

Diversity Committee – Meeting held May 24, 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 (arrives at 4:34 p.m.)
Padmini Raju

Absent:

Councillor Bill Marra
Mel Lucier

Guest in attendance:

Colin Grimmond, Multicultural Council

Also present are the following resource personnel:

Anna Ciacelli, Supervisor of Council Services
Gayle Jones, Diversity/Accessibility Officer
Jamie Kramer, Human Resources Assistant
Wren Dosant, Windsor Police Services
Neil MacEachrane, Diversity Officer, Windsor Police Services
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:

As there is a guest in attendance, introductions of the members and resource personnel are provided.

Dr. Jain registers an objection to the introduction of the members and staff as this was not listed as an item on the agenda and adds it is time wasted. He further remarks resource personnel are not members of the Committee and they should not speak unless they have been asked to speak.

A. Ciacelli responds it is not necessary to list the introduction of members and resource personnel as an agenda item. The introductions were intended as a good will gesture to welcome a guest from the Multicultural Council. She also indicates Administration's role is to provide direction.

The members generally concur that the introduction of the members and resource was positive and very welcoming for the guest in attendance.

3. Election of Chair

The Committee Coordinator calls for nominations from the floor for the position of Chair. S. Mushtaq nominates Charlotte LeFrank, seconded by A. Adisho. The Committee Coordinator calls for further nominations from the floor for the position of Chair. S. John nominates Dr. Jain and he declines the nomination. The Committee Coordinator asks C. LeFrank if she accepts. C. LeFrank accepts the position of Chair.

Moved by S. Mushtaq, seconded by A. Adisho,
That Charlotte LeFrank **BE ELECTED** Chair of the Diversity Committee.
Carried.

C. LeFrank assumes the Chair.

4. Adoption of the Minutes

Moved by S. Mushtaq, seconded by P. Raju,
That the minutes of the meeting held October 17, 2017 **BE ADOPTED** as presented.
Carried.

5. Business Items

5.1 Chair's Remarks

Dr. Jain as outgoing Chair expresses disappointment that several initiatives did not come to fruition. i.e. collection of data relating to diversity, hosting an event or the creation of a video/short documentary.

The Chair states it is her intent to ensure the tenets of the Terms of Reference/Mandate are followed and, to also promote positive outcomes for the Committee. In terms of the collection of data referred to by Dr. Jain, the Chair advises the Committee decided this was outside the purview of the Terms of Reference/Mandate.

The Chair expresses concern relating to disrespectful comments made to the Diversity Officer. She asks to be respectful of all voices.

5.2 Presentation – Diversity and Inclusion Initiative

G. Jones provides an historical overview of the evolution of the Diversity and Inclusion Initiative as follows:

- On May 12, 2015, the Diversity Committee suggested the creation of a “Diversity Plan” similar to the Cultural Master Plan “which would provide tangible measurable outcomes”
- At the November 12, 2015 Diversity Committee meeting, a Diversity Plan Subcommittee was established for developing a proposal for the City of Windsor’s Diversity Plan.
- The Subcommittee provided a PowerPoint presentation at the February 18, 2016 meeting with initial ideas for a corporate and “grassroots” community approach.
- The June 7, 2016 meeting resulted in a determination that the City has to “set the tone and be a leader in terms of diversity.” One of the goals of the Diversity Plan is to have a “safe and welcoming community....where people are engaged and involved.”

On August 16, 2017, the Diversity Committee discussed the Huron Lodge Diversity Plan and the Committee was advised that the Diversity Plan initial document for the Corporation was well underway and included the recommendations for proceeding forward with the Diversity and Inclusion Action Plan.

- Mayor Dilkens in his inaugural address noted his desire to ensure that our Human Resources at the City are reflective of the diversity of our wonderful community.

G. Jones and J. Kramer provide a PowerPoint presentation entitled “Diversity and Inclusion Initiative, **attached** as Appendix “A”. The highlights of the presentation are as follows:

- The Diversity and Inclusion Initiative has been developed fully in-house and is the result of a great deal of time, research, consultation and development. This process was undertaken to allow us to better understand, engage, serve and respond to the needs of our increasingly diverse community.
- The Plan aims to systematically identify and address both Corporate and Community wants and needs through a series of measurable items with a definitive timeline for implementation.
- The First Phase is focused on thoroughly examining the Corporation through a diversity and inclusion lens. The goal of this Phase is to conduct internal consultation and to review with an aim of identifying visible and invisible attitudinal barriers in policies, practices, and procedures within the Corporation. This Phase is currently in progress.
- Phase Two analyses the Corporation through a community based lens. Phase One’s Framework has action items that will allow for the smooth transition into the

second phase: focus on identifying barriers and researching how to best implement procedures that are integral to the structure of Phase Two.

- The City's two phases will create a balance between a corporate and client –based focus through a diversity and inclusion lens and a community based lens. By incorporating both, the City is using best efforts to ensure that everyone's needs will be met.

The Chair invites members to submit any comments relating to the Diversity Initiative to G Jones.

Moved by C. Holmes, seconded by Y. Huff,

That the "City of Windsor Diversity and Inclusion Initiative" which is a corporate wide effort by the Corporation of the City of Windsor with a purpose of providing a detailed review and measurable plan to further enhance efforts in understanding and addressing the needs of everyone in our unique and diverse community **BE APPROVED**.

Carried.

Dr. S. Jain voting nay.

In response to a question asked by Constable MacEachrane regarding the community's acceptance of the Diversity Plan, G. Jones responds the initial focus will be internally on the Corporation of the City of Windsor to determine what's being done right and possibly changing policies and procedures.

Dr. Jain refers to the Study published in the Harvard Business Review entitled "Why Diversity Programs Fail" and he adds that training programs do not help and he disagrees with this approach. He adds there is an alternative point of view but he did not elaborate on this point.

W. Dosant states diversity training is a very small part of this initiative and adds it is never too late to begin the process.

P. Raju leaves the meeting at 6:15 o'clock p.m.

5.3 Subcommittee Updates

In terms of the Events Subcommittee, the Chair states there was an intention to hold an event, however the subcommittee met infrequently and details were not solidified.

The Chair suggests the establishment of a Sanctuary City Subcommittee with a purpose of developing recommendations to City Council. She requests members of the Sanctuary City group from the University of Windsor be invited to attend the next meeting.

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 6:22 o'clock p.m.

CHAIR

COMMITTEE COORDINATOR