. Jones indicates that it is possible that a survey to identify gaps will be included in the Diversity Plan for the City of Windsor.

W. Dosant adds private organizations are not hiring to match the diverse population as they are not mandated to do so.

It is generally agreed not to proceed with contacting outside agencies, organizations and employers to obtain statistics relating to diversity and inclusion in their work places.

6.3 Brainstorming Session

Discussed under Item 6.1.

6.4 Sub Committee Updates

No report.

6.5 Chair's Report

No report.

6.6 Diversity/Accessibility Officer's Report

No report.

7. New Business

Moved by M. Lucier, seconded by Y. Huff,

That a representative of the Seniors Advisory Committee **BE INVITED** to attend the next meeting of the Diversity Committee to discuss the aging population in Windsor.
Carried.

8. Date of Next Meeting

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

9. Adjournment

There being no further business, the meeting is adjourned at 5:36 o'clock p.m.

CHAIR

COMMITTEE COORDINATOR

The City of Windsor has an inclusive vision of society, which is equitable and built upon the strength of its diversity. Windsor is a city that values and respects the contributions of all of its residents and believes in the dignity and worth of every person, and is committed to making this a reality.

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Description

The City of Windsor's Diversity Committee works towards helping to make Windsor's commitment towards a just, equitable and inclusive city a reality. It proactively works to improve access and equity and to challenge racism and discrimination through awareness, vigilance and education.

Committee Members (2016)

Councillor Bill Marra
Camila Alves
Sungee John
Padmini Raju

Sushil Jain, (Chair)
Colm Homes
Charlotte LeFrank
Sarah Mushtaq

Yo Son Dah Nost Huff
Mary Lucier (Alternate)
Bik Grewal (Alternate)
Anna Adisho (Alternate)

Diversity Committee

A. Budget Detail & Request

	2017 Budget	2017 Actuals YTD*	2018 Budget	\$ Budget Change Over PY	% Budget Change Over PY
Revenues					
Transfers from Reserves and Capital	0			0	0.0%
Total Revenue	0	0	0	0	0.0%
Expenditures					
Other Miscellaneous Expenditures	3,870			(3,870)	(100.0%)
Operating and Maintenance Supplies	0			0	0.0%
Total Expenses	3,870	0	0	(3,870)	(100.0%)
Total Net	3,870	0	0	(3,870)	(100.0%)

City of Windsor Funding

	2017 Budget	2017 Actuals YTD*	2018 Budget	\$ Budget Change Over PY	% Budget Change Over PY
City of Windsor Funding	3,870		3,870	0	0.0%

• YTD Actuals as at

Diversity Committee

B. **Budget Highlights**

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2017 Accomplishments

2018 Initiatives

2018 Budget Cost Drivers

2018 Mitigating Measures

Accumulated Surpluses/Reserves

Disclosure of any accumulated surplus funds (including reserves) arising from the prior year or previous year. NOT APPLICABLE