

Diversity Committee
Meeting held June 13, 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
Jamie Bell
Saiful Bhuiyan
Lacy Carty
Sherrilyn Colley-Vegh
Yo Son Dah Nost Huff
Sungee John
Peter Ijeh
Jay Katz

Regrets received from:

Lina Chaker
Shelley Evans
Khagendra Gautam

Also present are the following resource personnel:

Gayle Jones, Diversity/Accessibility Officer
Jamie Kramer, Human Resources Assistant
Karen Kadour, Committee Coordinator

1. Call to Order

The Committee Coordinator calls the meeting to order at 4:32 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

It is generally agreed the election will take place at the next meeting.

Councillor Sleiman has agreed to be Acting Chair for this meeting.

3. Introduction of Members

The members introduce themselves and provide a brief narrative of their interest in sitting on the Diversity Committee.

4. Declarations of Conflict

None disclosed.

5. Adoption of the Minutes

Moved by S. John, seconded by Y. Huff,
That the minutes of the meeting of the Diversity Committee of its meeting held October 2, 2018 **BE ADOPTED** as presented.
Carried.

6. Business Items

6.1 Overview of the Diversity & Inclusion Initiative

The "Corporation of the City of Windsor Diversity and Inclusion Initiative – June 2019" is **attached** as Appendix "A". The highlights of the PowerPoint presentation are as follows:

- The Diversity and Inclusion Initiative is a planning and consultation process being undertaken to provide a structured yet flexible framework to allow us to better understand, engage, serve, and respond to the needs of our increasingly diverse community. It aims to systematically identify and address both Corporate and Community wants and needs through a series of measurable action items with a definitive timeline for implementation.
- **Goal One** – Have a diverse and talented workforce that is reflective of our community.
- **Goal Two** – Strengthen the Corporation's capacity to work with diverse communities.
- **Goal Three** – Identify and address systematic barriers with the Corporation.
- **Goal Four**- Ensure our programs and services meet the needs of everyone.
- This First Phase is focused on thoroughly examining the Corporation through a diversity and inclusion lens. The goal of this Phase is conducting internal consultation and review with an aim of identifying visible and invisible systematic and attitudinal barriers in policies, practices, and procedures within the Corporation.
- Phase Two will analyze the Corporation through a community based lens. This community based lens focuses on the departments and employees that interact

with the people who live, work, and play in the City to ensure programs, policies, facilities, services, and procedures meet the needs of everyone.

- These goals work together to create “*A Corporation that meets the needs of everyone living, working, and playing within its borders*”.
- The City of Windsor’s Internal Diversity Committee are assisting with implementing Action Items from Phase One and drafting the document for Phase Two.
- They will be receiving specialized training to assist with the implementation of the Action Items and to act as Change Agents and Leaders of Diversity within the Corporation.
- Action Item – **Video Remote Interpreting**
 - Video Remote Interpreting allows for immediate interpretation in a variety of languages, including ASL
 - Currently undertaking a pilot project- 6 Video Interpreters on Wheels have been purchased and will be utilized at 6 customer facing kiosks and customer serving departments
 - Will assist with having immediate interpreters available for our customers at these six locations and lowering the costs of translations across the Corporation
 - **Workforce Census** – City Council authorized (CR361/2018) the distribution of a Workforce Census to Corporate Staff
 - Opportunity to understand barriers to inclusion and engagement

P. Ijeh leaves the meeting at 5:30 o’clock p.m.

A demonstration of the Video Remote Interpreting is provided and several members of the Committee speak in a language other than English with a live visual of the interpreter translating what has been said.

6.3 Diversity Committee – Terms of Reference & Mandate

Moved by S. Colley-Vegh, seconded by Y. Huff,

That the discussion regarding the Diversity Committee Terms of Reference and Mandate **BE DEFERRED** to the next meeting of Committee.

Carried.

6.4 Financial Variance Report

The 2019 Operating Budget of the Diversity Committee is \$7,182.

6.2 Planning and Goal Setting

S. Bhuiyan suggests the Diversity Committee be a part of the International Mother Language Day, i.e. flag raising and a festival to be held on February 21 which is recognized by the United Nations. He adds consideration could be given to providing \$2,000 to \$3,000 from the Committee’s budget for this event.

G. Jones indicates the "Access without Fear" group is interested in presenting to the Diversity Committee at a future meeting.

C. Fletcher proposes a focus on youth dealing with racism, discrimination and cyberbullying on line.

R. Al-Saadi suggests the creation of a positive lens; to identify those diverse groups that have done well in the community.

