

AGENDA
DIVERSITY COMMITTEE
Meeting held Tuesday, August 19, 2014
at 3:00 o'clock p.m.
Room 407, 400 City Hall Square East

1. **CALL TO ORDER**

2. **DECLARATIONS OF CONFLICT**

3. **ADOPTION OF THE MINUTES**

Adoption of the minutes of the meeting held February 12, 2014 *previously distributed.*

4. **BUSINESS ITEMS**

4.1 Review of Mandate/Terms of Reference *(attached)*

4.2 2014 Work Plan & Priorities

5. **DATE OF NEXT MEETING**

6. **ADJOURNMENT**

The Diversity Committee: One City One People Terms of Reference

PREFACE

The Diversity Committee: One City One People is a Committee of Council committed to complying with the provisions of the Constitution Act, 1982, the Ontario Human Rights Code and the Canadian Charter of Rights and Freedoms that states:

15.(1) "Every individual is equal before and under the law and has the right to the protection and equal benefit of the law without discrimination, and in particular, based on race, national or ethnic origin, color, religion, sex, age or mental or physical disability"

Further, the Charter of Rights and Freedoms States:

27 "This Charter shall be interpreted in a manner consistent with the preservation and enhancement of the multicultural heritage of Canadians:

The Diversity Committee: One City One People recognizes our multicultural heritage and the mix of national, ethnic and racial origins, which exists in our population. The Diversity Committee: One City One People is dedicated to promote and foster inclusion and to address issues of discrimination based on race, national or ethnic origin, color, religion, sex, age or mental or physical disability, and for those persons who identify as First Nations with or without status, Metis, and Inuit. This Committee is committed to the promotion of inclusion, equity and the eradication of racism and discrimination, where citizens are empowered to achieve their full potential in our community.

The Mayor and Members of City Council recognize the critical role civic leadership has to play in promoting inclusion and positive race relations as evidenced by a Committee of Council devoted to race and ethno cultural relations that has been in existence since 1989. Furthermore, as a testament to the City's commitment to this cause, the Corporation of the City of Windsor signed the declaration of intention to join the UNESCO Canadian Coalition of Municipalities against Racism and Discrimination (CMARD) on March 21, 2006. The Corporation of the City of Windsor is accountable for meeting the Ten Common Commitments and is committed to working in partnership with other agencies in the city to promote acceptance of the Ten Common Commitments across other sectors. The Diversity Committee: One City One People is dedicated to working diligently to guide and advise the Corporation in its mission to implement and disseminate the Ten Common Commitments within the Corporation and the community.

The Commitments are as follows:

1. Increase vigilance against systemic and individual racism and discrimination.
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.
3. Inform and support individuals who experience racism and discrimination.

4. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.
5. Provide equal opportunities as an employer, service provider and contractor.
6. Support measures to promote equity in the labor market.
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.
8. Involve residents by giving them a voice in anti-racism initiatives and decision making.
9. Support measures to challenge racism and discrimination in the education sector and in other forms of learning.
10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

PREAMBLE

The City of Windsor is a multi-ethnic, multicultural, multi-faith and multi-racial community. As in other communities, racism and racial discrimination exist in Windsor. The existence of discrimination is a barrier to achieve equity for some citizens of Windsor, as well as a persistent threat to harmonious community relations. The people of the City of Windsor believe in the dignity and worth of every person, and are committed to making this a reality.

Members of visible minorities, minority groups (both immigrant and native born), and Native peoples seek to be included as equal participants in Canadian Society.

The efforts of marginalized groups to achieve full economic and social equity are impeded by many attitudinal and institutional barriers. Central race relations issues in Canada focus on fair employment and education, law enforcement, housing and community services, and the portrayal of visible minorities in the media.

City Council affirms the multi-racial and multicultural character of Windsor by expressing the equality of rights and privileges of all its citizens; moreover, the City will not tolerate discrimination in any form. This commitment is to be manifested in all of the City's policies and programs. Further, the Committee will work with all groups in the community to achieve these goals; the end of racism and the promotion of a harmonious society.

MANDATE

The mandate of the Diversity Committee: One City One People is:

- a) To develop and recommend to the Mayor and Members of City Council policies and programs which will create an atmosphere conducive to harmonious community relations within the City of Windsor.
- b) To develop and/ or conduct programs of public information and education including workshops, seminars, and public meetings.

