

## **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

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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**

REPORT ID: CWFISUM  
 EFFECTIVE DATE OF DEPT REPORTING TREE: 01-AUG-2016  
 EFFECTIVE DATE OF MAIN ACCOUNT TREE: 01-AUG-2016

CITY OF WINDSOR  
 FINANCIAL SUMMARY VARIANCE REPORT BY DEPT ID  
 FOR THE PERIOD ENDING Aug 31, 2016 (INCLUDING ADJUSTMENT PERIOD)  
 67% OF THE YEAR ELAPSED

LEVEL: 5  
 PAGE No. 1 of 11.  
 RUN DATE: August 24, 2016  
 RUN TIME: 11:08:07

BUSINESS UNIT: CCW01

OPERATING FUNDS: 001, 020, 021, 023, 027, 030, 031

Service Area: AGENCIES\_BOARDS\_COMM  
 Department: COMMITTEES  
 Division: COUNCIL\_COMMITTEES  
 Department ID: 0111460 Diversity Committee

	ANNUAL BUDGET	CURRENT PERIOD		YEAR TO DATE		YTD VARIANCE SURPLUS/ (DEFICIT)	PERCENT COMMITTED	PROJECTED YEAR-END VARIANCE SURPLUS/ (DEFICIT)	PROJECTED PERCENT COMMITTED
		COMMITMENTS	ACTUALS INCLUDING COMMITMENTS	COMMITMENTS	ACTUALS INCLUDING COMMITMENTS				
<b>REVENUES</b>									
7058 TRANSFER From Reserve Account	0	0	0	0	-3,813	3,813	0	5,720	0
<b>TOTAL REVENUE</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-3,813</b>	<b>3,813</b>	<b>0</b>	<b>5,720</b>	<b>0</b>
<b>EXPENSES</b>									
2010 Office Supplies	0	0	0	0	85	-85	0	-128	0
4295 Public Relations	3,870	0	5,000	0	5,000	-1,130	129	-3,630	194
<b>TOTAL EXPENSES</b>	<b>3,870</b>	<b>0</b>	<b>5,000</b>	<b>0</b>	<b>5,085</b>	<b>-1,215</b>	<b>131</b>	<b>-3,758</b>	<b>197</b>
<b>NET TOTALS</b>	<b>3,870</b>	<b>0</b>	<b>5,000</b>	<b>0</b>	<b>1,272</b>	<b>2,598</b>	<b>33</b>	<b>1,962</b>	<b>49</b>

REPORT\_ID:CCWP54DE

CITY OF WINDSOR  
INCOME STATEMENT DETAIL REPORT

PAGE No. 1 of 18.  
RUN DATE: 24-Aug-2016  
RUN TIME: 11:59:04

Fund: All  
Account: All  
Class: All  
Product: All

Department Node: Committees

Business Unit: CCW01

Currency CD:CAD

Fiscal Year: 2016

Period 1 - 8

FUND	DEPT	ACCOUNT	PRODUCT	CLASS	PERIOD	JOURNAL_ID	JL_DATE	CURRENT	YTD ACTUALS/VCHR_ID	BUDGET/VENDOR_ID	COMMITMENTS/DESCRPT	VARIANCE
FUND: 001 Current Fund												
Department 0111460 Diversity Committee												
Account 2010 Office Supplies												
001	0111460	2010	9907	02942	4	0000193219	26-Apr-2016	15.00	15.00	0.00	PARKING PASSES	-15.00
001	0111460	2010	9907	02942	6	0000195343	17-Jun-2016	70.00	85.00	0.00	DIVERSITY COMMITTEE	-85.00
Product 9907 Total								85.00	85.00	0.00	0.00	-85.00
Class 02942 Total								85.00	85.00	0.00	0.00	-85.00
Account 2010 Total								85.00	85.00	0.00	0.00	-85.00

FUND: 001 Current Fund  
Department 0111460 Diversity Committee  
Account 4295 Public Relations

001	0111460	4295	9907	02942	8	AF00197272	09-Aug-2016	5,000.00	5,000.00	3,870.00	UNIVERSITY-055 0000058519	-1,130.00
Product 9907 Total								5,000.00	5,000.00	3,870.00	0.00	-1,130.00
Class 02942 Total								5,000.00	5,000.00	3,870.00	0.00	-1,130.00
Account 4295 Total								5,000.00	5,000.00	3,870.00	0.00	-1,130.00

FUND: 001 Current Fund  
Department 0111460 Diversity Committee  
Account 7058 TRANSFER From Reserve Account

001	0111460	7058	9907	02942	2	0000190930	19-Feb-2016	-3,813.00	-3,813.00	0.00	TRANSFER TO Reserve Account	3,813.00
Product 9907 Total								-3,813.00	-3,813.00	0.00	0.00	3,813.00
Class 02942 Total								-3,813.00	-3,813.00	0.00	0.00	3,813.00
Account 7058 Total								-3,813.00	-3,813.00	0.00	0.00	3,813.00

