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Windsor, Ontario September 24, 2015

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  
Councillor Bill Marra  
Camilla Alves  
Colm Holmes  
Yo Son Day Nost Huff  
Sungee John  
Bradley Jones  
Charlotte LeFrank  
Padmini Raju  
Anna Adisho (alternate)  
Bik Grewal (alternate)  
Mel Lucier (alternate)  
Sarah Mushtaq (alternate)

**Regrets received from:**

Manminder Matharu

**Guest in attendance:**

Wayne Meneguzzi, Chair, Windsor Accessibility Advisory Committee  
Tania Baniak, Regional Indigenous Health Integration and Strategy Liaison) regarding Item 4 (participates via teleconference phone)  
Sarah May Garcia, Lead Health System Design regarding Item 4

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

Gayle Jones, Diversity/Accessibility Officer  
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 S. John, seconded by B. Jones,  
That the minutes of the Diversity Committee of its meeting held June 23, 2015 **BE ADOPTED** as presented.  
Carried.

4. **PRESENTATION**

Sarah May Garcia, Lead, Health System Design Erie St. Clair Health Integration Network and Tania Baniak, Regional Indigenous Health Integration and Strategy Liaison (participates via teleconference phone) are present to provide information relating to "Sharing Ideas for Cultural Inclusion". The PowerPoint entitled Erie St. Clair LHIN "Sharing Ideas: Indigenous Cultural Safety" is ***attached*** as Appendix "A". The following comments are provided as it relates to the "Sharing Ideas for Cultural Inclusion" presentation:

- Indigenous Cultural Safety Training is available on-line.
- Strategy to look at the City of Windsor as a safe community; to promote social justice and to view a city-wide equity model.
- Windsor to be a welcoming and engaging community.
- Thunder Bay has achieved great strides in cultural awareness.
- Will provide training for two members of the Diversity Committee.
- Communities need to be kind and respectful for all citizens.

A document entitled "San'yas Indigenous Cultural Safety (ICS) On-Line Training" is distributed and ***attached*** as Appendix "B". S. Garcia indicates the Indigenous Cultural Safety On-Line Training consists of an eight-week course and typically takes between 8-10 hours to complete at a cost of \$250.

The Chair thanks Tania Baniak and Sarah May Garcia for their presentation.

5. **BUSINESS ITEMS**

5.1 **Review of Mandate/Terms of Reference**

A line-by-line review of the Diversity Committee Mandate/Terms of Reference (with suggested amendments by the Mandate Subcommittee) is undertaken.

Moved by Councillor Marra, seconded by C. LeFrank,  
That the Diversity Committee Mandate/Terms of Reference **BE ADOPTED** as amended.  
Carried.

Councillor Marra suggests serious consideration be given to the development of a Diversity Plan in order to build tangible measureable outcomes. He refers to the Region of Peel and their five year "Diversion & Inclusion Strategy". He proposes a budget carry forward of the 2015 operating budget to 2016 for this initiative and to request an allocation in 2016.

In response to a question asked by S. Mushtaq regarding if the Diversity Plan could be included in the 20-Year Strategic Vision, Councillor Marra responds affirmatively.

Councillor Marra leaves the meeting at 5:55 o'clock p.m.

## 5.2 Chair's Report

The Chair provides the following comments as it relates to the Diversity Committee:

- Asks how to provide public awareness of the Diversity Committee to the public – what is the "brand"
- Suggestion to develop public information workshops to promote mutual respect with visible minorities
- In terms of diversity - "Adapt, Accept and Accommodate"

## 5.3 Initiatives for 2015 and 2016

The Chair reviews the 2015 Diversity Committee accomplishments/initiatives as follows:

- Reviewed the Diversity Committee Terms of Reference/Mandate
- Set goals for 2015
- Provided input to the Parks Department regarding the Parks Master Plan
- The Communications Department provided a presentation regarding social media
- Plan an event in 2015 (possibly November or December) or in 2016.
- Changes to the Diversity Committee logo – logo contest
- Place an ad/article regarding the Diversity Committee in Biz X
- Establish a subcommittee to plan an event.

## 5.4 Diversity Committee 2016 Operating Budget

G. Jones reports the Diversity Committee Operating Budget for 2015 is \$3,870.

Moved by B. Jones, seconded by J. Huff,

That the Diversity Officer **BE DIRECTED** to contact the Finance Department to determine the feasibility and the process to carry forward the surplus 2015 Operating Budget of the Diversity Committee to 2016 for the purpose of developing a Diversity Plan for the City of Windsor.

Carried.

Moved by Y. Huff, seconded by P. Raju,

That an Event Planning Subcommittee **BE ESTABLISHED** consisting of Y. Huff, B. Jones, A. Adisho, B. Grewal, C. LeFrank, M. Lucier and P. Raju for the purpose of planning a 2015/2016 event.

Carried.

