



ONE CITY, ONE PEOPLE
UNE VILLE, UN PEUPLE
Diversity Committee of the City of Windsor

AGENDA

and Schedule "A" to the minutes of the meeting of the
DIVERSITY COMMITTEE
Thursday, December 15, 2016
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, October 5, 2016 (**attached**)

4. **PRESENTATION**

Dr. Subhash Ramcharan, former Chair of the Race & Ethnocultural Committee and retired Professor of Sociology, University of Windsor to provide an update relating to race relations, equity, diversity, and inclusion research.

5. **BUSINESS ITEMS**

5.1 **City Diversity Committee Day 2017**

5.2 **Financial Summary Variance Report**

The Financial Summary Variance Report for the period ending November 8, 2016 – **attached**. The balance of the Diversity Committee Operating Budget is \$2,533.

5.3 **Protocol to contact Outside Agencies/CEO's of Various Organizations and Employers**

Discussion regarding the protocol to contact outside agencies, CEO's of various organizations and employers to obtain statistics regarding diversity and inclusion in their work forces/personnel and hiring practices in their respective organizations and representation of the diverse population at the work place.

5.4 Sub Committee Updates

5.5 Chair's Report

5.6 Diversity Plan

The Diversity/Accessibility Officer to provide an update.

5.7 Diversity Committee - Informal Get Together

6. NEW BUSINESS

7. DATE OF NEXT MEETING

8. ADJOURNMENT

KK/
Windsor, Ontario October 5, 2016

A meeting of the **Diversity Committee** is held this day commencing at 5:00 o'clock p.m. in Room 407, 400 City Hall Square East, there being present the following members:

Dr. Sushil Jain, Chair
Anna Adisho
Camilla Alves
Colm Holmes
Sungee John (arrives at 5:13 p.m.)
Charlotte LeFrank
Padmini Raju

Regrets received from:

Councillor Bill Marra
Yo Son Dah Nost Huff
Manmander Matharu

Guests in attendance:

Peter Best, Chair, Windsor Accessibility Advisory Committee
Kaye Johnson, Director, Office of Human Rights, Equity and Accessibility,
University of Windsor
Rachel Olivero, Diversity Officer, Greater Essex County District School Board
Patrick Mullin

Also present are the following resource personnel:

Sergeant Wren Dosant, Diversity Officer, Windsor Police Services
Gayle Jones, Diversity/Accessibility Officer
Karen Kadour, Committee Coordinator

1. CALL TO ORDER

The Chair calls the meeting to order at 5:05 o'clock p.m. and the Committee considers the Agenda being Schedule "A" **attached** hereto, matters which are dealt with as follows:

ADDITIONS TO THE AGENDA

Moved by C. Holmes, seconded by C. Alves,
That Rule 3.3 (c) of the Procedure By-law 98-2011 be waived to add the following additions to the Agenda:

- 4.1 Peter Best, Chair, Windsor Accessibility Advisory Committee
- 4.1 Camilla Alves to provide information relating to the "DiverseCity onBoard" initiative.

Carried.

2. DECLARATIONS OF CONFLICT

None disclosed.

3. ADOPTION OF THE MINUTES

Moved by C. Alves, seconded by C. LeFrank,
That the minutes of the Diversity Committee of its meeting held June 7, 2017 **BE ADOPTED** as presented.
Carried.

4. BUSINESS ITEMS

4.1 Introductions

Peter Best, Chair, Windsor Accessibility Advisory Committee

Peter Best, Chair of the Windsor Accessibility Advisory Committee is present and provides an overview of an initiative relating to the blind and visually impaired as follows:

- Created an "Accessibility Resource Sharing" group that meets bi-monthly at the Main Windsor Public Library. The concept is to understand how others are coping and overcoming daily life challenges, sharing tips and techniques and acknowledging services and barriers in the community.
- Audible pedestrian traffic signals which alert the visually impaired of the traffic flow, have been improved to the Windsor standard. Rather than the traditional "chirp" sound, a voice will say for example "cross University".
- The "chirp" sound blends in with the environment and a visually impaired individual does not know if it is safe to cross the street as the sound mimics the chirp of a bird.

The Chair thanks Peter Best for his presentation.

**Kaye Johnson, Director, Office of Human Rights, Equity and Accessibility,
University of Windsor**

Kaye Johnson, Director, Office of Human Rights, Equity and Accessibility, University is present and provides the following comments relating to diversity and inclusion:

- Diversity can be destructive by itself; need diversity and inclusion as a pairing.
- Inclusion ensures people are present as inclusion is not just a mere presence.
- There are various cultural differences as to how people relate and participate. Some cultures are loud, some quiet, eye contact is made or not, and how we listen also differs. Essentially, want meaningful contribution and participation.
- Experience as an African Canadian individual and an Asian individual is very different as people often have stereotypes of a particular culture.
- Asks “who is an immigrant and at what point do you stop being an immigrant?”

The Chair thanks Kaye Johnson for her presentation.

