

## **Diversity Committee Meeting held October 2, 2018**

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:

Charlotte LeFrank, Chair  
Anna Adisho  
Colm Holmes  
Yo Son Dah Nost Huff  
Dr. Sushil Jain  
Sungee John  
Sarah Mushtaq  
Padmini Raju

***Absent:***

Councillor Bill Marra  
Mel Lucier

***Guests in attendance:***

Gemma Smyth, Associate Professor of Law, University of Windsor  
Rawan Hussein, JD student, University of Windsor

***Also present are the following resource personnel:***

Gayle Jones, Diversity/Accessibility Officer  
Mary Ellen Bernard, Manager, Social Policy & Planning  
Jamie Kramer, Human Resources Assistant  
Neil MacEachrane, Diversity Officer, Windsor Police Services  
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 as Appendix A.

## 2. Declarations of Conflict

None disclosed.

## 3. Adoption of the Minutes

Moved by C. Holmes, seconded by Yo Huff,

That the minutes of the meeting of the Diversity Committee held May 24, 2018 **BE ADOPTED** as presented

Carried.

The Chair provides an overview of the current Diversity Committee Mandate and Terms of Reference. Discussion ensues regarding whether the term “visible minorities” should be replaced with “racialized persons” in the Terms of Reference. She asks for volunteers to review the Terms of Reference and Y. Huff, S. John and the Chair will review the document and report back.

## 5.4 Financial Variance Report

The Chair advises the balance of the Diversity Committee 2018 Operating budget is \$3,825.

## 5.3 Subcommittee Updates and Review

The Chair indicates there are two subcommittees – Mandate/Terms of Reference and the previously struck Events Subcommittee. She proposes a diversity event be held before the year’s end.

The Chair states there are two outstanding motions approved in meeting minutes that have not been finalized. Those being to invite a representative from the Communications Department to attend a meeting regarding a communications campaign and secondly, to invite a representative from the Seniors Advisory Committee to a future meeting to discuss the aging population in Windsor.

## 4. Presentation – Access Without Fear in Windsor, Ontario

Gemma Smyth, Associate Professor of Law, University of Windsor and Rawan Hussein, JD student, University of Windsor appear before the Committee members. The Speaking Notes relating to the Access Without Fear in Windsor, Ontario initiative provided

by Gemma Smyth are **attached** as Appendix “A”. Highlights of the Speaking Notes are provided as follows:

- A well-considered access without fear policy has the potential to clarify and set in policy Windsor’s already strong reputation as a welcoming and diverse community.
- Windsor is surrounded by cities that have sanctuary city or access without fear policies (Chicago, Detroit, London).
- The goal is to support Windsor in adopting or reaffirming policies that are inclusive for people without immigration status.
- An access without fear policy can support people in not losing immigration status and to regain it once they have lost it.
- Access without fear policies can function to:
  - Set benchmarks for inclusion
  - Promote good practice or advertise welcoming practices that already exist
  - Promote diversity and support immigration and refugee policy more generally
  - Improve police/immigrant community relationships, including reporting of crime
  - Encourage people to seek pathways toward status
  - Create safer communities
- There is no single Access Without Fear policy or sanctuary policy. Each city adopts its own and it means different things in different municipalities.
- In terms of what a policy might look like, it would be important to consider:
  - Consultation – what would good consultation look like?
  - Gaps- what gaps in service and knowledge exist in the community
  - Funding – what are the recommendations and what would they entail? Does it include training? Education? Service improvement?

M. E. Bernard advises in speaking with Chief Frederick, Windsor Police Services he indicated that the Police do not ask a person for their immigration status. However, if in the process of investigating a crime that status becomes part of the issue, then immigration is explored.

In response to a question asked by Dr. Jain regarding the name shift from Sanctuary City to Access With Fear, G. Smyth responds “sanctuary” was a religious term and has taken on different iterations. She adds the United States uses the term “sanctuary city”.

M. E. Bernard advises the City of Windsor is a very welcoming community and any type of policy that City Council approves, would not impact on education, health care or Ontario Works as funding comes from the province. She notes if the City of Windsor adopts an Access Without Fear Policy, it would attract many individuals to our city and at this time, the shelters are at capacity due to homelessness. She states the City of Toronto experienced issues with asylum seekers and housing issues.

G. Smyth states an Access Without Fear policy would not impact Provincial/Federal jurisdictions. She notes there are community partners willing to assist with this initiative.

S. Mushtaq and P. Raju leave the meeting at 6:00 o'clock p.m.

Moved by C. Holmes, seconded by Y. Huff,  
That an Access Without Fear Subcommittee consisting of Y. Huff and C. Holmes  
**BE ESTABLISHED.**  
Carried.

## 5.2 Planning & Goal Setting for the Remainder of the Term

Moved by Y. Huff, seconded by C. Holmes,  
That an Events Subcommittee consisting of A. Adisho and Y. Huff **BE**  
**RE-ESTABLISHED.**  
Carried.

## 5.1 Diversity & Inclusion Initiative

City Council at its meeting held June 18, 2018 approved the following:

Decision Number: CR361/2018

*'That the report of the Human Resources Department dated June 18, 2018, be **RECEIVED** for information; and,*

*That City Council **APPROVE** the City of Windsor's Diversity and Inclusion Initiative as attached to this document; and,*

*That City Council **AUTHORIZE** Administration to distribute to Corporate staff the Workforce Census, attached to this document; and,*

*That for the 2018 phase City Council **PROVIDE** funding in the amount of \$62,800 from the Budget Stabilization Reserve Account; and,*

*That City Council **DIRECT** Administration to bring forward future costing requirements as it relates to the Diversity and Inclusion initiative for Council's consideration at the 2019 Capital Budget; and further,*

*That Administration **BE DIRECTED** to reach out and consult with local agencies such as the Multicultural Council of Windsor Essex County and United Way for assistance and input on this initiative.'*

G. Jones advises in terms of the Workforce Census, the wording of the questions in the Census were based on researched best practices and input from internal and community partner review. She adds 550 responses were received from City staff within less than a month's time. The responses received from the Census will be statistically analyzed and compared to the community as a whole to provide benchmarks and goals for success.

In response to a question asked by Dr. Jain regarding how the data will be analyzed, G. Jones responds the data will be sent to a consultant to be statistically analyzed.

**6. New Business**

None.

**7. Date of Next Meeting**

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

**8. Adjournment**

There being no further business, the meeting is adjourned at 6:34 o'clock p.m.

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CHAIR

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COMMITTEE COORDINATOR