S. Colley-Vegh suggests the following initiatives:

- Take a Pledge (CKLW sponsored anti-bullying event)
- Request to have the most up date politically correct terms
- Request to have a directory of all organizations that deal with diversity and multiculturalism
- Create a marketing plan with pictures, visuals, and flags to celebrate the world of Windsor

7. New Business

None.

8. Date of Next Meeting

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

8. Adjournment

There being no further business, the meeting is adjourned at 6:25 o'clock p.m.

ACTING CHAIR

COMMITTEE COORDINATOR

**Diversity Committee
Meeting held October 2, 2018**

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:

Charlotte LeFrank, Chair
Anna Adisho
Colm Holmes
Yo Son Dah Nost Huff
Dr. Sushil Jain
Sungee John
Sarah Mushtaq
Padmini Raju

Absent:

Councillor Bill Marra
Mel Lucier

Guests in attendance:

Gemma Smyth, Associate Professor of Law, University of Windsor
Rawan Hussein, JD student, University of Windsor

Also present are the following resource personnel:

Gayle Jones, Diversity/Accessibility Officer
Mary Ellen Bernard, Manager, Social Policy & Planning
Jamie Kramer, Human Resources Assistant
Neil MacEachrane, Diversity Officer, Windsor Police Services
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 as Appendix A.

2. Declarations of Conflict

None disclosed.

3. Adoption of the Minutes

Moved by C. Holmes, seconded by Yo Huff,
That the minutes of the meeting of the Diversity Committee held May 24, 2018 **BE ADOPTED** as presented
Carried.

The Chair provides an overview of the current Diversity Committee Mandate and Terms of Reference. Discussion ensues regarding whether the term “visible minorities” should be replaced with “racialized persons” in the Terms of Reference. She asks for volunteers to review the Terms of Reference and Y. Huff, S. John and the Chair will review the document and report back.

5.4 Financial Variance Report

The Chair advises the balance of the Diversity Committee 2018 Operating budget is \$3,825.

5.3 Subcommittee Updates and Review

The Chair indicates there are two subcommittees – Mandate/Terms of Reference and the previously struck Events Subcommittee. She proposes a diversity event be held before the year’s end.

The Chair states there are two outstanding motions approved in meeting minutes that have not been finalized. Those being to invite a representative from the Communications Department to attend a meeting regarding a communications campaign and secondly, to invite a representative from the Seniors Advisory Committee to a future meeting to discuss the aging population in Windsor.

4. Presentation – Access Without Fear in Windsor, Ontario

Gemma Smyth, Associate Professor of Law, University of Windsor and Rawan Hussein, JD student, University of Windsor appear before the Committee members. The Speaking Notes relating to the Access Without Fear in Windsor, Ontario initiative provided

by Gemma Smyth are **attached** as Appendix "A". Highlights of the Speaking Notes are provided 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, 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?

M. E. Bernard advises in speaking with Chief Frederick, Windsor Police Services he indicated that the Police do not ask a person for their immigration status. However, if in the process of investigating a crime that status becomes part of the issue, then immigration is explored.

In response to a question asked by Dr. Jain regarding the name shift from Sanctuary City to Access With Fear, G. Smyth responds "sanctuary" was a religious term and has taken on different iterations. She adds the United States uses the term "sanctuary city".

M. E. Bernard advises the City of Windsor is a very welcoming community and any type of policy that City Council approves, would not impact on education, health care or Ontario Works as funding comes from the province. She notes if the City of Windsor adopts an Access Without Fear Policy, it would attract many individuals to our city and at this time, the shelters are at capacity due to homelessness. She states the City of Toronto experienced issues with asylum seekers and housing issues.

G. Smyth states an Access Without Fear policy would not impact Provincial/Federal jurisdictions. She notes there are community partners willing to assist with this initiative.

S. Mushtaq and P. Raju leave the meeting at 6:00 o'clock p.m.

Moved by C. Holmes, seconded by Y. Huff,

That an Access Without Fear Subcommittee consisting of Y. Huff and C. Holmes
BE ESTABLISHED.

Carried.

5.2 Planning & Goal Setting for the Remainder of the Term

Moved by Y. Huff, seconded by C. Holmes,

That an Events Subcommittee consisting of A. Adisho and Y. Huff **BE
RE-ESTABLISHED.**

Carried.

