

Diversity Committee
Meeting held October 29, 2019

A meeting of the Diversity Committee is held this day commencing at 4:30 o'clock p.m. in Room 140, 350 City Hall Square West, there being present the following members:

Councillor Ed Sleiman, Acting Chair
Riham Al-Saadi
Saiful Bhuiyan
Lacy Carty (arrives at 5:15 p.m.)
Shelley Evans
Sherrilyn Colley-Vegh (arrives at 5:10 p.m.)
Yo Son Dah Nost Huff
Sungee John

Regrets received from:

Lina Chaker
Christopher Fletcher
Peter Ijeh
Jay Katz

Also present are the following resource personnel:

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

1. Call to Order

The Committee Coordinator 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. Election of Chair

As several members are absent, it is generally agreed the election of Chair will be held at the next meeting. Councillor Sleiman agrees to be Acting Chair for this meeting.

3. Declaration of Conflict

None disclosed.

4. Adoption of the Minutes

Moved by Y. Huff, seconded by S. John,
That the minutes of the meeting of the Diversity Committee of its meeting held
June 13, 2019 **BE ADOPTED** as presented.
Carried.

5. Business Items

5.1 Access Without Fear – Review and Next Steps

The highlights of the presentation provided by Gemma Smyth, Associate Professor of Law, University of Windsor at the meeting of the Diversity Committee held October 2, 2018 is as follows:

- A well-considered access without fear policy has the potential to clarify and set in policy Windsor's already strong reputation as a welcoming and diverse community.
- Windsor is surrounded by cities that have sanctuary city or access without fear policies (Chicago, Detroit, and London).
- The goal is to support Windsor in adopting or reaffirming policies that are inclusive for people without immigration status.
- An access without fear policy can support people in not losing immigration status and to regain it once they have lost it.
- Access without fear policies can function to:
 - Set benchmarks for inclusion
 - Promote good practice or advertise welcoming practices that already exist
 - Promote diversity and support immigration and refugee policy more generally
 - Improve police/immigrant community relationships, including reporting of crime
 - Encourage people to seek pathways toward status
 - Create safer communities
- There is no single Access Without Fear policy or sanctuary policy. Each city adopts its own and it means different things in different municipalities.
- In terms of what a policy might look like, it would be important to consider:
 - Consultation – what would good consultation look like?
 - Gaps- what gaps in service and knowledge exist in the community
 - Funding – what are the recommendations and what would they entail? Does it include training? Education? Service improvement?

G. Jones states the City of Windsor does not have an Access Without Fear status but it does have many positive practices that are currently in effect. G Jones provides a brief overview of how this matter came before the Committee. The report of the Manager of Social Policy and Planning dated August 16, 2017 entitled "Response to CQ14-2017: Information Report on the Sanctuary City Movement in Canada, **attached** as Appendix "A" was referred to the Diversity Committee for their review and consultation. This matter has been visited by the Committee during several meetings but no recommendation has yet been put forth

The memo from Gemma Symth dated September 25, 2018 is **attached** as Appendix "B" as additional background information.

G. Jones refers to the City of London 'Free of Fear Services for All Policy' as a sample of the type of Policy that is used by some municipalities:

- The City of London provides services to residents regardless of their immigration status.
- When you apply for, or use City services, City of London employees will not ask about immigration status or personal information unless there is a legislative requirement to do so. In such cases where immigration status must be documented, staff will not disclose your immigration status to the Canadian Border Services Agency or to the police.
- In many cases, City services may be accessed with proof of identification only. Proof of identification or residency is not necessarily an official government document. Depending on the service, proof of identification or residency can be as simple as a telephone bill that shows your address.

In response to a question posed by G. Jones regarding what is the will of the Committee, R. Al-Saadi responds she wants to pursue this matter further, and to free people from being questioned about their immigration status. She adds she is concerned that underlying barriers will be created, i.e. housing for refugees.

S. Evans suggests inviting Gemma Smyth to a future meeting.

Moved by Y. Huff, seconded by R. Al-Saadi,
That Gemma Smyth, Associate Professor of Law, University of Windsor and Mary Ellen Bernard, Manager Social Housing & Policy **BE INVITED** to attend the next meeting of the Diversity Committee.

Carried.

5.2 Diversity & Inclusion Initiative Annual Update including the Workforce Census Update

G. Jones distributes the 'Diversity and Inclusion Initiative Workforce Census Report' and the "Workforce Census Information" documents. The salient points of the Workforce Census Report is as follows:

- The Workforce Census is an opportunity to understand barriers to inclusion and engagement.
- The following topics are included in the document:
 - About the Workforce Census
 - Overview of information
 - Age of the Workforce
 - Racial and Ethnic Origins
 - Indigenous Ancestry
 - Languages in the Workplace
 - LGBTQ+
 - Disabilities and Mental Health
 - Caregiving Responsibilities
 - Multiple Marginalizations
 - Impact on Diversity and Inclusion Initiative

Moved by S. Evans, seconded by Y. Huff,
That the Diversity and Inclusion Initiative Workforce Census Report and the
Workforce Census Information **BE RECEIVED**.
Carried.

5.3 Diversity Committee – Terms of Reference and Mandate

This matter is deferred to the next meeting.

5.4 Financial Variance Report

This matter is deferred to the next meeting.

6. Date of Next Meeting

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

7. Adjournment

There being no further business, the meeting is adjourned at 5:50 o'clock p.m.

ACTING CHAIR

COMMITTEE COORDINATOR