



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

**AGENDA**  
**DIVERSITY COMMITTEE**

Tuesday, March 30, 2021  
at 10:00 a.m.  
Zoom video conference

1. **Call to Order**
2. **Election of Chair**
3. **Declaration of Conflict**
4. **Adoption of the Minutes**  
Adoption of the minutes of the meeting held December 15, 2020–  
***Attached.***
5. **Business Arising from the Minutes**
  - 5.1 **2020 Annual Report**  
The 2020 Annual Report is ***attached.***
  - 5.2 **Meeting with WELIP**  
Update to be ***e-mailed.***
6. **Other Business**  
**Zero Tolerance on Anti-Asian Racism**  
Possible motion to the Community Services & Parks Standing Committee and City Council regarding a Zero Tolerance on Anti-Asian Racism.
7. **Date of Next Meeting**
8. **Adjournment**

**Diversity Committee**  
Meeting held December 15, 2020

A meeting of the Diversity Committee is held this day commencing at 10:00 o'clock a.m. via Zoom video conference, there being present the following members:

Peter Ijeh, Chair  
Councillor Ed Sleiman  
Riham Al-Saadi  
Saiful Bhuiyan  
Sherrilyn Colley-Vegh  
Yo Son Dah Nost Huff  
Sungee John  
Jamie Bell

***Regrets received from:***

Shelley Evans

***Also present are the following resource personnel:***

Gayle Jones, Diversity/Accessibility Officer  
Katie Pavlovski, Coordinator Community Development  
Neil MacEachrane, Windsor Police Services  
Karen Kadour, Committee Coordinator

**1. Call to Order**

The Chair calls the meeting to order at 10:01 o'clock a.m. and the Committee considers the Agenda being Schedule an attached hereto, matters which are dealt with as follows:

**2. Declaration of Conflict**

None disclosed.

**3. Adoption of the Minutes**

Moved by S. John, seconded by R. Al-Saadi,  
That the minutes of the meeting of the Diversity Committee held October 20, 2020 **BE ADOPTED AS AMENDED** to add the following phrase under New Business:  
*"Y. Huff states that to the best of her knowledge, and in reference to Dean Jacobs, historian Cultural Centre Walpole Island, that the land recognition in the City of Windsor*

*Is of Three Fire Confederacy, Potawatomy, Odawa, and Ojibway. The territory is also recognized by the University of Windsor and CUPE.”*

Carried.

#### **4. Business Items**

##### **4.1 & 4.2 Community Consultation Questions and Diversity & Inclusion Plan Subcommittee**

R. Al-Saadi refers to the community consultation questions posed at the July 7, 2020 Diversity Committee meeting. The questions are provided as background information as follows:

1. What are your thoughts surrounding the Diversity and Inclusion initiative as supported by the City of Windsor? (May have to describe the initiative in one statement.
2. With respect to any encounters/communications between both the Windsor Police Services and the City of Windsor staff with members of your community, were they treated with respect and professionalism? Did they feel treated differently because of their race, language or color?
3. Do you believe the City should collect race-based data within all areas under its jurisdiction? Please explain your viewpoint/perspective.
4. Speaking from a personal or group perspective, what are some areas of success that you have experienced in the Windsor-Essex community? Please give some examples.
5. How can the City of Windsor help foster more of the successes and positive experiences of your group to encourage active participation in the community at large?
6. What are the three most important areas that the city may assist your community best?
7. With respect to gainful and meaningful employment within the City of Windsor managed places of employment, would your community like to see an internship program that addresses the matter of Canadian Experience as a barrier to gaining employment in their areas of specializations? Can you give examples of some parameters that should be integrated into this internship program?
8. Would you like to see the city implement Employment Equity? If yes, please share what measures the City can take to ensure Employment equity in fact exists

9. Is the idea of a community engagement in the Policing of the City of Windsor something that your community may be interested in? (Yes) (No). If yes, please share your thoughts regarding cities “auxiliary policing” and community involvement.
10. Cultural competence and diversity training is provided at some agencies to staff to support them in service delivery to a diverse client base. Please provide your insight on how to provide a more focused cultural competence and diversity training. How should the training be implemented and who should conduct it?
11. What concerns would you like the Diversity Advisory Committee for the City of Windsor to address together with you?
12. What are some steps to be taken to ensure that the Diversity Committee is included in important initiatives at the City level?

In response to a question asked by S. Colley-Vegh regarding if the members provided comments relating to the foregoing questions, R. Al-Saadi replies that a few responses were received.

R. Al-Saadi indicates that she is associated with the Windsor Essex Local Immigration Partnership and adds there is a possibility of a partnership with the Diversity Committee in terms of a consultation.

Moved by R. Al-Saadi, seconded by Y. Huff,  
That a collaboration of the Windsor Essex Local Immigration Partnership (WELIP) and the Diversity Committee **BE APPROVED** to undertake a community consultation in conjunction with the Diversity and Inclusion Initiative to address racism in the community.  
Carried.

