

REPORT NO. 373 of the
SOCIAL DEVELOPMENT,
HEALTH & CULTURE STANDING COMMITTEE
of its meeting held February 3, 2016

Present: Councillor Ed Sleiman, Chair
Councillor Paul Borrelli
Councillor Rino Bortolin
Councillor John Elliott

Absent: Councillor Jo-Anne Gignac


That the following recommendation of the Social Development, Health and Culture Standing Committee **BE APPROVED** as follows:

Moved by Councillor Borrelli, seconded by Councillor Elliott,
That the Minutes of the meeting of the Diversity Committee meeting held November 12, 2015 **BE ADOPTED** as presented.
Carried.

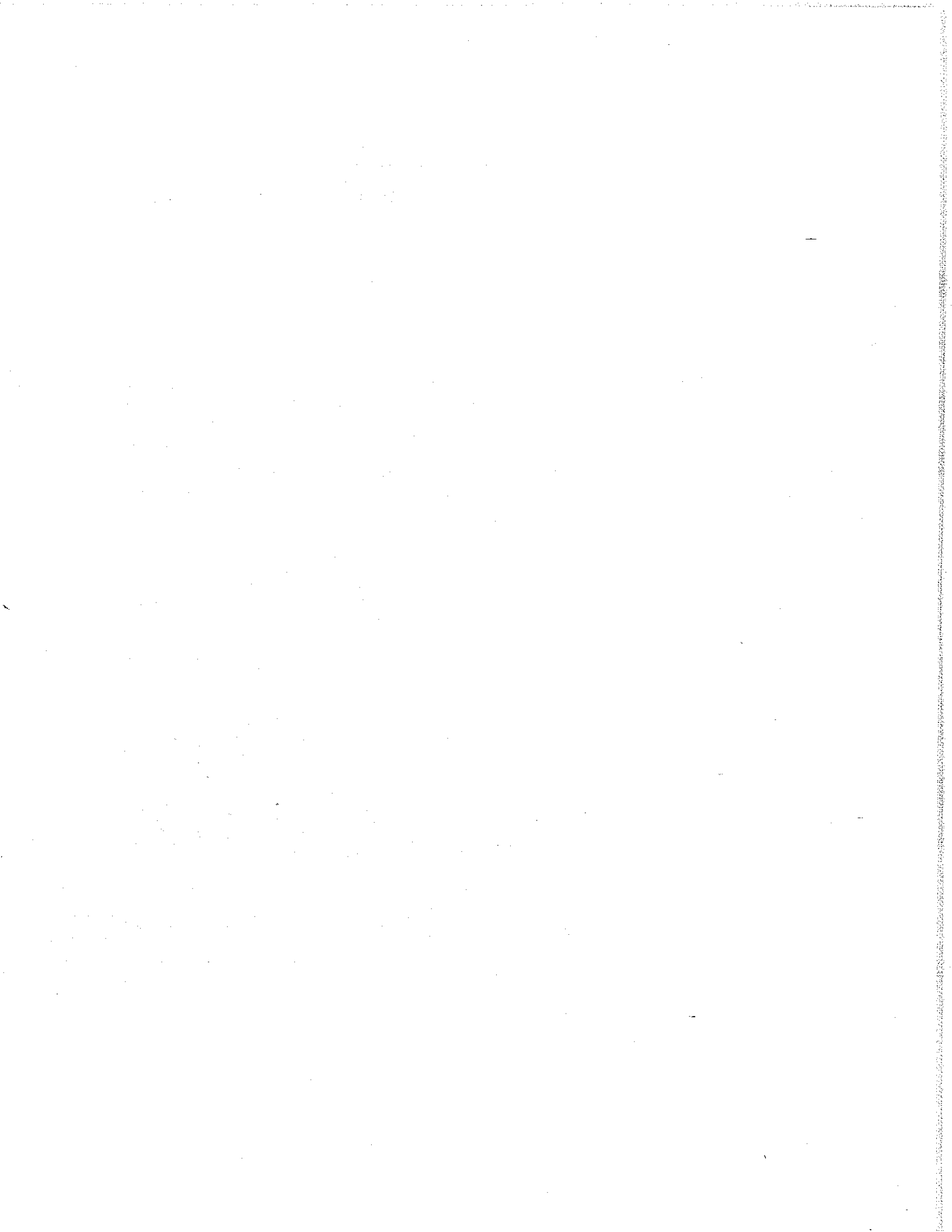
Clerk's Note: The minutes of the meeting of meeting of the Diversity Committee meeting held November 12, 2015 are **attached** as background information.

