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Windsor, Ontario September 24, 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
Councillor Bill Marra
Camilla Alves
Colm Holmes
Yo Son Day Nost Huff
Sungee John
Bradley Jones
Charlotte LeFrank
Padmini Raju
Anna Adisho (alternate)
Bik Grewal (alternate)
Mel Lucier (alternate)
Sarah Mushtaq (alternate)

Regrets received from:

Manminder Matharu

Guest in attendance:

Wayne Meneguzzi, Chair, Windsor Accessibility Advisory Committee
Tania Baniak, Regional Indigenous Health Integration and Strategy Liaison) regarding Item 4 (participates via teleconference phone)
Sarah May Garcia, Lead Health System Design regarding Item 4

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 S. John, seconded by B. Jones,
That the minutes of the Diversity Committee of its meeting held June 23, 2015 **BE ADOPTED** as presented.
Carried.

4. **PRESENTATION**

Sarah May Garcia, Lead, Health System Design Erie St. Clair Health Integration Network and Tania Baniak, Regional Indigenous Health Integration and Strategy Liaison (participates via teleconference phone) are present to provide information relating to "Sharing Ideas for Cultural Inclusion". The PowerPoint entitled Erie St. Clair LHIN "Sharing Ideas: Indigenous Cultural Safety" is ***attached*** as Appendix "A". The following comments are provided as it relates to the "Sharing Ideas for Cultural Inclusion" presentation:

- Indigenous Cultural Safety Training is available on-line.
- Strategy to look at the City of Windsor as a safe community; to promote social justice and to view a city-wide equity model.
- Windsor to be a welcoming and engaging community.
- Thunder Bay has achieved great strides in cultural awareness.
- Will provide training for two members of the Diversity Committee.
- Communities need to be kind and respectful for all citizens.

A document entitled "San'yas Indigenous Cultural Safety (ICS) On-Line Training" is distributed and ***attached*** as Appendix "B". S. Garcia indicates the Indigenous Cultural Safety On-Line Training consists of an eight-week course and typically takes between 8-10 hours to complete at a cost of \$250.

The Chair thanks Tania Baniak and Sarah May Garcia for their presentation.

5. **BUSINESS ITEMS**

5.1 **Review of Mandate/Terms of Reference**

A line-by-line review of the Diversity Committee Mandate/Terms of Reference (with suggested amendments by the Mandate Subcommittee) is undertaken.

Moved by Councillor Marra, seconded by C. LeFrank,
That the Diversity Committee Mandate/Terms of Reference **BE ADOPTED** as amended.
Carried.

Councillor Marra suggests serious consideration be given to the development of a Diversity Plan in order to build tangible measureable outcomes. He refers to the Region of Peel and their five year "Diversion & Inclusion Strategy". He proposes a budget carry forward of the 2015 operating budget to 2016 for this initiative and to request an allocation in 2016.

In response to a question asked by S. Mushtaq regarding if the Diversity Plan could be included in the 20-Year Strategic Vision, Councillor Marra responds affirmatively.

Councillor Marra leaves the meeting at 5:55 o'clock p.m.

5.2 Chair's Report

The Chair provides the following comments as it relates to the Diversity Committee:

- Asks how to provide public awareness of the Diversity Committee to the public – what is the "brand"
- Suggestion to develop public information workshops to promote mutual respect with visible minorities
- In terms of diversity - "Adapt, Accept and Accommodate"

5.3 Initiatives for 2015 and 2016

The Chair reviews the 2015 Diversity Committee accomplishments/initiatives as follows:

- Reviewed the Diversity Committee Terms of Reference/Mandate
- Set goals for 2015
- Provided input to the Parks Department regarding the Parks Master Plan
- The Communications Department provided a presentation regarding social media
- Plan an event in 2015 (possibly November or December) or in 2016.
- Changes to the Diversity Committee logo – logo contest
- Place an ad/article regarding the Diversity Committee in Biz X
- Establish a subcommittee to plan an event.

5.4 Diversity Committee 2016 Operating Budget

G. Jones reports the Diversity Committee Operating Budget for 2015 is \$3,870.

Moved by B. Jones, seconded by J. Huff,

That the Diversity Officer **BE DIRECTED** to contact the Finance Department to determine the feasibility and the process to carry forward the surplus 2015 Operating Budget of the Diversity Committee to 2016 for the purpose of developing a Diversity Plan for the City of Windsor.

Carried.

Moved by Y. Huff, seconded by P. Raju,

That an Event Planning Subcommittee **BE ESTABLISHED** consisting of Y. Huff, B. Jones, A. Adisho, B. Grewal, C. LeFrank, M. Lucier and P. Raju for the purpose of planning a 2015/2016 event.

Carried.

6. NEW BUSINESS

B. Jones distributes copies of the booklet entitled "Emancipation Day Celebration 2015" to the members.

7. DATE OF NEXT MEETING

The next meeting will be held on November 12, 2015 at 4:30 o'clock p.m. in Room 407, 400 City Hall Square East.

8. ADJOURNMENT

There being no further business, the meeting is adjourned at 6:30 o'clock p.m.

CHAIR

COMMITTEE COORDINATOR

AGENDA
and Schedule "A" to the minutes of the meeting of the
DIVERSITY COMMITTEE
Thursday, September 24, 2015
at 4:30 o'clock p.m.
Room 407, 400 City Hall Square East

1. **CALL TO ORDER**

2. **DECLARATIONS OF CONFLICT**

3. **ADOPTION OF THE MINUTES**

Adoption of the minutes of the meeting held June 23rd, 2015 (*previously distributed*)

4. **PRESENTATIONS**

Erie St. Clair Local Health Integration Network -Tania Baniak (Regional Indigenous Health Integration and Strategy Liaison) and Sarah May Garcia Lead, - Health System Design Chronic Disease Prevention and Management - ***Sharing Ideas for cultural inclusion***

5. **BUSINESS ITEMS**

5.1 **Review of Mandate/Terms of Reference**

The Terms of Reference/Mandate with suggested amendments by the subcommittee – *attached.*

5.2 **Chair's Report**

5.3 **Initiatives for 2015 and 2016**

Ideas for community outreach and Diversity Committee events, development of a new logo

5.4 **Diversity Committee 2016 Operating Budget**

The Diversity Committee 2016 Operating Budget submission – *attached.* The Financial Summary Variance Report for the period ending September 30, 2015 – *attached.*

6. **NEW BUSINESS**

7. DATE OF NEXT MEETING

8. ADJOURNMENT