

Diversity Committee – held October 17, 2017

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
Camila Alves
Yo Son Dah Nost Huff
Charlotte LeFrank
Sarah Mushtaq
Padmini Raju

Absent:

Councillor Bill Marra
Anna Adisho
Colm Holmes
Sungee John
Mel Lucier

Also present are the following resource personnel:

Gayle Jones, Diversity/Accessibility Officer
Wren Dosant, Windsor Police Services
Karen Kadour, Committee Coordinator

1. Call to Order

The Chair calls the meeting to order at 4:30 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 Y. Huff, seconded by C. Alves,

That the minutes of the Diversity Committee of its meeting held August 16, 2017 **BE ADOPTED** as presented.

Carried.

4. Business Items

4.2 Anti-Racism Strategy

Discussion ensues regarding the Windsor Star article dated October 9, 2017 entitled “Windsor activist spends Thanksgiving weekend painting over anti-Islamic graffiti” and the following comments are provided:

- The photo/text noted in the article reinforces hateful ideas and does not send a positive message to the public. The visual often becomes more important than the content and this act comes out of ignorance and hate.
- By being silent about this matter, the graffiti and behavior of this individual is condoned. Suggestion that the Diversity Committee take a position.
- These random acts will continue to surface and a suggestion is made to hold events to combat racism.
- This will continue to happen (member sees and hears worse on a daily basis).
- The community appreciates the work of the Windsor Police Services.
- Suggestion to hold an event with Windsor Police, and psychologists to discuss an anti-racism strategy, or, to promote a positive message to the community via Public Services Announcements or the production of a video.

W. Dosant, Windsor Police Services states a perpetrator may receive a mischief charge for defacing a property but he/she must be caught in the act. He adds generally these acts are carried out under the cover of night. He states this is not a hate crime as the graffiti does not have a “call to action” that would cause an individual to go after another.

Moved by Y. Duff, seconded by S. Mushtaq,

That a representative from Communications, City of Windsor **BE INVITED** to attend the next meeting of the Diversity Committee to provide assistance regarding a future media campaign relating to an anti-racism strategy.

Carried.

4.1 Sanctuary City Movement in Canada

As outlined in the report of the Manager, Social Policy and Planning dated August 16, 2017, *“the Sanctuary City designation is usually intended to assist persons considered to be non-status immigrants or undocumented refugees. That is persons who have entered and/or remain in Canada without the permission of the Federal Government. Since 2013, numerous city and regional municipalities in Canada have explored the prospect of taking on a “Sanctuary City” designation. In Ottawa, while a councillor wrote an information report and councillors participated in a lengthy session with community stakeholders to hear the issues, “no political” recommendation to make Ottawa a Sanctuary a sanctuary was made. However, the Ottawa Sanctuary City Network did emerge, “a coalition of social service providers, lawyers, advocates, (etc.) who are committed to making Ottawa a more inclusive and safe city for all residents.”*

The Chair requests input from the members regarding the Sanctuary City issue and the following remarks are put forth:

- The Multicultural Council has discussed the positive and negative aspects of this issue. In term of positivity and messaging, i.e. refugees, eligibility requirements are considered dependent upon a person's status and directed to the Federal Service. If requirements are not met, (refugee claimants), these individuals are directed to provincially funded services.
- There is a unwritten rule in the city that service providers will assist those in need.
- Essentially, the City of Windsor is already a sanctuary city minus the title.
- There will be changes in procedural matters if the city is designated a sanctuary city defacto.
- There is a Sanctuary City group in Windsor who would be interested in meeting with the Diversity Committee.
- The Sanctuary City movement is being championed by a councillor in the City of London and is moving forward and it is noted London would be willing to liaise with Windsor.
- There is a need for a wide sense of shareholder voices.
- The City of Windsor as a border town is unique. There is a very different understanding of what a Sanctuary City is in Canada and the United States. In Canada, there is a "don't ask, don't tell" mindset and it is noted all of the benefits of being a sanctuary city are already in place in Windsor without the title as there could be legal implications associated with this initiative.

Moved by C. Alves, seconded by S. Mushtaq,

That Gemma Smyth, Associate Professor of Law, University of Windsor or representatives from the Sanctuary City group in Windsor **BE INVITED** to attend the next meeting of the Diversity Committee to further discuss the feasibility/logistics of the City of Windsor being designated a Sanctuary City.

Carried.

It is generally agreed Mary Ellen Bernard, Manager, Social Policy and Planning, author of the report entitled "Response to CQ14-2017: Information Report on the Sanctuary City Movement in Canada" be invited to attend the next meeting of the Diversity Committee.

4.3 Diversity Officer Update

No update.

4.4 Subcommittee Updates

C. Alves advises the City of Windsor Diversity Committee Day may be held in November 2017 at the Downtown YMCA. She requests volunteer assistance from the members.

5. New Business

None.

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 6:10 o'clock p.m.

CHAIR

COMMITTEE COORDINATOR

AGENDA

and Schedule "A" to the minutes of the meeting of the
DIVERSITY COMMITTEE
Tuesday, October 17, 2017
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 August 16, 2017 – ***attached***.

4. **BUSINESS ITEMS**

- 4.1 **Sanctuary City Movement in Canada**

The report of the Manager, Social Policy & Planning dated August 16, 2017 entitled "Response to CQ14-2017: Information Report on the Sanctuary City Movement in Canada and Decision Number CR527/2017 – ***attached***.

- 4.2 **Anti-Racism Strategy**

Article from the Windsor Star dated October 10, 2017 entitled "Windsor Activist spends Thanksgiving weekend painting over anti-Islamic graffiti" is ***attached*** for discussion purposes.

- 4.3 **Diversity Officer Update**

- 4.4 **Subcommittee Updates**

5. **NEW BUSINESS**

6. **DATE OF NEXT MEETING**

7. **ADJOURNMENT**