SCM 7/2016


CHAIRPERSON


SUPERVISOR OF COUNCIL SERVICES

NOTIFICATION:				
Name	Address	Email Address	Telephone	FAX



KK/
Windsor, Ontario November 12, 2015

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:

Dr. Sushil Jain, Chair
Manminder Matharu, Vice Chair
Camilla Alves
Colm Holmes
Yo Son Day Nost Huff
Sunjee John
Bradley Jones
Charlotte LeFrank
Anna Adisho (alternate – voting)
Bik Grewal (alternate – voting)
Mel Lucier (alternate)
Sarah Mushtaq (alternate)

Absent:

Councillor Bill Marra
Padmini Raju

Also present are the following resource personnel:

Mary Ellen Bernard, Manager of Social Policy and Planning
Gayle Jones, Diversity/Accessibility Officer
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, matters which are dealt with as follows:

2. DECLARATIONS OF CONFLICT

None disclosed.

3. **ADOPTION OF THE MINUTES**

Moved by C. Holmes, seconded by C. Alves,
That the minutes of the Diversity Committee of its meeting held September 24, 2015 **BE ADOPTED** as presented.
Carried.

4. **BUSINESS ITEMS**

4.1 **2015/2016 Event**

B. Jones states the Event Planning Subcommittee has met three times and suggests an event be held at the Walkerville Brewery in 2016.

M. Lucier in order to increase the visibility of the Diversity Committee, she suggests a "Meet and Greet" event be held at a public accessible venue with an invitation extended to stakeholders. She notes the Walkerville Brewery is accessible and available the first week of December and states the other venues considered are cost prohibitive.

S. Mushtaq notes the creation of a Diversity Plan would be the impetus for the public to attend the event and to provide input of what they want to see in Windsor. She expresses concern some people may have an issue with attending an event in a liquor licensed establishment.

G. Jones indicates a city facility may be available for the "Meet and Greet" event.

It is generally agreed the Event Planning Subcommittee will convene and report back with a proposal for a "Meet and Greet" event to be held in 2016.

Moved by C. Alves, seconded by C. LeFrank,
That the City Treasurer **BE REQUESTED** to consider the budget carry forward of the Diversity Committee surplus 2015 Operating Budget in the amount of \$3,813 to 2016 for the purpose of developing a Diversity Plan and to support community input.
Carried.

4.2 **Discussion regarding Development of a Diversity Plan**

G. Jones provides an overview of several municipal Diversity Plans and the following comments are provided:

- *City of Edmonton* – Diversity and Inclusion Framework: Focused on the Municipal Corporation
- *Region of Peel* – Focuses on the Municipal Corporation and Community

- **City of Toronto** – 2015-2018 Strategic Plan, Equity, Diversity & Human Rights Division – The EDHR Division is committed to embedding access, equity, diversity and human rights practices in the Toronto Public Service leading to equitable outcomes for staff and residents.
- **York Region** – Let's Talk Inclusion in York Region will be a series of dialogues that will take place over the year in each of York Region's nine municipalities beginning May 2015. The initial phase will be dedicated to immigration and cultural diversity. Following phases will focus on other dimensions of diversity such as gender, age, abilities and sexual orientation.
- **City of Markham** – Community focus rather than corporate focus – Four main groups considered are youth, seniors, newcomers, visible minorities and persons with disabilities.
- **City of Ottawa** – Equity and Inclusion Lens – The Lens includes both City Operations and City Services and incorporates the equity concerns of 11 groups risking exclusion.
- The Diversity Plan for the City of Windsor should include recommendations with timelines.
- Suggestion to establish a Diversity Plan Subcommittee.

Moved by C. Alves, seconded by B. Grewal,

That a Diversity Plan Subcommittee **BE ESTABLISHED** consisting of C. Alves, S. Johns, Y. Huff, C. LeFrank, A. Adisho, M. Matharu, C. Holmes and M. Lucier for the purpose of developing a proposal for the City of Windsor's Diversity Plan and to report back with the findings.

Carried.

4.3 Chair's Report

The Chair advises he received an e-mail from Charlotte LeFrank, Committee member regarding what role the Diversity Committee can play relating to the influx of Syrian Refugees to Canada.