5.1 Diversity & Inclusion Initiative

City Council at its meeting held June 18, 2018 approved the following:

Decision Number: CR361/2018

*'That the report of the Human Resources Department dated June 18, 2018, be **RECEIVED** for information; and,*

*That City Council **APPROVE** the City of Windsor's Diversity and Inclusion Initiative as attached to this document; and,*

*That City Council **AUTHORIZE** Administration to distribute to Corporate staff the Workforce Census, attached to this document; and,*

*That for the 2018 phase City Council **PROVIDE** funding in the amount of \$62,800 from the Budget Stabilization Reserve Account; and,*

*That City Council **DIRECT** Administration to bring forward future costing requirements as it relates to the Diversity and Inclusion initiative for Council's consideration at the 2019 Capital Budget; and further,*

*That Administration **BE DIRECTED** to reach out and consult with local agencies such as the Multicultural Council of Windsor Essex County and United Way for assistance and input on this initiative.'*

G. Jones advises in terms of the Workforce Census, the wording of the questions in the Census were based on researched best practices and input from internal and community partner review. She adds 550 responses were received from City staff within less than a month's time. The responses received from the Census will be statistically analyzed and compared to the community as a whole to provide benchmarks and goals for success.

In response to a question asked by Dr. Jain regarding how the data will be analyzed, G. Jones responds the data will be sent to a consultant to be statistically analyzed.

6. New Business

None.

7. Date of Next Meeting

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

8. Adjournment

There being no further business, the meeting is adjourned at 6:34 o'clock p.m.

CHAIR

COMMITTEE COORDINATOR

Speaking Notes for Diversity Committee

Gemma Smyth

October 2, 2018

My Role

I am not here representing any person or entity. I do not have lived experience of being undocumented. I am here as a Windsorite and researcher interested in supporting diversity in our community.

I firmly believe that 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, London). Our goal is to support Windsor in adopting or reaffirming policies that are inclusive for people without immigration status. As you probably know, such policies often have the knock off effect of also supporting other newcomers to Canada.

As you know from reading the Memo, most people come to Canada with a recognized form of immigration status. They are our international students, our sponsored spouses and family members, refugees and the people who work on our farms.

These are also people who often have precarious immigration status, and lose it for a number of reasons. They might experience problems at work and have to change employer, they might experience domestic violence, they might have let their visa lapse, among other reasons. These individuals qualified to come to Canada, and in many cases they can regain their status, or can apply to gain permanent residency or citizenship.

An access without fear policy can support people in not losing status to begin with and regaining it once they have lost it. It can provide a pathway during a vulnerable time.

I am hopeful that the Committee can provide a forum to examine the possibilities of an access without fear policy in Windsor and recommend supports to Council.

What is sanctuary city and some basic info

You'll note in the memo we provided that we have not recommended that the city take on the term "sanctuary city". It is far too politically loaded and in fact does not reflect a modern day, Canadian understanding of what the policy is meant to do. The term "access without fear" or similar term – which has been taken on by Vancouver, London and Edmonton - is more reflective of what I think is achievable – namely, supporting people in accessing services.

Access without fear policies range widely in what they include.

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

So, in sum, there is no single AWF policy or sanctuary policy. Each city adopts its own and it means different things in different municipalities.

The part of these policies that usually generates the most feedback is from police services. This is why some cities do not include police services in their policies. For example, the City of Edmonton recently passed an access without fear policy that did not include police services in their policy at all, nor did London's.

I personally think it is worthwhile investigating policies in other jurisdictions that speak directly to how access without fear policies for victims and witnesses of crime. This would be one of the decisions that this committee could grapple with.

Another common approach is simply asking council to direct its funded services to develop or affirm policies that support people without status in accessing services.

Sometimes this is as easy as a one hour training or posting a notice on a website.

Sometimes it is an issue of longer term policy development. It very much depends on each organization.

Recommendations

I have been asked to provide recommendations as to what a policy might look like. We have of course drafted versions of what we think a policy might look like, but in my view more community involvement is required to ensure a policy makes sense and would be politically viable.

In my view, it would be important to consider

- 1) consultation – what would good consultation look like?
- 2) Gaps – what gaps in service and knowledge exist in the community?
- 3) Funding – what are the recommendations and what would they entail? Does it include training? Education? Service improvement?

In my view, this debate is an opportunity for Windsor, and the Diversity Committee in particular, to take stock of services in Windsor and to recommend policy change that would support people in more fully availing themselves of services, for the city to be able

to advocate to the province and federal government for funding, and for people to feel safer reporting crime that occurs in our neighbourhoods.

In short, whatever we call a policy— “sanctuary city”, “access without fear”, or “welcoming community”, what is MORE important is the actual policy behind it. What might a “Made in Windsor” solution include?

History

Most of you probably know this, but I wanted to clarify how we got here and where our work stands to date.

