

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 A 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, Potawatamy, 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 colour?
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