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Windsor, Ontario May 4, 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
Anna Adisho (Alternate non-voting)
Camilla Alves
Bik Grewal (Alternate non-voting)
Yo Son Dah Nost Huff
Charlotte LeFrank
Mel Lucier (Alternate voting)
Padmini Raju

Regrets received from:

Councillor Bill Marra (meeting conflict)
Colm Holmes
Sarah Mushtaq

Also present are the following resource personnel:

Gayle Jones, Diversity/Accessibility Officer
Sergeant 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 4:30 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. Election of Chairperson

The Committee Coordinator calls for nominations from the floor for the position of Chairperson. M. Lucier nominates Dr. S. Jain, seconded by B. Grewal for the position

of Chairperson. The Committee Coordinator asks if there are further nominations from the floor for the position of Chairperson. Seeing none, the Committee Coordinator asks if Dr. S. Jain accepts. Dr. S. Jain accepts.

Moved by M. Lucier, seconded by B. Grewal,

That Dr. Sushil Jain **BE ELECTED** Chair of the Diversity Committee for the term ending December 31, 2017.

Carried.

4. Adoption of Minutes

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

That the minutes of the Diversity Committee of its meeting held October 5, 2016 **BE ADOPTED** as presented.

Carried.

5. Presentation

Camilla Alves provides information relating to the Anti-Racism Directorate Windsor Public Meeting held November 28, 2016 at the St. Clair College for the Arts as follows:

- The Honourable Michael Coteau, Minister of Children and Youth Services and Minister Responsible for Anti-Racism was in attendance and is supportive of inclusive practices.
- The discussion related to inclusion, especially related to First Nations peoples.
- Testimonials were provided by those born in Canada and those outside of Canada.

6. Business Items

6.1 City Diversity Committee Day 2017

Discussion ensues regarding hosting a “City Diversity Committee Day 2017” event and the following suggestions are provided:

- Hold the event on September 21, 2017, to coincide with the International Day of Peace.
- Suggestion to hold an “Anti-Racism” Day/Town Hall and invite Windsor Police detectives, sociologists and psychologists. The purpose is to educate the public relating to hate biased crimes without invoking a negative connotation.

- Suggestion to hold a discussion panel rather than a town hall forum.
- Issues relating to anti-Semitism and First Nations need to be discussed.
- Subcommittee consisting of M. Lucier, C. Alves, C. LeFrank and B. Grewal to meet to determine the logistics of the event, although all members are invited to attend the subcommittee meetings.

Moved by M. Lucier, seconded by C. Alves,

That **APPROVAL BE GIVEN** to an expenditure in the upset amount of \$3,200 for costs associated with hosting the City of Windsor Diversity Committee Day to be held on September 21, 2017 at a location and time to be determined.

Carried.

6.2 Protocol to Contact Outside Agencies/CEO's of Various Organizations and Employers

The Chair is requesting a protocol be established to contact outside agencies, CEO's of various organizations and employers to obtain statistics regarding diversity and inclusion in their work forces/personnel and hiring practices in their respective organizations.

C. Alves leaves the meeting at 5:20 o'clock p.m.

G. Jones indicates that it is possible that a survey to identify gaps will be included in the Diversity Plan for the City of Windsor.

W. Dosant adds private organizations are not hiring to match the diverse population as they are not mandated to do so.

It is generally agreed not to proceed with contacting outside agencies, organizations and employers to obtain statistics relating to diversity and inclusion in their work places.

6.3 Brainstorming Session

Discussed under Item 6.1.

6.4 Sub Committee Updates

No report.

6.5 Chair's Report

No report.

6.6 Diversity/Accessibility Officer's Report

No report.

7. New Business

Moved by M. Lucier, seconded by Y. Huff,
That a representative of the Seniors Advisory Committee **BE INVITED** to attend the next meeting of the Diversity Committee to discuss the aging population in Windsor.
Carried.

8. Date of Next Meeting

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

9. Adjournment

There being no further business, the meeting is adjourned at 5:36 o'clock p.m.



AGENDA

and Schedule “A” to the minutes of the meeting of the

DIVERSITY COMMITTEE

Thursday, May 4, 2017

at 4:30 o'clock p.m.

Room 407, 400 City Hall Square East

1. **CALL TO ORDER**

2. **DECLARATIONS OF CONFLICT**

3. **ELECTION OF CHAIRPERSON**

Election of Chairperson for the term ending December 31, 2017.

4. **ADOPTION OF THE MINUTES**

Adoption of the minutes of the meeting held, October 5, 2016 (**attached**)

5. **PRESENTATIONS**

- Camila Alves, to provide information relating to the Anti-Racism Directorate Meeting. Background information is **attached**.

6. **BUSINESS ITEMS**

6.1 **City Diversity Committee Day 2017**

6.2 **Protocol to contact Outside Agencies/CEO's of Various Organizations and Employers**

Discussion regarding the protocol to contact outside agencies, CEO's of various organizations and employers to obtain statistics regarding diversity and inclusion

in their work forces/personnel and hiring practices in their respective organizations and representation of the diverse population at the work place.

6.3 Brainstorming Session

Discussion to determine goals and expectations of the Diversity Committee.

6.4 Sub Committee Updates

6.5 Chair's Report

6.6 Diversity/Accessibility Officer's Report

7. NEW BUSINESS

8. DATE OF NEXT MEETING

9. ADJOURNMENT