- c) To provide feedback and direction to the Mayor and Members of City Council on the CMARD Ten Common Commitments and report on an annual basis regarding actions, policies, practices and outcomes in relation to the Ten Common Commitments.
- d) To act as a visible lead agent on communicating and recommending solutions to City Council on race relations issues that contravene the Ontario Human Rights Code. To act as a central body to direct individuals or groups expressing concerns of tension, acts of prejudice, racism or discrimination to the appropriate agency or institution and, where deemed appropriate, review and/ or inquire into these concerns.
- e) To consult with and advise the Mayor and Members of City Council on matters involving discrimination based on color, origin, or creed (religion). This may also include language, accent and dress that may be linked to race or place of origin, and further that the City of Windsor lead by example in the promotion of positive racial relations.
- f) To develop and recommend to the Mayor and Members of City Council policies and programs which will address existing problems of a racial nature in the City of Windsor.
- g) To develop, through its appropriate sub-committees, programs and projects designed to promote mutual trust and respect among the visible minority groups and the institutions and agencies serving them.
- h) To assist marginalized groups, through its appropriate sub-committees, to develop programs for the improvement of race relations. For the purposes of this document the term "marginalized groups" refers to and includes:
 - o Visible minorities
 - o First Nations with or without status, Metis, and Inuit
 - o Members of minority groups, both immigrant and native born
 - o Any member of society who may be subjected to discrimination in any form based on race, place of origin, ancestry, color, ethnic origin, citizenship, creed, disability, sexual identity or gender identity.
- i) To initiate, mediate in and coordinate discussions among minority groups, as well as other groups in society, to promote understanding in the community.
- j) To make recommendations regarding municipal programs and services provided by the City of Windsor, to provide equal access to all residents, and to encourage and assist in the education and cultural competence of City of Windsor staff.
- k) To make recommendations regarding municipal policies and programs to provide equal employment opportunity.

PROCESS

Membership

A member of the Diversity Committee: One City One People is defined as an individual appointed by the Striking Committee of City Council for a designated term of 2 years.

The Diversity Committee: One City One People shall be comprised of a total of 15 voting members as follows:

- o 1 member of Council
- o 8 representatives of community agencies, institutions or organizations that bring forward concerns from the larger stakeholder population. Each member agency/ organization must be committed to the implementation of the Ten Common Commitments in the City at large. The representatives appointed should take into consideration the expertise and input required to fulfill our obligation to the guiding principles of the Ten Common Commitments.
 - a) Membership is held by the agency/ organization not by any individual member of the agency/ organization. Each agency/ organization shall appoint a dedicated representative to attend the meetings of the UNESCO/RECRC. If circumstances arise that the individual appointed is unable to attend on a regular basis, then the agency/ organization can appoint another representative.
- o 6 volunteer citizens

The Diversity Committee: One City One People welcomes participation from the community at large as non-voting members to provide information and/ or input to the Committee.

Elections

The newly appointed Committee shall elect a Chairperson and Vice-Chairperson as soon as practicable. In the interim the member of Council or designate shall assume the role of Chairperson. The Chairperson elected should have the expertise and experience to bring forward community concerns relevant to the larger stakeholder population in Windsor and have a proven dedication to promoting and fulfilling principles and goals related to the Ten Common Commitments.

Rules of Order

Meeting will be conducted according to Bourinot's Rules of Order and the City of Windsor Procedural Bylaws.

Meetings

The Diversity Committee: One City One People shall meet once per month or at the call of the Chair. The Committee may decide to hold meetings during the months of July and August if it is deemed necessary by the Chair.

Sub-Committees

The Diversity Committee: One City One People may establish sub-committees as required. Membership shall be appointed by the Diversity Committee: One City One People. The Chair of any sub-committee must be a member of the Diversity Committee: One City One People

Reporting

The Diversity Committee: One City One People reports to City Council through the Chairperson. The Chairperson and/ or his/her designate is the official spokesperson for Diversity Committee: One City One People All sub-committees report directly to Diversity Committee: One City One People.

Staff Resources

Appropriate administrative staff will be provided to act as resources to the Diversity Committee: One City One People. Administrative staff are resources to the Committee and as such do not have voting privileges.

Community Resource Team

Appropriate representatives from Community agencies/ organizations will be identified by the Striking Committee to act as resources to the Diversity Committee: One City One People may invite other community representatives to provide input and expertise as required. Members of the community Resource Team are resources to the Committee and as such do not have voting privileges.