6. **NEW BUSINESS**

B. Jones distributes copies of the booklet entitled "Emancipation Day Celebration 2015" to the members.

7. **DATE OF NEXT MEETING**

The next meeting will be held on November 12, 2015 at 4:30 o'clock p.m. in Room 407, 400 City Hall Square East.

8. **ADJOURNMENT**

There being no further business, the meeting is adjourned at 6:30 o'clock p.m.

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CHAIR

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COMMITTEE COORDINATOR

**AGENDA**  
and Schedule "A" to the minutes of the meeting of the  
**DIVERSITY COMMITTEE**  
Thursday, September 24, 2015  
at 4:30 o'clock p.m.  
Room 407, 400 City Hall Square East

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1. **CALL TO ORDER**

2. **DECLARATIONS OF CONFLICT**

3. **ADOPTION OF THE MINUTES**

Adoption of the minutes of the meeting held June 23<sup>rd</sup>, 2015 (*previously distributed*)

4. **PRESENTATIONS**

**Erie St. Clair Local Health Integration Network** -Tania Baniak (Regional Indigenous Health Integration and Strategy Liaison) and Sarah May Garcia Lead, - Health System Design Chronic Disease Prevention and Management - ***Sharing Ideas for cultural inclusion***

5. **BUSINESS ITEMS**

5.1 **Review of Mandate/Terms of Reference**

The Terms of Reference/Mandate with suggested amendments by the subcommittee – *attached.*

5.2 **Chair's Report**

5.3 **Initiatives for 2015 and 2016**

Ideas for community outreach and Diversity Committee events, development of a new logo

5.4 **Diversity Committee 2016 Operating Budget**

The Diversity Committee 2016 Operating Budget submission – *attached.* The Financial Summary Variance Report for the period ending September 30, 2015 – *attached.*

6. **NEW BUSINESS**

7. DATE OF NEXT MEETING

8. ADJOURNMENT

Erie St. Clair **LHIN**

# Sharing Ideas: Indigenous Cultural Safety

September 24, 2015

Tanya Baniak  
Aboriginal Lead



**Ontario**  
Local Health Integration  
Network

**Why should Indigenous  
Cultural Safety be  
considered?**



## **What is Cultural Safety?**

It is an environment, which is safe for people; where there is no assault, challenge or denial of their identity, of who they are and what, they need. It is about shared respect, shared meaning, shared knowledge and experience, of learning together with dignity, and truly listening.

Robyn Williams, Lecturer in Indigenous Health  
Faculty of Aboriginal & Torres Strait Islander Studies,  
Northern Territory University, Darwin NT

## **Ideas for Cultural Safety Inclusion**

- o Engaging with Indigenous communities in a meaningful way i.e. inclusion of Indigenous representatives on planning committees
- o Having city wide policies and procedures that reflect Indigenous cultural practices in all city facilities
- o All staff (inclusive of administration, management, and elective) to complete Indigenous Cultural Safety training (ICS)
- o Creating an Indigenous specific employment recruitment and retention strategy

## **Ideas for Cultural Safety Inclusion**

- o Creating an Indigenous specific employment recruitment and retention strategy
- o Advancing an education/awareness campaign- i.e. discussions of historical and contemporary issues
- o Creating opportunities for Indigenous communities to teach and share their cultural and traditional knowledge
- o Always asking the question of “how will this effect or impact Indigenous communities”