#### 4.3 Planning Session to determine Priorities for 2021

The Chair states that the focus in 2021 will be working with WELIP on the community consultation and interaction with other community groups.

G. Jones suggests undertaking community consultations with community groups via Zoom focus groups. She adds that interpreters can also be provided.

Moved by S. John, seconded by R. Al-Saadi,  
That **APPROVAL BE GIVEN** to carry forward the remaining funds in the Diversity Committee 2020 Operating budget to 2021 for diversity and inclusion initiatives and costs associated with community surveys and interpreters if required.  
Carried.

## 5. Other Business

The Chair proposes establishing an additional subcommittee to deal with other issues that arise. S. Colley-Vegh and R. Al-Saadi volunteer to sit on this subcommittee.

S. Bhuiyan suggests the following initiatives be considered:

- Internship program with ethnic groups, which will reduce disparity in the community.
- Erection of a language monument.
- The City should consider doing flag raisings for all communities.
- Recognize International Mother Language Day
- Festivals where all communities come together.
- Implement Mother Language Day in schools.
- Would prefer moving forward with these initiatives rather than doing the community consultations.

N. MacEachrane advises that Windsor Police Services along with other groups hold a Diversity Day celebration annually. He adds they are in the process of applying for a grant for 2021 to hold an event in August 2021 in Mic Mac Park. He states there are thirty groups involved in this initiative and he invites the Diversity Committee to be also take part in the festivities. He suggests the Diversity Committee open a social media account to advertise upcoming events.

G. Jones proposes that a representative from the Communications Department attend the next meeting to provide an update relating to social media accounts for advisory committees. She adds that due to COVID-19 that it may be prudent to plan for the in person Diversity Day event for 2022.

## 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 11:40 o'clock a.m.

**CHAIR**

**COMMITTEE COORDINATOR**

## Diversity Committee

### Diversity Committee, Annual Report - 2020

The City of Windsor's Diversity Committee works towards helping to make Windsor's commitment towards a just, equitable and inclusive city a reality. It proactively works to improve access and equity and to challenge racism and discrimination through awareness, vigilance and education.

### Diversity Committee Members

Councillor Ed Sleiman  
Peter Ijeh, Chair  
Riham Al-Saadi  
Saiful Bhuiyan  
Lina Chaker  
Sherilynn Colley-Vegh  
Shelley Evans  
Yo Son Dah Nost Huff  
Sungee John  
Jamie Bell (Alternate)  
Lacy Carty (Alternate)  
Christopher Fletcher (Alternate)  
Khagendra Gautam (Alternate)

### Accomplishments

- P. Ijeh was elected Chair of the Diversity Committee for the term ending December 31, 2020.
- Committee reviewed a variety of options for engaging the community for Phase 2 of the Diversity and Inclusion Initiative. The Committee formed a subcommittee 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.
- The Committee had a brainstorming and planning session to determine priorities. Several possible priorities raised by the committee were as follows:
  - Suggestion for 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.
  - Suggestion to develop internship programs for immigrants, as new immigrants are not hired for work

## Diversity Committee

- After providing the Diversity Committee Terms of Reference and Mandate as background information the Chair expressed concern that the Diversity Committee was not invited to participate in the Zoom meeting held June 19, 2020, which was coordinated through the Mayor's Office and Windsor Police Services. The topic of discussion was "Racism has no Place in our Society". The committee made the following motion: That the Office of the Mayor and Windsor Police Services BE REQUESTED to ensure that the Diversity Committee BE INCLUDED in all future panel discussions regarding "racism has no place in our society".
- Chair of the Diversity & Inclusion Plan Subcommittee updated the Committee that the subcommittee met numerous times via teleconference and zoom meetings and they developed an initial draft list of questions to glean the thoughts of the community regarding such topics as the Diversity & Inclusion Plan, Windsor Police Services and employment in the City of Windsor are proposed. Further information and recommendations to be provided to the full Committee by the subcommittee at a future meeting:
  - 1. What are your thoughts surrounding the Diversity and Inclusion initiative as supported by the City of Windsor? (May have to describe the initiative in one statement.
  - 2. With respect to any encounters/communications between both the Windsor Police Services and the City of Windsor staff with members of your community, were they treated with respect and professionalism? Did they feel treated differently because of their race, language or color?
  - 3. Do you believe the City should collect race-based data within all areas under its jurisdiction? Please explain your viewpoint/perspective.
  - 4. Speaking from a personal or group perspective, what are some areas of success that you have experienced in the Windsor-Essex community? Please give some examples.
  - 5. How can the City of Windsor help foster more of the successes and positive experiences of your group to encourage active participation in the community at large?
  - 6. What are the three most important areas that the city may assist your community best?
  - 7. With respect to gainful and meaningful employment within the City of Windsor managed places of employment, would your community like to see an internship program that addresses the matter of Canadian Experience as a barrier to gaining employment in their areas of specializations? Can you give examples of some parameters that should be integrated into this internship program?