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Period 1 - 8

<u>FUND</u>	<u>DEPT</u>	<u>ACCOUNT</u>	<u>PRODUCT</u>	<u>CLASS</u>	<u>PERIOD</u>	<u>JOURNAL_ID</u>	<u>JL_DATE</u>	<u>CURRENT</u>	<u>YTD ACTUALS/VCHR_ID</u>	<u>BUDGET/VENDOR_ID</u>	<u>COMMITMENTS/DESCRPT</u>	<u>VARIANCE</u>
Department 0111460 Total								<u>1,272.00</u>	<u>1,272.00</u>	<u>3,870.00</u>	<u>0.00</u>	<u>2,598.00</u>

## ***Realizing an Inclusive Canada 2017 and Beyond***



**October 26 & 27, 2016  
Japanese Canadian Cultural Centre | Toronto**

**#CRRF2016**

**Register Now**

Canada's 150<sup>th</sup> anniversary is approaching fast. The headlines confirm that issues of racism, inclusion, and Canadian values continue to challenge us. Join us to discuss the way forward.

We are bringing communities together through interactive presentations and hands-on breakout sessions to discuss the challenges and promises ahead.

### **Awards of Excellence**

As Canada continues to grapple with issues of racism, it's crucial that we celebrate the achievements of those who are fighting for a more inclusive society.

We're celebrating organizations, agencies and individuals who have demonstrated excellence in combatting racism and discrimination in Canada at the 2016 Awards of

Excellence. The Awards will be presented on the second day of the National Conference.

[Read more](#)

## **A unified Canada**

The CRRF's 2014 Report on Canadian values found that Canadians value multiculturalism but continue to grapple with its limits. More than half of survey respondents acknowledged a downside to multiculturalism, saying it appears to allow for the pursuit of cultural practices that are incompatible with Canadian laws and norms.

Let's explore the issues that threaten to divide us. We're inviting Canadians from coast-to-coast to take part in the conversation on Canadian values, and to find solutions that will allow us to establish a more unified, inclusive and racially equitable society.

**Join the conversation**

**Register Today**

**#CRRF2016**

Photo by: Tim Van Horn (Canadian Mosaic Project)



Search for even

Select Tickets

HELP



SIGN UP

LOG IN

CREATE EVENT

Enter Promotional Code

### National Conference Registration

\$300.00 (+\$18.60 FEE) 90 REMAINING

### Student/Nonprofit Organization

\$150.00 (+\$9.60 FEE) 94 REMAINING

### Early Bird

\$200.00 (+\$12.60 FEE)

SALES ENDED

The *CRRF National Conference* is a “don’t miss” for diversity and inclusion professionals, people working in settlement and immigration, community leaders and city-builders.

The 2016 conference will build collective knowledge and generate new ideas for deeper exploration, while exploring issues that remain unresolved and identifying emerging challenges.

This year's event, titled "**Realizing an Inclusive Canada: 2017 and Beyond**" will feature presentations by practitioners and thought leaders dedicated to strengthening our understanding and acceptance of Canadian values, belonging, promoting Canadian identity and recognizing the mutuality of rights and responsibilities inherent in good citizenship

**WHEN**

Wednesday, 26 October 2016 at 9:00 AM - Friday, 28 October 2016 at 12:00 PM (EDT) - Add to Calendar

**WHERE**

Japanese Canadian Cultural Centre - 6 Garamond Court, Toronto, ON M3C 1Z5 - View Map

**TAGS**

Things To Do In Toronto

Conference

Government

CHECKOUT



**From:** Ontario News [<mailto:newsroom@ontario.ca>]  
**Sent:** Friday, September 09, 2016 10:01 AM  
**To:** Coleman, Norma  
**Subject:** Anti-Racism Directorate to Hold Nine Community Meetings

*News Release*

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

September 9, 2016

#### **Province Continues Anti-Racism Dialogue**

Ontario is holding nine community meetings across the province over the coming months to engage with the public on addressing systemic racism and eliminating barriers for Indigenous and racialized communities.

The community meetings, hosted by Michael Coteau, Minister Responsible for Anti-Racism, will help further the public dialogue and identify priority areas for the province's Anti-Racism Directorate as it applies an anti-racism perspective to government policies, programs and services.

The meetings will focus on anti-Black racism, as well as Islamophobia, anti-Indigenous racism and racism experienced by other communities.

The community meetings will take place on the following dates:

- Monday, September 26 in Hamilton
- Tuesday, September 27 in Mississauga
- Wednesday, October 5 in Scarborough (rescheduled from September 13)
- Friday, October 7 in London
- Saturday, October 15 in Sudbury
- Monday, October 24 in Kitchener-Waterloo
- Saturday, November 26 in Thunder Bay
- Monday, November 28 in Windsor
- Friday, December 2 in Ottawa

Meeting details, including times and locations, will be posted on [Ontario.ca/antiracism](http://Ontario.ca/antiracism).