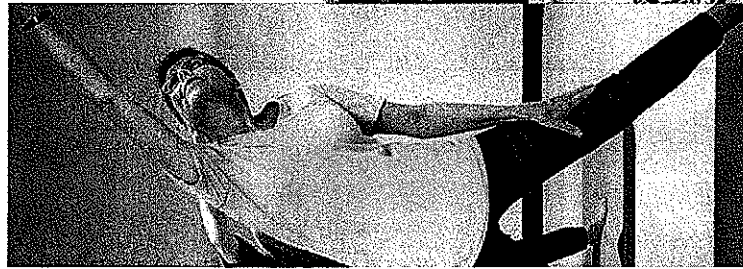
**Better  
care**

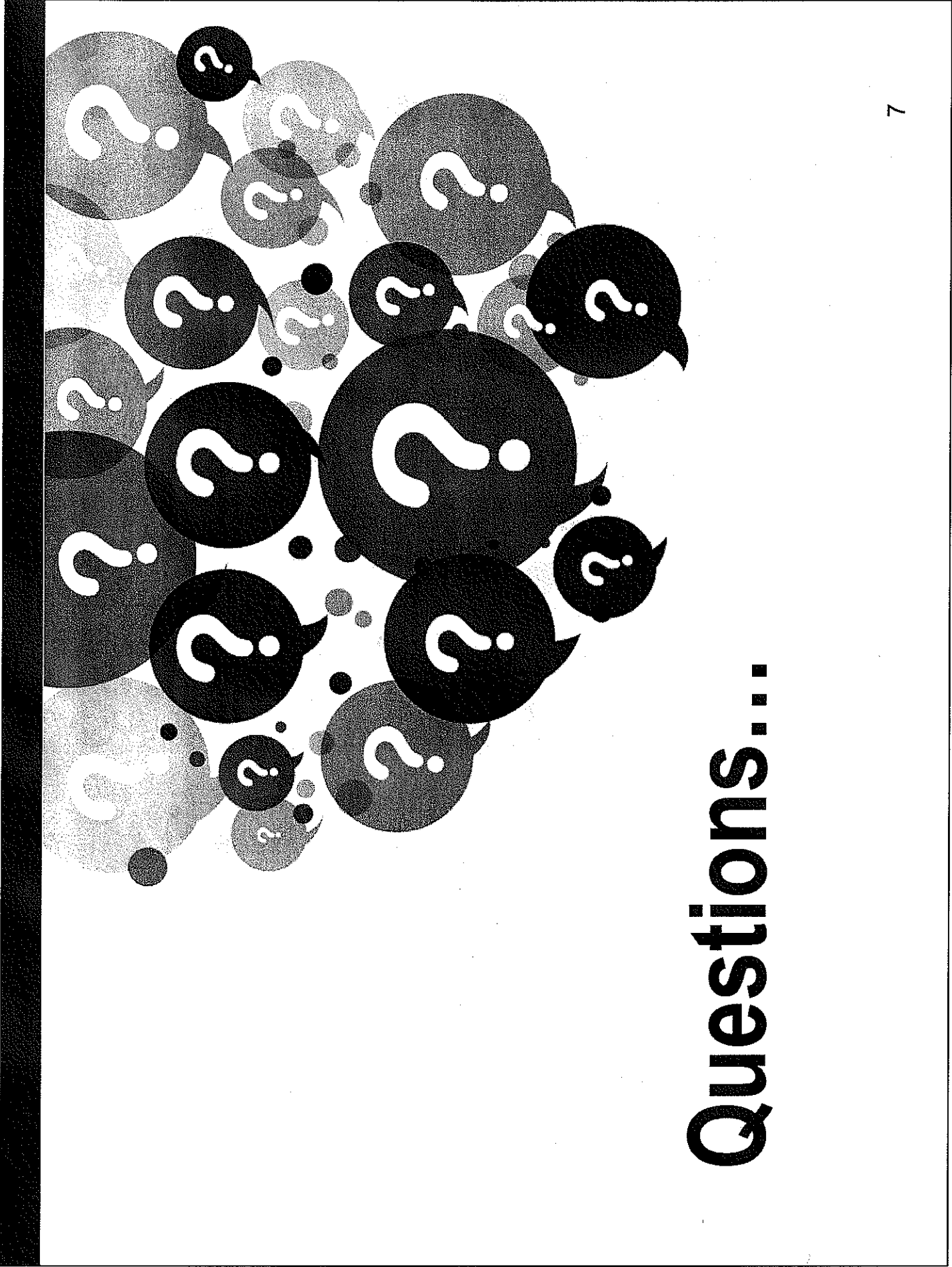
**Better**

**experiences**

**Better**

**value**





# Questions...

# Thank you

**Tanya Baniak**

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[www.eriestclairlhin.on.ca](http://www.eriestclairlhin.on.ca)

## San'yas Indigenous Cultural Safety (ICS) On-Line Training

### BACKGROUND

Indigenous Cultural Safety (ICS) training will be of interest to health care professionals who work directly and indirectly with Indigenous people. The goal of the training is to improve access to health services and health outcomes for Indigenous people In Ontario.

The outlined training is designed for non-Aboriginal health professionals working within Ontario's health services sector, including primary care, CHC/AHAC, hospitals, CCAC, mental health and addictions health service providers.

Learning is self-paced over an eight-week window and typically takes between 8-10 hours to complete. The training is facilitated so you will interact with others in your group and with the facilitator in the discussion boards and journal entries.

Upon course completion participants will be able to:

- Describe the diversity of Indigenous peoples within Ontario.
- Describe the colonial policies specific to residential schools and Indian hospitals
- Describe the impact of colonization on current Indigenous health care issues
- Discuss the existing health disparities of Indigenous people
- Define culture, race, and social identity
- Define the role of self-awareness in cultural competency
- Understand the ways in which assumptions and stereotypes can affect levels of care within a healthcare setting
- Develop strategies to build collaborative relationships with Indigenous patients/clients
- Appreciate the potential value of traditional healing and traditional medicine

The curriculum is intended as introductory training and may be supplemented by First Nations, Métis, and Inuit specific training provided by Indigenous groups in your area.

Upon completion a certificate will be awarded and access will be provided to the support resources. Additionally, the course is been accredited for up to 8 Mainpro-C type credits.

FOR MORE INFORMATION, VISIT:

[www.sanyas.ca](http://www.sanyas.ca)

Alternatively, please contact: Sarahmay.garcia@lhins.on.ca or Tanya.baniak@lhins.on.ca