

Diversity Committee
Meeting held March 16, 2022

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
Saiful Bhuiyan
Lacy Carty
Shelley Evans
Khagendra Gautam
Sungee John

Regrets received from:

Councillor Sleiman
Jamie Bell

Guest in attendance:

Gagneet Kaur

1. Call to Order

The Committee Coordinator calls the meeting to order at 10:03 o'clock a.m. and the Committee considers the Agenda being Schedule A attached hereto, matters which are dealt with as follows:

2. Election of Chairperson

The Committee Coordinator calls for nominations from the floor for the position of Chair. S. John nominates Peter Ijeh, seconded by K. Gautam. The Committee Coordinator asks if there are further nominations from the floor for the position of Chair. Seeing none, the Committee Coordinator asks P. Ijeh if he accepts. P. Ijeh accepts the position of Chair.

Moved by S. John, seconded by K. Gautam,
That Peter Ijeh **BE ELECTED** Chair of the Diversity Committee.
Carried.

3. Declaration of Conflict

None disclosed.

4. Adoption of the Minutes

Moved by S. John, seconded by L. Carty,

That the minutes of the Diversity Committee of its meeting held October 27, 2021
BE ADOPTED as presented.

Carried.

5. Business Items

5.1 Transit Windsor Consultation with the Diversity Committee regarding Equity, Diversity and Inclusion Training

The Chair refers to the e-mail provided by Tyson Cragg, Executive Director of Transit Windsor and the following comments relating to Equity, Diversity and Inclusion are provided:

- Transit Windsor is in the process of recruiting for additional supervisory resources to bolster their training capacity.
- At this time, are limited to doing only new driver training as well as post-collision refresher training for operators.
- The mobile workforce consists of over 200 staff who work over a 20-hour span, seven days a week.
- Over the past year, no human rights complaints have been received.
- When drivers are hired, they focus on excellent customer service skills which includes equity, diversity and inclusion modules in their new driver training program which was developed by the Canadian Urban Transit Association.

Moved by S. John, seconded by L. Carty,

That the Executive Director of Transit Windsor **BE INVITED** to attend a future meeting of the Diversity Committee to provide an update and to review their protocols in place relating to their equity, diversity and inclusion training at Transit Windsor.

Carried.

5.2 Facilitator for the Anti-Racism Initiative - Update

The Chair advises through an e-mail poll following the March 16, 2022 meeting, that Sungee John was nominated to sit on the Evaluation Team for the Request for a Proposal for a Facilitator.

G. Jones reports that there is a need for more resources in her area to deal with the diversity and inclusion initiative due to the addition of the Anti-Racism strategy and a very high workload tied to accessibility legislative compliance. She adds that she has done research on various community consultations including anti-racism, inclusion, and

anti-discrimination. A draft RFP document will be reviewed by the Evaluation Team that addresses social equity, systemic barriers, discrimination, racism and oppression. At the end of the day following this consultation, we will want to come out with an actionable plan with accountability. The engagement process during the Anti-Racism and Anti-Discrimination consultation will include Indigenous peoples, Black people, racialized people and other equity deserving communities including diverse faith communities, culturally diverse communities, persons with disabilities, women, 2SLGBTQ+ community and diverse staff. The aim is for the consultant to deploy a range of community based engagement tools and methods such as surveys, working with focus groups for the purpose of engaging those diverse residents and staff to identify the salient issues, challenges and opportunities. Following that, will work with the consultant to provide reporting on the activities completed, data collected along with the findings. Will work with city administration and key members of those communities to craft recommendations and actionable initiatives. Lastly, the proponents will be expected to prepare and present to the Diversity Committee, Standing Committee and City Council on the detailed findings of that strategy. The RFP follows the lead of many of the most progressive communities which will allow for an opportunity to have a thorough conversation done appropriately and also to look at some of the barriers in our Corporation that are could result in systemic racism and discrimination and oppression.

The Chair asks what are the costs associated with hiring a facilitator to undertake this work.

G. Jones responds that she does not know what the costs will be and adds that when the RFP is sent out, that the proponents potentially put certain dollar values with certain functions. She adds that \$200,000 in the Mayor's budget is available for this initiative.

S. Evans remarks that "listening to the voices of the members of the community" has been targeted and adds that G. Jones has identified those key players. She states moving forward, we want to ensure that the right areas are being targeted.

5.3 Potential Outdoor Event that includes Community

The Chair suggests that an outdoor event be held in early Spring 2022. An invitation will be extended to the various communities which will also provide awareness of the Diversity Committee. He suggests a theme for the event be developed along with a location (city park) and a potential date for the event.

S. John suggests that some sort of a Town Hall could be held in anticipation of the Consultant's report on Anti-Racism perhaps at one of the city's facilities.

The Chair asks if this would be held via Zoom video conference.

G. Jones responds there may be some restrictions regarding the use of city facilities due to the pandemic at this time. She adds that if this is done virtually, she recommends that it be done in a variety of different ways, i.e. smaller focus groups.

The Chair responds that if this event is well planned, they could likely do both - a town hall along with small focus groups. It is important that the Committee connect with the community that we represent.

G. Jones proposes holding an event (Meet and Greet) outside under a pavilion to avoid possible restrictions within a city facility.

K. Gautam suggests that by limiting the number of people in attendance, this will allow for great discussion and a better result.

Moved by S. Evans, seconded by S. John,
That **APPROVAL BE GIVEN** to an expenditure in the upset amount of \$2,000 for costs associated with the spring/summer outdoor event for the community.
Carried.

5.4 Confirm and Ratify E-mail Poll

Moved by S. Evans, seconded by K. Gautam,
That the following motion **BE CONFIRMED AND RATIFIED**:

That Sungee John be nominated as the representative from the Diversity Committee to sit on the Evaluation Team for the Request for a Proposal for a Facilitator.
Carried.

6. Other Business

S. John expresses concern that the Diversity Officer, Windsor Police Services has been absent from meetings. She requests that Windsor Police provide data on their hiring practices in terms of representation of the diverse population in the City of Windsor.

Clerk's Note: In speaking with the Diversity Officer, Windsor Police Service on April 20, 2022, he advised that due to COVID-19, the Community Services Branch was closed and he did not return to his position as Diversity Officer until April 11, 2022.

Moved by S. John, seconded by S. Evans,
That the Diversity Officer, Windsor Police Services **BE REQUESTED** to attend the next meeting of the Diversity Committee to provide an update of the hiring practices of Windsor Police Services as it relates to diversity.
Carried.

G. Jones reports that a 21 day Equity challenge for City of Windsor Management and Human Resources will be rolled out which will include videos relating to implicit bias, systemic racism, white privilege, micro-aggressions, intersectionality and various topics related to addressing discrimination.

7. Date of Next Meeting

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

8. Adjournment

There being no further business, the meeting is adjourned at 11:04 o'clock a.m.

CHAIR

COMMITTEE COORDINATOR