

Diversity Committee
Meeting held June 13, 2019

A meeting of the Diversity Committee is held this day commencing at 4:30 o'clock p.m. in Room 140, 350 City Hall Square West, there being present the following members:

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

Regrets received from:

Lina Chaker
Shelley Evans
Khagendra Gautam

Also present are the following resource personnel:

Gayle Jones, Diversity/Accessibility Officer
Jamie Kramer, Human Resources Assistant
Karen Kadour, Committee Coordinator

1. Call to Order

The Committee Coordinator calls the meeting to order at 4:32 o'clock p.m. and the Committee considers the Agenda being Schedule A attached hereto, matters which are dealt with as follows:

2. Election of Chair

It is generally agreed the election will take place at the next meeting.

Councillor Sleiman has agreed to be Acting Chair for this meeting.

3. Introduction of Members

The members introduce themselves and provide a brief narrative of their interest in sitting on the Diversity Committee.

4. Declarations of Conflict

None disclosed.

5. Adoption of the Minutes

Moved by S. John, seconded by Y. Huff,
That the minutes of the meeting of the Diversity Committee of its meeting held October 2, 2018 **BE ADOPTED** as presented.
Carried.

6. Business Items

6.1 Overview of the Diversity & Inclusion Initiative

The “Corporation of the City of Windsor Diversity and Inclusion Initiative – June 2019” is **attached** as Appendix “A”. The highlights of the PowerPoint presentation are as follows:

- The Diversity and Inclusion Initiative is a planning and consultation process being undertaken to provide a structured yet flexible framework to allow us to better understand, engage, serve, and respond to the needs of our increasingly diverse community. It aims to systematically identify and address both Corporate and Community wants and needs through a series of measurable action items with a definitive timeline for implementation.
- **Goal One** – Have a diverse and talented workforce that is reflective of our community.
- **Goal Two** – Strengthen the Corporation’s capacity to work with diverse communities.
- **Goal Three** – Identify and address systematic barriers with the Corporation.
- **Goal Four** – Ensure our programs and services meet the needs of everyone.
- This First Phase is focused on thoroughly examining the Corporation through a diversity and inclusion lens. The goal of this Phase is conducting internal consultation and review with an aim of identifying visible and invisible systematic and attitudinal barriers in policies, practices, and procedures within the Corporation.
- Phase Two will analyze the Corporation through a community based lens. This community based lens focuses on the departments and employees that interact

with the people who live, work, and play in the City to ensure programs, policies, facilities, services, and procedures meet the needs of everyone.

- These goals work together to create “*A Corporation that meets the needs of everyone living, working, and playing within its borders*”.
- The City of Windsor’s Internal Diversity Committee are assisting with implementing Action Items from Phase One and drafting the document for Phase Two.
- They will be receiving specialized training to assist with the implementation of the Action Items and to act as Change Agents and Leaders of Diversity within the Corporation.
- Action Item – **Video Remote Interpreting**
 - Video Remote Interpreting allows for immediate interpretation in a variety of languages, including ASL
 - Currently undertaking a pilot project- 6 Video Interpreters on Wheels have been purchased and will be utilized at 6 customer facing kiosks and customer serving departments
 - Will assist with having immediate interpreters available for our customers at these six locations and lowering the costs of translations across the Corporation
 - **Workforce Census** – City Council authorized (CR361/2018) the distribution of a Workforce Census to Corporate Staff
 - Opportunity to understand barriers to inclusion and engagement

P. Ijeh leaves the meeting at 5:30 o’clock p.m.

A demonstration of the Video Remote Interpreting is provided and several members of the Committee speak in a language other than English with a live visual of the interpreter translating what has been said.

6.3 Diversity Committee – Terms of Reference & Mandate

Moved by S. Colley-Vegh, seconded by Y. Huff,
That the discussion regarding the Diversity Committee Terms of Reference and Mandate **BE DEFERRED** to the next meeting of Committee.
Carried.

6.4 Financial Variance Report

The 2019 Operating Budget of the Diversity Committee is \$7,182.

6.2 Planning and Goal Setting

S. Bhuiyan suggests the Diversity Committee be a part of the International Mother Language Day, i.e. flag raising and a festival to be held on February 21 which is recognized by the United Nations. He adds consideration could be given to providing \$2,000 to \$3,000 from the Committee’s budget for this event.

G. Jones indicates the “Access without Fear” group is interested in presenting to the Diversity Committee at a future meeting.

C. Fletcher proposes a focus on youth dealing with racism, discrimination and cyberbullying on line.

R. Al-Saadi suggests the creation of a positive lens; to identify those diverse groups that have done well in the community.

S. Colley-Vegh suggests the following initiatives:

- Take a Pledge (CKLW sponsored anti-bullying event)
- Request to have the most up date politically correct terms
- Request to have a directory of all organizations that deal with diversity and multiculturalism
- Create a marketing plan with pictures, visuals, and flags to celebrate the world of Windsor

7. New Business

None.

8. 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 6:25 o'clock p.m.

ACTING CHAIR

COMMITTEE COORDINATOR