Although the idea of sanctuary in this region is not new (indeed, it dates back to slavery and the underground railroad in this region), I'll focus on this recent iteration in Windsor.

A group of students, faculty members, lawyers and interested people drafted a memo regarding Windsor as a sanctuary city. Councillor Marra was interested in this issue and took it to Council where the issue was sent to the Social Policy and Planning Department (now Community Development and Health Services department) of the City of Windsor.

This department held a small consultation and produced a report for council dated August 16, 2017.

At the September 5, 2017 council meeting, the issue was sent to the Diversity Committee for further research and consultation.

As the report was going to council, there were some concerns expressed by community members that the consultation by the city was not necessarily fulsome (holistic). A group of people held another consultation where we further discussed the potential for Windsor as an access without fear municipality.

This group has been careful not to post about this issue on social media or to attract too much attention to the issue. If that would be useful, there is a large group of people interested in this issue and willing to work on meaningful policy. I am happy to connect you with this group if it would be useful.

The Diversity Committee: One City One People Mandate/Terms of Reference
September 2015

PREFACE

The Diversity Committee: One City One People is a Committee of Council committed to complying with provisions of the Constitution Act, 1982, the Ontario Human Rights Code, and the Canadian Charter of Rights and Freedoms that states:

15.(1) “Every individual is equal before and under the law and has the right to the protection and equal benefit of the law without discrimination, and in particular, based on race, national or ethnic origin, colour, religion, sex, age, or mental or physical disability”

Further, the Charter of Rights and Freedoms States:

27 “This Charter shall be interpreted in a manner consistent with the preservation and enhancement of the multicultural heritage of Canadians.”

The Diversity Committee: One City One People recognizes our multicultural heritage and the mix of national, ethnic, and racial origins, which exists in our population. The Diversity Committee: One City One People is dedicated to promote and foster inclusion and to address issues of discrimination based on *race, national or ethnic origin, colour, religion, sex, sexual orientation, gender identity and gender expression, age, or mental or physical disability, and for those persons who identify as First Nations with or without status, Métis and/or Inuit. This Committee is committed to the promotion of equity, racial acceptance, and multicultural education where citizens are empowered to achieve their full potential in our community.*

The Mayor and Members of City Council recognize the critical role civic leadership has to play in promoting inclusion and positive race relations as evidenced by a Committee of Council devoted to race and ethnocultural relations that has been in existence since 1989. Furthermore, as a testament to the City’s commitment to this cause, the Corporation of the City of Windsor signed the declaration of intention to join the UNESCO Canadian Coalition of Municipalities against Racism and Discrimination (CMARD) on March 21, 2006. The Corporation of the City of Windsor is accountable for meeting the Ten Common Commitments and is committed to working in partnership with other agencies in the city to promote acceptance of the Ten Common Commitments across other sectors. The Diversity Committee: One City One People is dedicated to working diligently to guide and advise the Corporation in its mission to implement and disseminate the Ten Common Commitments within the Corporation and the community.

The Commitments are as follows:

1. Increase vigilance against systemic and individual racism and discrimination.
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.
3. Inform and support individuals who experience racism and discrimination.

4. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.
5. Provide equal opportunities as an employer, service provider and contractor.
6. Support measures to promote equity in the labour market.
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.
8. Involve residents by giving them a voice in anti-racism initiatives and decision making.
9. Support measures to challenge racism and discrimination in the education sector and in other forms of learning.
10. Promote respect, understanding, and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

PREAMBLE

The City of Windsor is a multi-ethnic, multicultural, multi-faith, and multi-racial community. As in other communities, racism and racial discrimination exist in Windsor. The existence of discrimination is a barrier to achieve equity for some citizens of Windsor, as well as a persistent threat to harmonious community relations. The people of the City of Windsor believe in the dignity and worth of every person, and are committed to making this a reality.

Members of *racialized groups* (both immigrant and native born) and Native peoples seek to be included as equal participants in Canadian society.

The efforts of marginalized groups to achieve full economic and social equity are impeded by many attitudinal and institutional barriers. Central race relations issues in Canada focus on fair employment and education, law enforcement, housing and community services, and the portrayal of visible minorities in the media.

City Council affirms the multi-racial and multicultural character of Windsor by expressing the equality of rights and privileges of all its citizens. Moreover, the City will not tolerate discrimination in any form. This commitment is to be manifested in all of the City's policies and programs. Further, the Committee will work with all groups in the community to achieve these goals, *the elimination of* racism, and the promotion of a harmonious society.