M. E. Bernard provides the following comments as it relates to the foregoing:

- The goal of the Windsor Essex Local Immigration Partnership (LIP) is to create a community where newcomers and citizens can achieve a higher quality of life and reach their full potential. The LIP partners with different sectors such as health care, education, housing, children's services and police services to discuss the needs of immigrants and how we can make sure that immigrants have access to the services they need.
- 25,000 Syrian Refugees will be coming to Canada (not known how many will come to Windsor)
- The Multicultural Council will lead this initiative.
- There is a role for a myriad of organizations, schools, health care providers, etc.

Information relating to the Windsor Essex Local Immigration Partnership is distributed and **attached** as Appendix "A".

The Chair thanks M.E. Bernard for her input relating to the Syrian Refugees.

C. Holmes leaves the meeting at 6:10 o'clock p.m.

4.4 Strategic Plan for 2015-2018

This item is not discussed.

5. NEW BUSINESS

None.

6. ADJOURNMENT

There being no further business, the meeting is adjourned at 6:20o'clock p.m.

CHAIR

COMMITTEE COORDINATOR

AGENDA
and Schedule "A" to the minutes of the meeting of the
DIVERSITY COMMITTEE
Thursday, November 12, 2015
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 September 24, 2015 (*attached*)

4. **BUSINESS ITEMS**

4.1 **2015/2016 Events**

Update by the Event Planning Subcommittee and follow-up discussion by Committee

4.2 **Discussion regarding development of a Diversity Plan**

The Region of Peel "Diversity and Inclusion Strategy" is *attached* for information purposes.

4.3 **Chair's Report**

4.4 **Strategic Plan for 2015-2018**

Formation of a working subcommittee.

5. **NEW BUSINESS**

6. **ADJOURNMENT**

Building a Diverse, Vibrant and Welcoming Community

The goal of the Windsor Essex Local Immigration Partnership is to create a community where newcomers and citizens can achieve a higher quality of life and reach their full potential. We strive to do this by fostering communication, which contributes to our mutual goal - that every member of our community feels like they truly belong and can successfully contribute to the social and economic fabric of Windsor-Essex.



Employer Related Council Members

EMPLOYER RELATED	
Art Williams	Bonduelle
Arthur Barbut	Downtown Windsor Business Accelerator
Rachelle Booth	Thrive Benefits Group
Ann Diab Remo DiPaolo Charlene Drouillard	Bank of Montreal
Jamey Freeland	Highline Mushroom
Denise Ghanam	Human Resources Professionals Association of Windsor- Essex
Matt Marchand	Windsor & District Regional Chamber of Commerce
Wendy Parsons	Leamington Chamber of Commerce
Lynne Maher	RDÉE
Javier Bernal	Sun Life Financial
Yvonne Pilon Irek Kusmierczyk	WEtech Alliance
Julie Miklosi	Workplace Safety & Prevention Services
Jeanine Lassaline-Berguland	Municipality of Leamington, Economic Development
Sabrina DeMarco Rakesh Nadu	Windsor Essex Economic Development Commission

SETTLEMENT & LANGUAGE	
Emilie F. Crakondji	Carrefour des Femmes du Sud-Ouest de l'Ontario
Didier Marotte Valerie Hodgins	Centre Communautaire Francophone Windsor Essex Kent Inc.
Frédéric Boulanger Diane Bessette	Collège Boréal
Debra DiDomenico Dave Palin	Greater Essex County District School Board Language Assessment Resource Centre
Heather Mantel	Matthew House Windsor
Kathleen Thomas Marcela Diaz	Multicultural Council of Windsor and Essex County
Reza Shahbazi Iole Iadipaolo	New Canadians' Centre of Excellence Inc.
Alain Dobi Nabila Sissaoui Christelle DeForges	Reseu de soutien a L'immigration franchpone pour le Centre Sud-Quest de Ontario
Gisèle Dionne	ACFO WECK
Carolyn Warkentin Carolyn Wiens	South Essex Community Council
Claire Roque	The Refugee Ministries of the Diocese of London in Windsor
June Muir Maxine Deleersnyder Marianne Moore	Unemployed Help Centre Inc.
Sudip Minhas Annie Xie	Windsor Women Working with Immigrant Women

Rose Anguiano Hurst Gurpreet Chana Stephanie Lyanga-McAuslan	Women's Enterprise Skills Training Inc.
Jacque Rumiel Hugo Vega	YMCA of Windsor and Essex County

