

Diversity Committee
Meeting held May 14, 2020

A meeting of the Diversity Committee is held this day commencing at 10:08 o'clock a.m. via teleconference, there being present the following members:

Peter Ijeh, Chair
Councillor Ed Sleiman
Riham Al-Saadi (arrives at 10:32 a.m.)
Jamie Bell
Saiful Bhuiyan
Lacy Carty
Christopher Fletcher
Khagendra Gautam
Sungee John
Sherrilyn Colley-Vegh
Shelley Evans

Regrets received from:

Lina Chaker
Yo Son Dah Nost Huff

1. Call to Order

The Committee Coordinator calls the meeting to order at 10:08 o'clock a.m. and the Committee considers the Agenda being Schedule A attached hereto, matters which are dealt with as follows:

2. Election of Chair

The Committee Coordinator calls for nominations from the floor for the position of Chair. S. John nominates Peter Ijeh, seconded by Councillor Sleiman. The Committee Coordinator asks if there are further nominations from the floor for the position of Chair. Seeing none, the Committee Coordinator asks P. Ijeh if he accepts. P. Ijeh accepts.

Moved by S. John, seconded by Councillor Sleiman,
That P. Ijeh **BE ELECTED** Chair of the Diversity Committee for the term ending December 31, 2020.
Carried.

P. Ijeh assumes the Chair.

3. **Declarations of Conflict**

None disclosed.

4. **Adoption of the Minutes**

Moved by Councillor Sleiman, seconded by S. Colley-Vegh,

That the minutes of the Diversity Committee of its meeting held October 29, 2019

BE ADOPTED as presented.

Carried.

5. **Business Items**

5.1 **Phase 2 of the Diversity & Inclusion Initiative – Community Focused portion of the Initiative**

G. Jones provides an overview of the next steps as follows:

- In June 2018, the City of Windsor adopted Phase 1 of the Diversity & Inclusion Initiative. Phase 1 encompassed the “inward” looking portion that addressed matters such as city policy, the workforce census, staffing and enhanced training.
- Phase 2 is scheduled to begin by year’s end, which is the “community” portion of the Diversity & Inclusion Initiative.
- There is a need to have community and stakeholder consultation and engagement to help determine our detailed plan on how to provide inclusive and welcoming services to our community.
- Engage the community to ask pertinent questions as to what they see as important to make the city an inclusive and welcoming place. Also ways to promote education and awareness and to decrease racism and discrimination
- A number of municipalities were researched to determine best practices and some cities use online surveys, which if used without other engagement techniques are not always effective as not enough people are reached.
- The City of London did a “call for applications” to the community and from that chose “diversity champions” who would agree to volunteer and engage in three different consultations.
- The City of London also struck a diversity and inclusion steering committee comprised of their Diversity Committee members, administrative resource and key individuals from the community.
- Some municipalities hosted diversity and inclusion roundtable discussions.
- York Region developed a community inclusion charter, which is a written commitment with various stakeholders from the community.
- The Town of Ajax hosts a Diversity Exchange event annually that includes presentations and discussions.

The Chair expresses concern regarding how is a “community champion” defined and what are we trying to achieve as a committee.

S. John questions how is the community identified and, do we develop a list of organizations to approach as marginalized communities have been overlooked. She suggests ensuring translators are available to those who want to participate who may not speak English fluently. G. Jones responds if there are individuals who are attending a session where translation or interpretation is required, there will be interpreters on hand or video remote interpreting terminals will be available.

M. E. Bernard advises the City of Windsor is the lead on the Windsor Essex Local Immigration Partnership (WELIP) organization and adds she is the Project Manager. She reports WELIP would be a good partner in working with various cultural groups. She further notes that if the Diversity Committee develops a survey, it can be sent to the WELIP and then onto their partners.

S. Colley-Vegh states she is in favour of hosting a diversity day and the idea of “diversity champions”.

In response to a question asked by Councillor Sleiman regarding if a questionnaire has already been developed, G. Jones responds the first step is to determine the method for the consultations and who will be consulted. Following that, the committee will assist in the process in developing the questions.

G. Jones requests the Diversity Committee assist in developing the process and questions to engage the community. S. Bhuiyan asks if he is able to submit his own questions.

G. Jones suggests a subcommittee be established to develop ideas to move this project forward.

Moved by S. Colley-Vegh, seconded by S. John,
That a subcommittee **BE ESTABLISHED** for the purpose of developing questions to the community that will provide information for Phase 2 of the Diversity and Inclusion initiative and to showcase the City of Windsor as an inclusive and welcoming place.
Carried.

The following members volunteer to sit on the subcommittee – R. Al-Saadi, K. Gautam, S. John, S. Bhuiyan and L. Carty.

5.2 Update – Access Without Fear – City of Windsor

G. Jones suggests Gemma Smyth, Associate Dean, Associate Professor, Faculty of Law, University of Windsor be invited to attend the next meeting of the Diversity Committee.

5.3 Priorities for 2020/2021 – Brainstorming & Planning Session

G. Jones suggests some options to consider as short term priorities include creating a Community Award and providing input regarding the diversity display at the Bright Lights event.

R. Al-Saadi proposes targeting 18-25 year old individuals coming from immigrant or refugee backgrounds and holding a diversity event as there is a gap for this particular age group. G. Jones requests further information on this initiative be provided for the committee.

The Chair refers to employment in the city and the need to develop internship programs for immigrants, as new immigrants are not hired for work.

6. Date of Next Meeting

The following meeting dates are proposed:

- June 25, 2020
- September 24, 2020
- November 19, 2020

7. Adjournment

There being no further business, the meeting is adjourned at 11:51 o'clock a.m.

CHAIR

COMMITTEE COORDINATOR