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Windsor, Ontario November 12, 2015

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
Manminder Matharu, Vice Chair
Camilla Alves
Colm Holmes
Yo Son Day Nost Huff
Sungee John
Bradley Jones
Charlotte LeFrank
Anna Adisho (alternate – voting)
Bik Grewal (alternate – voting)
Mel Lucier (alternate)
Sarah Mushtaq (alternate)

Absent:

Councillor Bill Marra
Padmini Raju

Also present are the following resource personnel:

Mary Ellen Bernard, Manager of Social Policy and Planning
Gayle Jones, Diversity/Accessibility Officer
Karen Kadour, Committee Coordinator

1. CALL TO ORDER

The Chair calls the meeting to order at 4:35 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 C. Holmes, seconded by C. Alves,
That the minutes of the Diversity Committee of its meeting held September 24, 2015 **BE ADOPTED** as presented.
Carried.

4. BUSINESS ITEMS

4.1 2015/2016 Event

B. Jones states the Event Planning Subcommittee has met three times and suggests an event be held at the Walkerville Brewery in 2016.

M. Lucier in order to increase the visibility of the Diversity Committee, she suggests a “Meet and Greet” event be held at a public accessible venue with an invitation extended to stakeholders. She notes the Walkerville Brewery is accessible and available the first week of December and states the other venues considered are cost prohibitive.

S. Mushtaq notes the creation of a Diversity Plan would be the impetus for the public to attend the event and to provide input of what they want to see in Windsor. She expresses concern some people may have an issue with attending an event in a liquor licensed establishment.

G. Jones indicates a city facility may be available for the “Meet and Greet” event.

It is generally agreed the Event Planning Subcommittee will convene and report back with a proposal for a “Meet and Greet” event to be held in 2016.

Moved by C. Alves, seconded by C. LeFrank,
That the City Treasurer **BE REQUESTED** to consider the budget carry forward of the Diversity Committee surplus 2015 Operating Budget in the amount of \$3,813 to 2016 for the purpose of developing a Diversity Plan and to support community input.
Carried.

4.2 Discussion regarding Development of a Diversity Plan

G. Jones provides an overview of several municipal Diversity Plans and the following comments are provided:

- *City of Edmonton* – Diversity and Inclusion Framework: Focused on the Municipal Corporation
- *Region of Peel* – Focuses on the Municipal Corporation and Community

- **City of Toronto** – 2015-2018 Strategic Plan, Equity, Diversity & Human Rights Division – The EDHR Division is committed to embedding access, equity, diversity and human rights practices in the Toronto Public Service leading to equitable outcomes for staff and residents.
- **York Region** – Let’s Talk Inclusion in York Region will be a series of dialogues that will take place over the year in each of York Region’s nine municipalities beginning May 2015. The initial phase will be dedicated to immigration and cultural diversity. Following phases will focus on other dimensions of diversity such as gender, age, abilities and sexual orientation.
- **City of Markham** – Community focus rather than corporate focus – Four main groups considered are youth, seniors, newcomers, visible minorities and persons with disabilities.
- **City of Ottawa** – Equity and Inclusion Lens – The Lens includes both City Operations and City Services and incorporates the equity concerns of 11 groups risking exclusion.
- The Diversity Plan for the City of Windsor should include recommendations with timelines.
- Suggestion to establish a Diversity Plan Subcommittee.

Moved by C. Alves, seconded by B. Grewal,

That a Diversity Plan Subcommittee **BE ESTABLISHED** consisting of C. Alves, S. Johns, Y. Huff, C. LeFrank, A. Adisho, M. Matharu, C. Holmes and M. Lucier for the purpose of developing a proposal for the City of Windsor’s Diversity Plan and to report back with the findings.

Carried.

4.3 Chair’s Report

The Chair advises he received an e-mail from Charlotte LeFrank, Committee member regarding what role the Diversity Committee can play relating to the influx of Syrian Refugees to Canada.

M. E. Bernard provides the following comments as it relates to the foregoing:

- The goal of the Windsor Essex Local Immigration Partnership (LIP) is to create a community where newcomers and citizens can achieve a higher quality of life and reach their full potential. The LIP partners with different sectors such as health care, education, housing, children’s services and police services to discuss the needs of immigrants and how we can make sure that immigrants have access to the services they need.
- 25,000 Syrian Refugees will be coming to Canada (not known how many will come to Windsor)
- The Multicultural Council will lead this initiative.
- There is a role for a myriad of organizations, schools, health care providers, etc.

Information relating to the Windsor Essex Local Immigration Partnership is distributed and **attached** as Appendix “A”.

The Chair thanks M.E. Bernard for her input relating to the Syrian Refugees.

C. Holmes leaves the meeting at 6:10 o'clock p.m.

4.4 Strategic Plan for 2015-2018

This item is not discussed.

5. NEW BUSINESS

None.

6. ADJOURNMENT

There being no further business, the meeting is adjourned at 6:20o'clock p.m.

CHAIR

COMMITTEE COORDINATOR