HEALTH

Patricia Thomas Jeanie Diamond-Francis	Canadian Mental Health Association Windsor-Essex
Pat Samson	Community Care Access Centre
Sarah May Garcia	Erie St. Clair Local Health Integration Network (LHIN)
Jon Jewell	VON Canada
Ann Wilson Joanne Roth	Care 4 nurses
Saadla Pirzada	HealthForce Ontario - HIRE Project
Beth Ann Temovan Joyce Zuk	Family Service Windsor-Essex County
Andrea Cassidy Susan Corchis	Midwifery Collective of Essex County
Kim Casier	Windsor- Essex County Health Unit
Melissa Simas	Windsor Regional Hospital
Neelu Sehgal	Windsor Regional Hospital - Cancer Program.
Hardeep Sadra	Windsor Essex Community Health Centre
Zain Ismail	Leamington District Memorial Hospital
Jennifer Johnston	Registered Nurses' Association of Ontario
Rosalind Abdool	Hôtel-Dieu Grace Healthcare
Mary Broga	Hôtel-Dieu Grace Healthcare - Lead Agency for Children & Youth Mental Health-Windsor Essex
Jennifer Sandu	AIDS Committee of Windsor/AIDS Support Chatham Kent

ETHNO CULTURAL GROUPS

Ron Lamb	Essex County Chinese Canadian Association
Tim Sellan	IGHSC Immigrant Settlement Program
Dr. Sushil Jain	South Asian Centre of Windsor
Nadilyn Calasanz	Immigration lawyer & Filipino Community in Windsor
Angela Ventura	Licensed Paralegal & a member of the El Salvador Association of Windsor
Tahira Khanum	Islamic Social Welfare & Assistance

PUBLIC SAFETY

Phillip Berthiaume	Essex County Emergency Management Coordinator
Bruce Montone	Windsor Fire and Rescue, Chief
Nancy Christ	Windsor Fire and Rescue Services
Wren Dosant	Windsor Police Service

EDUCATION

Represented in Settlement Services & Language Sector	Collège Boréal
Frederic Riviere	Conseil scolaire catholique Providence
Hani Fadel Yasmine Joheir	Conseil Scolaire Viamonde
Dan Fister	Greater Essex County District School Board
Tina Papac Sandy de la Penotiere	St. Clair College

Clayton Smith Karen Roland Jane Ku Glynis George	University of Windsor
Emelda Byrne	Windsor Essex Catholic District School Board

COMMUNITY SUPPORTS

Charlotte LeFrank Tina Gatt	Children's Aid Society of Windsor Essex
Jennifer Franklin McInnis	Essex County Library System
Linda Edwards	Family Connections
Kevin Pinsonneault	Windsor Essex Bilingual Clinic
Shelley Gilbert Maureen Thrasher	Legal Assistance Windsor
Adam Vasey Laura Tucker	Pathway to Potential
Lynne Shepley Nancy Wallace-Géro	Community Living Essex County
Cal Little Tahira Khanum Joyce Nixon	Life After Fifty

HOUSING

Josephine Heuton	Central Housing Registry & Homeless Coalition
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RESOURCE MEMBERS *see note below

Judith Binder	Canada Mortgage and Housing Corporation
Michael Calder Susanne Schulthies Cliff Fast Diane Holden Janet Quimby Murray Nosanchuk	Citizenship and Immigration Canada
Jelena Payne Tricia Brisbois	City of Windsor Housing & Children Services
Brian Gregg	County of Essex
Alicia Summerfield Mohamed Bekkal	Ministry of Training, Colleges and Universities
Ghislaine Brodeur	Ontario Ministry of Citizenship, Immigration and International Trade
Karen Kahelin Nicole Adan	Ontario Trillium Foundation
Linda Chevalier	Service Canada
Padmini Raju	2013 WELIP Jean Foster Memorial Award Recipient
Leslie Frattaroli Lorraine Goddard	United Way
Lisa Kolody	Windsor Community Foundation
Tanya Antoniw Michelle Beemer	Workforce WindsorEssex
Nil Parent	Community Member
Erwin Selimos	Community Member

*Note: Resource members are not voting eligible members. The WELIP welcomes and values the participation of resource members such as funders or representatives of other agencies. The participation of the resource members provides opportunities to increase the awareness of the initiatives undertaken by the WELIP and leverage these opportunities throughout Windsor and Essex County.

September 17, 2015