MANDATE

The mandate of the Diversity Committee: One City One People is:

- A. To develop and recommend to the Mayor and Members of City Council policies and programs which will create an atmosphere conducive to harmonious community relations within the City of Windsor.
- B. To develop and/or conduct programs of public information and education including workshops, seminars, and public meetings.
- C. To provide feedback and direction to the Mayor and Members of City Council *on an annual basis regarding actions, policies, practices and outcomes in relation to our mandate.*
- D. To act as a visible lead agent on communicating and recommending solutions to City Council on race relations issues that contravene the Ontario Human Rights Code. To act as a

central body to direct individuals or groups expressing concerns of tension, acts of prejudice, racism or discrimination to the appropriate agency or institution and, where deemed appropriate, review and/or inquire into these concerns.

E. To consult with and advise the Mayor and Members of City Council on matters involving discrimination based on colour, origin, or creed (religion). This may also include language, accent and dress that may be linked to race or place of origin, and further that the City of Windsor lead by example in the promotion of positive race relations.

F. To develop and recommend to the Mayor and Members of City Council policies and programs which will address existing problems of a racial nature in the City of Windsor.

G. To develop, through its appropriate sub-committees, programs and projects designed to promote mutual trust and respect among the visible minority groups and the institutions and agencies serving them.

H. To assist marginalized groups, through its appropriate sub-committees, to develop programs for the improvement of race relations. For the purposes of this document, the term "marginalized groups" refers to and includes:

- a. visible minorities
- b. First Nations with or without status, Métis and Inuit
- c. Members of minority groups both immigrant and native born
- d. *Any member of society who may be subjected to discrimination in any form based on race, place of origin, ancestry, colour, age, ethnic origin, citizenship, creed, disability, sex, sexual orientation, sexual identity, gender identity or gender expression , and for those persons who identify as First Nations with or without status, Métis and/or Inuit.*

I. To initiate, mediate in and coordinate discussions among minority groups, as well as other groups in society, to promote understanding in the community.

J. To make recommendations regarding municipal programs and services provided by the City of Windsor, to provide equal access to all residents, and to encourage and assist in the education and cultural competence of City of Windsor staff

K. To make recommendations regarding municipal policies and programs to provide equal employment opportunity.

PROCESS

Membership

A member of the Diversity Committee: One City One People is defined as an individual appointed by the Striking Committee of City Council for a designated term of 4 years.

The Diversity Committee: One City One People shall be comprised of a total of 10 voting members as follows:

- 1 member of Council
- **9 volunteer citizens**
- ***Up to 4 alternates. --The alternates (up to 4 of them) can substitute in when voting members are absent to maximize the voting seats at any meeting. The substitution shall occur on an alternating basis as needed.***

The Diversity Committee: One City One People welcomes participation from the community at large as non-voting members to provide information and/or input to the Committee.

Elections

The newly appointed Committee shall elect a Chairperson and Vice-Chairperson as soon as practicable. In the interim, the member of Council or designate shall assume the role of Chairperson. The Chairperson elected should have the expertise and experience to bring forward community concerns relevant to the larger stakeholder population in Windsor and have a dedication to promoting and fulfilling principles and goals related to the Ten Common Commitments.

Rules of Order

Meeting will be conducted according to Bourinot's Rules of Order and the City of Windsor Procedural By-Laws.

Meetings

The Diversity Committee: One City One People shall meet *four times per year*.

Sub-Committees

The Diversity Committee: One City One People may establish subcommittees as required. Membership shall be appointed by the Diversity Committee: One City One People. *Non committee member may act as resources to the sub-committee.*

Reporting

The Diversity Committee: One City One People reports to the City Council through the Chairperson. The Chairperson and/or his/her designate is the official spokesperson for the Diversity Committee: One City One People. All sub-committees report directly to the Diversity Committee: One City One People.

Staff Resources

Appropriate administrative staff will be provided to act as resources to the Diversity Committee: One City One People. Administrative staff are resources to the Committee and as such do not have voting privileges.



CITY OF WINDSOR
 FINANCIAL VARIANCE BY ACCOUNT
 10/8/2019

Diversity Committee

ACCOUNT CODE	ACCOUNT DESCRIPTION	BUDGET	YTD ACTUALS	YTD Variance	Note
Revenues					
7058	TRANSFER From Reserve Account	-	(3,312)	3,312	
		-	(3,312)	3,312	
Expenses					
2810	Parking, Permits and Passes	-	55	(55)	Parking passes
4248	TRANSFER to Reserve Account	-	-	-	
4295	Public Relations	3,870	-	3,870	
		3,870	55	3,815	
		3,870	(3,257)	7,127	
			-		Surplus