This work will complement public engagement with Indigenous partners to inform the development of an Indigenous-specific anti-racism strategy, a commitment that was made as part of Ontario's response to the Truth and Reconciliation Commission.

Hearing and learning from Ontarians on anti-racism issues is part of the government's commitment to fight racism and ensure

everyone in Ontario has the opportunity to fulfill their potential and participate equally in society.

#### QUICK FACTS

- The Anti-Racism Directorate was established on February 16, 2016 to increase public education and awareness of racism and apply an anti-racism perspective in developing, implementing and evaluating government policies, programs and services.
- The first community meeting took place in Toronto on July 14, 2016.
- A complete report of the community meetings will be made available when all public meetings are complete.

#### QUOTES

"Through the July community meeting in Toronto, we heard loud and clear that systemic racism continues to create unfair outcomes for racialized communities across Ontario, which is exactly why our government is committed to addressing and tackling these barriers. I'm looking forward to hearing from more members of the public this fall; your opinions and insight will help us chart a strong path forward."

— *Michael Coteau, Minister Responsible for Anti-Racism and Minister of Children and Youth Services*

#### CONTACTS

Alicia Ali

Minister's Office

416-212-2278

Anti-Racism Directorate

<https://ontario.ca>

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**A. Organizational Overview**

**Mission**

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The City of Windsor has an inclusive vision of society, which is equitable and built upon the strength of its diversity. Windsor is a city that values and respects the contributions of all of its residents and believes in the dignity and worth of every person, and is committed to making this a reality.



**Description**

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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.

**Committee Members (2016)**

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Councillor Marra  
Camila Alves  
Sunjee John  
Padmini Raju  
Mary Lucier (Alternate)

Sushil Jain, (Chair)  
Colm Homes  
Bradley Jones  
Anna Adisho (Alternate)  
Sarah Mushtaq (Alternate)

Manminder Matharu (Vice Chair)  
Yo Son Dah Nost Huff  
Charlotte LeFrank  
Bik Grewal (Alternate)

**B. Budget Detail & Request**

	2016 Budget	2016 Actuals YTD*	2017 Budget	\$ Budget Change Over PY	% Budget Change Over PY
<b>Revenues</b>					
Transfers from Reserves and Capital	0	(3,813)	0	0	0.0%
<b>Total Revenue</b>	<b>0</b>	<b>(3,813)</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>
<b>Expenditures</b>					
Other Miscellaneous Expenditures	3,870	85	0	(3,870)	(100.0%)
<b>Total Expenses</b>	<b>3,870</b>	<b>85</b>	<b>0</b>	<b>(3,870)</b>	<b>(100.0%)</b>
<b>Total Net</b>	<b>3,870</b>	<b>(3,728)</b>	<b>0</b>	<b>(3,870)</b>	<b>(100.0%)</b>

**City of Windsor Funding**

	2016 Budget	2016 Actuals YTD*	2017 Budget	\$ Budget Change Over PY	% Budget Change Over PY
<b>City of Windsor Funding</b>	<b>3,870</b>	<b>(3,728)</b>	<b>0</b>	<b>(3,870)</b>	<b>(100.0%)</b>

\* YTD Actuals as at June 30, 2016

## C. Budget Highlights

### 2016 Accomplishments

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Goal setting and priorities for committee  
Request for information with respect to welcoming Syrian Refugees – Multicultural Council leading initiative  
Discussions regarding development of a Diversity Plan and creation of a sub committee  
Review of various Diversity Plans in different municipalities  
Received council endorsement for a Diversity Plan  
Brainstorming regarding goals of the Diversity Plan  
Hired a Masters of Political Science student to assist with the first phase of the Diversity plan  
Commencement of internal focus groups and interviews  
Developing survey and Diversity calendar  
Brainstorming for community event / preparation for community consultation session  
Community stakeholders and guest who presented to Committee--Sergeant Wren Dosant, Diversity Officer, Windsor Police Services (June meeting), and Rachael Olivero (Diversity Officer GECSDB) and Kaye Johnson (Director of the Office of Human Rights, University of Windsor) will be presenting at the October meeting

### 2017 Initiatives

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Continuation of work on Diversity Plan- internal and external consultation and surveys  
Community Diversity Event

### 2017 Budget Cost Drivers

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Costs associated with Diversity Plan consultation and materials  
Promotional materials, hall rental and refreshments for event , speaker honorarium

### 2017 Mitigating Measures

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None

**Accumulated Surpluses/Reserves**

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*Disclosure of any accumulated surplus funds (including reserves) arising from the prior year or previous year. NOT APPLICABLE*