C. Alves advises the Multicultural Council along with the local United Way have partnered with the DiverseCity OnBoard (a Ryerson University’s initiative) to bring this concept to Windsor. She notes an application has been submitted to the Provincial Government and is awaiting approval at this time. If funding is approved for this project, she is requesting the support of the Diversity Committee.

Rachel Olivero, Diversity Officer, Greater Essex County District School Board

Rachel Olivero, Diversity Officer, Greater Essex County District School Board is present and provides a PowerPoint presentation entitled “Diversity Matters: City of Windsor October 2016”, is **attached** as Appendix “A”. Highlights of the PowerPoint presentation are as follows:

- Three Core Goals of the Ontario Ministry of Education are:
 - Shared and committed leadership
 - Equity and inclusive education policies and practices
 - Accountability and transparency
- Local statistics include:
 - 1 in 4 people in Windsor are immigrants
 - 1 in 5 is the national average
 - 27% of the total population of Windsor are newcomers
 - 2006-2011: 10,140 newcomers settled in Windsor

- There are guidelines for the accommodation of Religious requirements, practices and observances and a calendar is created that identifies the Religious Holidays for that given year.
- A key message is that every student, staff member, parent/guardian and community member needs to feel safe, accepted and respected.
- Since February 2016, 340 Syrian students have commenced their education with the Greater Essex County District School Board.

C. Alves leaves the meeting at 6:24 o'clock p.m.

In response to a question asked by the Chair regarding if Arabic speaking teachers were hired to teach the Syrian students, R. Olivero responds English as a Second Language teachers were hired.

S. John leaves the meeting at 6:30 o'clock p.m. There is no longer a sufficient number of members present to constitute a quorum.

C. Holmes leaves the meeting at 6:31 o'clock p.m.

4.2 Financial Summary Variance Report

The Financial Summary Variance Report for the period ending August 31, 2016 is received for information.

4.3 CRRF National Conference – “Realizing an Inclusive Canada: 2017 and Beyond”

The CRRF National Conference to be held on October 26 & 27, 2016 at the Japanese Canadian Cultural Centre, City of Toronto is received for information.

4.4 Anti-Racism Directorate to Hold Nine Community Meetings

The News Release from Ontario News regarding the Anti-Racism Directorate to hold Nine Community Meetings is received for information.

4.5 Diversity Committee 2017 Operating Budget

The 2017 Diversity Committee Operating Budget submission to City Council is received for information.

4.6 Subcommittee Updates

No report.

4.7 Chair's Report

The Chair reiterates the need to hold an event to provide public awareness of the Diversity Committee.

The Chair provides documents entitled "CBC-Angus Reid Institute poll: Canadians want minorities to do more to 'fit in'" and Cultural Competency and Diversity Training Offered by South Essex Community Council", are distributed and **attached** respectively as Appendix "B" and Appendix "C".

C. LeFrank states it is important to establish the goals of the Diversity Committee. G. Jones suggests a roundtable discussion to determine the goals of the committee.

C. LeFrank indicates a meeting of the Subcommittee can be convened to determine interest in holding an event.

4.8 Diversity Plan

The discussion relating to the Diversity Plan is deferred to the next meeting.

5. NEW BUSINESS

None.

6. DATE OF NEXT MEETING

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

7. ADJOURNMENT

There being no further business, the meeting is adjourned at 6:55 o'clock p.m.

CHAIR

COMMITTEE COORDINATOR

AGENDA

and Schedule "A" to the minutes of the meeting of the

DIVERSITY COMMITTEE

Wednesday, October 5, 2016

at 5:00 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 7, 2016 (*previously distributed*)

4. **BUSINESS ITEMS**

4.1 **Introductions** – Kaye Johnson, Director, Office of Human Rights, Equity and Accessibility, University of Windsor and Rachel Olivero, Diversity Officer, Greater Essex County District School Board

4.2 **Financial Summary Variance Report**

The Financial Summary Variance Report for the period ending August 31, 2016 – *attached.*

4.3 **CRRF National Conference – “Realizing an Inclusive Canada: 2017 and Beyond”**

The CRRF National Conference will be held on October 26 & 27, 2016 at the Japanese Canadian Cultural Centre, Toronto. The cost to register is \$300 (Student/Nonprofit organization is \$200). Background information is *attached.*

4.4 **Anti-Racism Directorate to Hold Nine Community Meetings**

News Release from Ontario News regarding the Anti-Racism Directorate to Hold Nine Community Meetings – *attached.*

4.5 **Diversity Committee 2017 Operating Budget**

The Diversity Committee 2017 Operating Budget submission to City Council – *attached.*

4.6 **Sub Committee Updates**

Updates regarding the Diversity Plan and possible hosting of an event.

4.7 **Chair's Report**

4.8 **Diversity Plan**

The Diversity/Accessibility Officer to provide an update.

5. **NEW BUSINESS**

6. **DATE OF NEXT MEETING**

7. **ADJOURNMENT**