## Diversity Committee

- 8. Would you like to see the city implement Employment Equity? If yes, please share what measures the City can take to ensure Employment equity in fact exists Diversity Committee December 15, 2020 Meeting Minutes.
- 9. Is the idea of a community engagement in the Policing of the City of Windsor something that your community may be interested in? (Yes) (No). If yes, please share your thoughts regarding cities “auxiliary policing” and community involvement.
- 10. Cultural competence and diversity training is provided at some agencies to staff to support them in service delivery to a diverse client base. Please provide your insight on how to provide a more focused cultural competence and diversity training. How should the training be implemented and who should conduct it?
- 11. What concerns would you like the Diversity Advisory Committee for the City of Windsor to address together with you?
- 12. What are some steps to be taken to ensure that the Diversity Committee is included in important initiatives at the City level?
- The Committee discussed concerns regarding whether city staff are representative of the diverse faces of the community. The Committee requested that a representative from the Human Resources Department be invited to attend the next meeting to provide the hiring practices process. The committee made the following motion: That the Diversity Committee as part of the Diversity & Inclusion Plan, requests to review the hiring practices of the City of Windsor to ensure there are no barriers to employment.
- V. Mihajlo attended the September Committee meeting and provided a detailed presentation on Hiring processes and inclusive practices at the City.
- The committee discussed the possibility of further review of the PowerPoint that outlined the hiring practices at the City of Windsor to see if there are any areas of concern that could be addressed.
- The Committee received a presentation from Professor Jane Ku of the University of Windsor in which she requested that the Diversity Committee provide written and in-kind support for a proposed Ant-Racism Conference to be held at the University. The Committee voted to recommend to Council that this support be given and the proposed letter of support be provided. Given the tight deadline The Clerk’s office fast tracked for a decision by council.
- October Diversity Committee meeting- Subcommittee will again discuss Community outreach questions and other matters determined by subcommittee and CQ17 will be reviewed for input from Committee.
- Councillor Cost ante asked for input and recommendations from the Diversity Committee. It was noted that the questions brought to mind the questions put forth by the Subcommittee and it was discussed if this would be a good basis to begin



## Diversity Committee

Consultation with the community. Once the data is acquired, they can do the analysis for the research report that will outline the Committee's findings and recommendations.

- Upon further review of the questions developed by the subcommittee it was acknowledged that:
  - The questions must be approved by the Community Services and Parks Standing Committee and City Council before they can be circulated to the various groups and organizations; and
  - There may be a need for further consultations including focus group to be held.
- The Committee had previously discussed potentially working with an organization like the Windsor Essex Immigration Partnership (WE LIP) to do some consultation. Other communities with their WE LIP organization, Niagara is an example, have done an anti-racism survey in their community.

Moved by S. John, seconded by Councillor Sleiman,

That Councillor Cost ante's Council Question 17-2020 stated at City Council' at its meeting held July 13, 2020 requesting input and recommendations of the Diversity Committee on the viability of:

"1. Including community-led consultations on systemic racism, under Phase 2 of the City of Windsor Diversity and Inclusion Initiative.

2. Seeking the input of those in our Corporation and related entities and our community most affected by racism and discrimination, regarding barriers to hiring and advancement in our Corporation and related entities as part of the Diversity and Inclusion Initiative.

3. Including recommendations and input regarding providing historical information and educational materials for City owned statues, buildings and streets named with racist histories as part of the Diversity and Inclusion Initiative, and further developing a plan for inclusive street and property naming practices in the future."

BE SUPPORTED and further, to encourage City Council to have a thorough discussion on the points raised in CQ 17-2020.

- With respect to discussions regarding land acknowledgments, Y. Huff states that to the best of her knowledge, and in reference to Dean Jacobs, historian Cultural Centre Walpole Island that the land recognition in the City of Windsor is of Three Fire Confederacy, Potawatomy, Odawa, and Ojibway. The territory is also recognized by the University of Windsor and CUPE.
- Moved by R. Al-Saadi, seconded by Y. Huff, that a collaboration of the Windsor Essex Local Immigration Partnership (WELIP) and the Diversity Committee BE

## Diversity Committee

- APPROVED to undertake a community consultation in conjunction with the Diversity and Inclusion Initiative to address racism in the community. Carried.
- The Chair clarified that the focus in 2021 will be working with WELIP on the community consultation and interaction with other community groups. It was noted that Zoom focus groups could be used and that interpreters can also be provided.
- An additional subcommittee to deal with other issues that arise was formed. S. Colley-Vegh and R. Al-Saadi volunteer to sit on this subcommittee.
- The committee briefly discussed social media and it was noted that a representative from the Communications Department attend an upcoming meeting to provide an update relating to social media accounts for advisory committees.