

Minutes of the City of Windsor Diversity Committee held August 16, 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. Sushil Jain, Chair
Councillor Bill Marra (arrives at 4:36 p.m.)
Camilla Alves
Colm Holmes (arrives at 4:35 p.m.)
Yo Son Dah Nost Huff
Sungee John
Charlotte LeFrank
Mel Lucier
Padmini Raju

Regrets received from:

Anna Adisho
Sarah Mushtaq

Also present are the following resource personnel:

Gayle Jones, Diversity/Accessibility Officer
Neil MacEachrane, Diversity Officer, Windsor Police Services
Karen Kadour, Committee Coordinator

1. Call to Order

The Chair 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. Adoption of the Minutes

Moved by Y. Huff, seconded by C. Alves,
That the minutes of the Diversity Committee of its meeting held May 4, 2017 **BE ADOPTED** as presented.
Carried.

4. Business Items

4.1 2018 Operating Budget

The budget template that includes the 2017 Accomplishments and 2018 Initiatives as completed by G. Jones is distributed and **attached** as Appendix "A".

In terms of the 2018 Initiatives, the following comments/suggestions are provided as an adjunct to the 2018 initiatives noted in the template:

- Creation of a pamphlet (with a link to 311/211) that provides information outlining what the City of Windsor is doing for diversity. The pamphlet should also contain the Mission Statement of the Diversity Committee and the Canadian Coalition of Municipalities Against Racism and Discrimination – The 10 Common Commitments.

Moved by Y. Huff, seconded by C. Holmes,
That the 2018 Operating Budget for the Diversity Committee **BE ACCEPTED AS AMENDED**.
Carried.

4.2 2017 Annual Report

G. Jones advises a draft of the 2017 Annual Report will be circulated to the members for review. The report is to be provided to the City Clerk's Office by December 2017.

4.3 Meeting Dates for 2017/2018

The next meeting of the Diversity Committee will be held on Tuesday, October 17, 2017 at 4:30 p.m.

It is generally agreed the Diversity Committee meetings for 2018 will be held quarterly on a Tuesday (specifics to be determined).

4.4 Diversity Plan Update

“The Diversity and Inclusion Action Plan Recommendations – Executive Summary” is distributed and **attached** as Appendix “B”. G. Jones states the purpose of a Diversity and Inclusion Action Plan (DIAP) is to ensure those who work for the City or use the services the City provides believe their diverse needs are met and as though they are welcomed in the community at large. The Seven Recommendations for creating the City of Windsor’s DIAP are as follows:

Recommendation 1: Management and Staff Consultations

Either anonymous staff surveys or semi-structured interviews to understand the current culture and needs of the City.

Recommendation 2: City of Windsor Diversity Committee Creation

Establish a DIAP Committee within the Corporation to oversee the creation, implementation, and evaluation of the DIAP.

Recommendation 3: Diversity Training

Corporation wide and departmental niche diversity training undertaken to allow staff to engage in the DIAP and understand its importance.

Recommendation 4: Community and Corporation Based Approach

Action items must be based in both corporate and community culture and diverse needs.

Recommendation 5: Expansion of Inclusion

Beyond culture and LGBTQ+ inclusion to accessibility, gender, racism, mental health and wellness, and intersectionality.

Recommendation 6: Department Specific Action Items

Departments that serve the community must have action items to match their clientele.

Recommendation 7: The DIAP must be reflective of the community at large and their diverse needs.

In response to a question asked N. MacEachrane regarding the outcome of the survey, G. Jones responds the statistics received will be compared with the most current Census to determine where the disparities are.

G. Jones solicits volunteers to assist her in reviewing the City of Windsor’s Diversity and Inclusion Action Plan. C. LeFrank and C. Holmes volunteer.

The “Huron Lodge Diversity and Inclusion Initiative 2017-2019” is distributed and **attached** as Appendix “C”. Highlights of the report are as follows:

- The Diversity Inclusion initiative is a formalized approach to committing to – and meeting – the cultural and diverse needs of our community.
- It is important to understand how one’s cultural background can significantly impact how information regarding care is understood by the residents.
- The document is divided into six (6) subcategories – culture, age, gender and gender identification, sexual orientation, spiritual beliefs, and socioeconomic status-to address specific needs with some of the barriers.

- The aim of this document is the creation and implementation of a respectful and supportive environment for all that is free from prejudice and discrimination, promoting ongoing education, and incorporating a flexible approach to care and service provisions so that all staff, volunteers, residents, families, other loved ones and stakeholders feel their cultural and diverse needs are met and included in the care at Huron Lodge.

4.5 Subcommittee Updates

C. Alves indicates the subcommittee met to discuss the logistics regarding the planning of the City of Windsor Diversity Committee Day. The following comments relating to the event are provided:

- The Downtown YMCA has offered the use of the gymnasium for free and the “Y” has offered to promote the event within their network.
- Goal is for 200 people to attend the event.
- Event will be held on a date to be determined in October 2017.
- Suggestion for a keynote speaker or a few speakers with a host for the evening.

5. NEW BUSINESS

S. John states the “Colour of Poverty, Colour of Change” event will be held at the Central Library on September 28, 2017.

C. Alves notes an event entitled “Celebrating Diversity BBQ In the Park” will be held on August 26, 2017 from 11:00 a.m. to 2:00 p.m. in Lanspeary Park.

6. DATE OF NEXT MEETING

The next meeting will be held on Tuesday, October 17, 2017 at 4:30 p.m. in Room 407, 400 City Hall Square East.

7. ADJOURNMENT

There being no further business, the meeting is adjourned at 6:00 o’clock p.m.

CHAIR

COMMITTEE COORDINATOR