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Windsor, Ontario February 18, 2016

A meeting of the **Diversity Committee** is held this day commencing at 4:30 o'clock p.m. in Room 303, 400 City Hall Square East, there being present the following members:

Dr. Sushil Jain, Chair  
Manminder Matharu, Vice Chair  
Yo Son Day Nost Huff  
Bradley Jones (arrives at 4:35 p.m.)  
Charlotte LeFrank  
Padmini Raju  
Anna Adisho (alternate non-voting)  
Bik Grewal (alternate non-voting)  
Mel Lucier (alternate voting)  
Sarah Mushtag (alternate voting)

**Absent:**

Councillor Bill Marra  
Camilla Alves  
Colm Holmes  
Sungee John

**Also present are the following resource personnel:**

Gayle Jones, Diversity/Accessibility Officer  
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. LeFrank,

That the minutes of the Diversity Committee of its meeting held November 12, 2015 **BE ADOPTED** as presented.

Carried.

#### 4. **BUSINESS ITEMS**

##### 4.1 **Discussion regarding the Development of a Diversity Plan**

A PowerPoint presentation regarding the development of a Diversity Plan provided by the Diversity Plan Subcommittee is **attached** as Appendix "A". Highlights and recommendations/suggestions outlined in the presentation are as follows:

- The Diversity Plan Subcommittee met twice and reviewed eight municipal plans from across Canada which included – Edmonton, Peel Region, Saskatoon, Toronto, York, Markham, Ottawa and Calgary.
- The City of Windsor should take an integrated approach to include both a "grassroots" and corporate approach.
- Suggestion to initiate public contests to promote the idea of diversity; targeted to the youth to help identify the current themes for diversity.
- Employment services for visible minorities to be available in various languages.
- Host a theme month to promote diversity and race relations.
- Host a network to advertise and promote events being held throughout the city to promote independent cultural activities.
- Ensure city services are accessible to the end users.
- Train all frontline service providers in Cultural Diversity, inclusive language and harassment policies.
- Establish a Gay Village to attract tourism and to support the LBGT Community.
- Ensure public transportation routes and schedules to service the events.
- In reviewing other plans and guidelines, it is recommended that someone be hired to develop the plan.
- The process could take as long as 18 months to complete.

G. Jones states a member of the committee has expressed concern regarding Windsor Police Services hiring practices and notes the Diversity Plan is an avenue to consider such concerns.

A. Adisho suggests hiring staff at 311/211 who speak languages other than English.

M. Lucier states there is a need to advertise job for minorities, to market cultural events, and to engage youth.

C. LeFrank leaves the meeting at 5:15 o'clock p.m.

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

That the Diversity Officer **BE DIRECTED** to retain and supervise a Master's Student from the University of Windsor for the purpose of researching and developing a Diversity Inclusion Plan.

Carried.

Moved by M. Lucier, seconded by P. Raju,

That City Council **BE REQUESTED** to endorse the creation of a Diversity Plan for the City of Windsor for the purposes of improving equitable practices and services and, to foster and promote an inclusive and welcoming environment within our municipality.

Carried.

#### **4.2 Discussion regarding ideas to recognize the International Day for the Elimination of Racial Discrimination (March 21, 2016)**

Discussion ensues relating to initiatives to recognize the International Day for the Elimination of Racial Discrimination and/or other such days of recognition and the following comments are provided:

- Suggestion to encourage citizens to take a “selfie” of themselves with their hand raised (City of Vancouver is participating in a “Raise Your Hands Against Racism campaign) and to share it on social media and on the City’s website.
- Limited time available to plan a public event.
- Suggestion to post the selfies to social media using the hashtag “WINDiverCITY”

#### **4.3 Activities of the Diversity Committee – 2016-2018**

It is generally agreed the Diversity Plan Subcommittee, M. Lucier, Chair will review suggestions for 2016-2018 initiatives and will report back.

M. Matharu leaves the meeting at 5:57 o'clock p.m.

#### **4.4 Chair’s Report**

The Chair submits an article entitled “*Two decades on, too much is the same: Ontario’s anti-racism office is government on syndication*”, **attached** as Appendix “B”.

The Chair advises Windsor Police Services will host a “Human Rights Project” which will include the announcement of a new Windsor Police Service diversity related initiative and the release of the Windsor Police Service Human Rights Project Evaluation Report. The event will be held February 29, 2016 at 4:00 o'clock p.m. at Willistead Manor, 1899 Niagara Street.

The Chair thanks the Diversity Plan Subcommittee for their work on the Plan. He requests dates of all cultural events be provided.

5. **NEW BUSINESS**

None.

6. **DATE OF NEXT MEETING**

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

7. **ADJOURNMENT**

There being no further business, the meeting is adjourned at 6:07 o'clock p.m.

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CHAIR

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COMMITTEE COORDINATOR