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Windsor, Ontario June 7, 2016

A meeting of the **Diversity Committee** is held this day commencing at 4:00 o'clock p.m. in Room 407, there being present the following members:

Dr. Sushil Jain, Chair
Councillor Bill Marra
Yo Son Day Nost Huff
Sungee John (arrives at 4:32 p.m.)
Charlotte LeFrank
Mel Lucier (alternate voting)
Sarah Mushtaq

Regrets received from:

Anna Adisho
Camilla Alves
Colm Holmes
Bradley Jones
Manminder Matharu
Padmini Raju

Also present are the following resource personnel:

Sergeant Wren Dosant, Diversity Officer, Windsor Police Services
Gayle Jones, Diversity/Accessibility Officer
Milad Heydarzadeh, Master's Intern Student, University of Windsor
Karen Kadour, Committee Coordinator

1. CALL TO ORDER

The Chair calls the meeting to order at 4:20 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. Nost Huff, seconded by M. Lucier,
That the minutes of the Diversity Committee of its meeting held February 18,
2016 **BE ADOPTED** as presented.
Carried.

4. BUSINESS ITEMS

4.1 Welcome and Introductions

Sergeant Wren Dosant, Diversity Officer, Windsor Police Services and Milad Heydarzadeh, Master's Intern Student, University of Windsor are introduced to the members of the Diversity Committee.

Sergeant Dosant provides the following information relating to his Diversity Officer's position, Windsor Police Services:

- Outreach meetings have been held at mosques, temples, African churches.
- A hiring group will commence soon that will be reflective of the community. "Names and faces" will change as part of diversification.
- Five to seven new staff will be hired in July 2016.

In terms of the new Diversity Plan, C. Marra suggests specific recommendations be considered that will provide a broader lens in terms of employment throughout the Corporation.

Milad Heydarzadeh, provides a brief autobiographical snapshot as follows:

- Emigrated from Iran and arrived in Canada in 1996.
- Religious background is Muslim.
- School presented a difficult adjustment for Milad.
- It took over 14 years for his family to receive permanent residency in Canada.
- In spite of some adolescent mishaps, he met a Persian woman in Toronto who helped him receive economic bridging that enabled him to attend the University of Toronto.
- Asks - "How can we get Windsor's community more engaged in the City?"

G. Jones states the purpose of the diversity inclusion plan will focus on both the Corporation and the Community. In terms of the City of Windsor, the following ideas were raised through the brainstorming session:

- To provide a calendar of diversity events easily accessible for the public
- Hold a "Meet and Greet" with stakeholders
- Develop community gardens to bring all cultures together
- Contact Transit Windsor to determine if buses can be available to service events
- Invite a youth and senior representative to sit on the Diversity Committee

- Hold a "grassroots" event where there are 3-4 questions to set the model for a discussion. Include language tables with translators and sign language interpretation.
- Develop focus groups to streamline data.
- Use a wide variety of tools (social media) for a wide variety of voices
- Establish a gay village
- Hold an Open House to promote the Diversity Committee
- The City to encourage groups in terms of their respective celebrations, i.e. festivals, Holy Days through the use of billboards, local and community newspapers.
- Utilize the festival of lights for occasions
- Piggyback with Council on city events, i.e. involve community groups, hold Town Hall meetings.
- Conflict resolution and advocacy in community. To have a complaint process including policies that is accessible to everyone.
- Have an education campaign that is broad and inclusive in definition.
- Corporation whose policies and staff are reflective and welcoming of the diverse community.
- Provide surveys to determine how we're doing.
- Attract talented diverse employees.
- Welcome and learn from the differences.
- Review hiring practices - Look at biases, qualification and equivalency.
- Offer programs and services that meet the needs of the diverse community. Diversity is the key in community succession planning.

Councillor Marra leaves the meeting at 4:55 o'clock p.m.

In response to a question asked by M. Heydarzadeh regarding if Windsor Police Services visits high schools, Sergeant Dosant responds affirmatively. He notes there is a Peace, Ethnic and Cultural Exchange Program (held in the Spring and Fall) whereby 20 students are chosen to attend Windsor Police Services on a weekly basis as an education piece to determine if police work could be a future career choice.

It is generally agreed M. Lucier, Y. Nost Huff, C. LeFrank and possibly S. Mushtaq will assist G. Jones and M. Heydarzadeh in the creation of the new Diversity Plan.

In terms of community goals, the following comments are provided:

- If the Corporation is welcoming, it will trickle down to the community.
- The City to set the tone and to be a leader in terms of diversity.
- Have a safe and welcoming community.
- Harmonious community where people are engaged and involved.
- Conflict resolution and advocacy in community. To have a complaint process including policies that is accessible to everyone.

- Have an education campaign that is broad and inclusive in definition.

4.3 Sub_Committee U.Q.dates

The Chair requests the subcommittee meet to plan an event for the purpose of providing public awareness of the Diversity Committee.

S. Mushtaq states the focus should be the creation of the Diversity Plan and suggests an event could be incorporated into this initiative.

5. NEW BUSINESS

None.

6. DATE OF NEXT MEETING

The next meeting will be held on Tuesday, September 13, 2016 at 4:30 p.m. in Room 406, 400 City Hall Square East.

7. ADJOURNMENT

There being no further business, the meeting is adjourned at 5:58 o'clock p.m.

CHAIR

COMMITTEE COORDINATOR

AGENDA
and Schedule "A" to the minutes of the meeting of the
DIVERSITY COMMITTEE
Tuesday, June 7, 2016
at 4:00 o'clock p.m.
Room 407, 400 City Hall Square East

1. **CALL TO ORDEB**

2. **DECLARATIONS OF CONFLICI "**

3. **ADOPTION Of: THI: MINUTES**

Adoption of the minutes of the meeting held, February 18, 2016
(attached)

4. **BUSINESS ITEMS**

4.1 **Welcome and Introductions**

Sergeant Wren Dosant, Windsor Police Services and Milad Heydarzadeh,
Master's Intern Student, University of Windsor

4.2 **Discussion/Brainstorming Session-- Diversity Plan**

Milad Heydarzadeh and Gayle Jones to lead the discussion.

4.3 **_Sub Committee UQdates**

4.4 **Chair's Re_Qort**

5. **NEW BUSINESS**

6. **DATE OF NEXT MEETING**

7. **ADJOURNMENT**