

Diversity and Inclusion Advisory Committee - Minutes

N.S. Rec Centre, MP2
10275 City Parkway
Surrey, B.C.
TUESDAY, MAY 17, 2011
Time: 9:00 am
File: 0540-20

Present:

Chair – Councillor Rasode
Councillor Martin
R. Asistio
I. Chatha, Surrey S.D.36
S. El-Nashar
T. Ghuman
C. Hong
B. King
J. Kovach
M. Malik
K. Polubinski
S. Sabharwal
S. Scott-Phillips
M. Solorzano
R. Noble

Absent:

Mayor Watts
Councillor Villeneuve
Dr. B. Gurm
T. Oleman
M. Pyne
E. Szücs

Staff Present:

L. Cavan, GM, Parks, Recreation & Culture
N. Webb, GM, Human Resources
K. Swanson, Manager, Community
Development Services
Robyn Cowie, CSC2 – Diversity Outreach
David Sadler, CSC 2
H. Dmytriw, Legislative Services

ELECTION OF VICE-CHAIR

Councillor Martin was nominated and elected to be the **Vice-Chair** of the Diversity and Inclusion Advisory Committee.

Carried

A. ADOPTION OF MINUTES

1. It was Moved by S. El-Nashar
Seconded by B. King
That the Diversity and Inclusion Advisory
Committee minutes of March 15, 2011, be adopted.
Carried

The agenda was varied in respect of delegate's schedule.

B. DELEGATION

2. **Surrey Public Library**
File No. 7960-01

April Cox, Surrey Public Library was in attendance and presented on the basics of a workshop on intercultural communication presented at the November 2010 Crime

Prevention Conference. Jamila Saleh, who is doing a practicum with the Library, was also in attendance.

The following comments were provided:

- April Cox and Ravi Basi of the Surrey Public Library share the responsibility at the Library to teach intercultural workshops.
- The workshop was designed in 2007 by others in the library community and is designed to enable library staff to work with our diverse community and to be inclusive in our hiring. The workshop is mandatory for all employees and is being offered to ESL, ELSA teachers, Parks and Recreation, and City staff from many departments, including the RCMP.
- The workshop starts with a quiz to encourage the participants to think about things such as the number of languages spoken in Surrey and the percentage of the population that is multicultural.
- The model of culture is likened to an iceberg. How much is visible and what is invisible. Examples:
 - Gestures
 - Approach to family
 - Beliefs and traditions

Each culture is different.

Some real life scenarios were gathered and presented; examples included accents, racism issues, negotiating/bartering, and gender roles.

- The workshops are typically presented to groups of 60.

In response to queries, the following information was provided:

- The perception is that when we go to other cultures that we have to accept that culture. When others come here, we adjust for that culture.
- Maintaining their cultural heritage is good, but new immigrants need to be supported to learn the new workplace culture, traditions and standards.

Agenda was resumed.

1. **Honouring Diverse Beliefs in our Communities:
A Conversational Toolkit through the Surrey Neighbouring Faiths Program**
File No. 5080-01

Sireen El-Nashar presented a project, video and toolkit that supports the growth of welcoming and inclusive communities by providing a resource for individuals, organizations and institutions to explore the significance of the diverse belief systems in our society.

The content of the toolkit outlines a multi-format workshop designed to engage participants in active learning and dialogue. It supports workshop facilitators with a video documentary, a practical framework for dialogue, and list of additional resources to promote further learning.

The following comments were provided:

- The Committee viewed 15 minutes of the video on Honouring Diverse Religious Beliefs in Our Communities.

- The project was done in partnership with Himar Products Ltd. and DIVERSEcity, with funding from EmbraceBC.
- Multifaith tours are available to various community groups such as high schools, post secondary institutions, health care professionals, and faith communities.
- All faith groups were invited to participate in the video creation, but lack of manpower precluded some from joining the production.
- The School District is to be provided the video.
- The documentary can be viewed on line. www.vimeo.com/22148547 and a free copy of the toolkit can be obtained.

Councillor Rasode thanked the delegation for her presentation.

3. Newcomers Tours

File No. 7800-01

Tours for Newcomers is a collaborative program created and administered in partnership with Options Community Services (OCS) and the City of Surrey Community Development Services (CDS). The aim of this program is to provide newcomers a welcoming introduction and experience to many of the cities facilities, programs and services, while at the same time developing new friendships and building community.

Through this partnership, participants are referred to OCS both internally and externally. Once registered, participants are welcomed by the City of Surrey through a nine hour program that is run one day per week for 3 weeks.

Kelsey Swanson, Manager of Community Development Services provided the following information:

- The tours are small with 15 people in the adults' tour.
 - First day, they will tour a facility and learn about its offerings, the leisure access pass, regulations, hours of operations, etc.
 - Second day, they meet at a library and learn how to take out books, where to get information, etc. and then bus to the art gallery.
 - Third day, they go to Historic Stewart Farm and learn of the development of Surrey, and then return to a recreation centre for fun activities (such as ice skating), lunch and questions.
 - 98% of those surveyed noted they had returned to the recreation centre after the tour.
- Feedback on the program has been excellent.
- 560 people have participated in the program since November 2010.
- Funding from the Surrey Foundation is now gone, but the City wants to continue the program. Funding is being sought from RBC, Coast Capital and internally. The hope is to do the youth tour in partnership with Surrey Youth Council and the child engagement program. Robyn Cowie, Community Service Coordinator will be looking into a grant that Van City offers.

David Sadler, Youth and Child Engagement Coordinator, runs the after school programs through Welcoming and Inclusive Communities (WIC). It is a youth led

activities program that was created as a workshop series that is eight weeks long, two hours per session and teaches mentorship.

- A video is played and it helps newcomer kids to learn the new ways and other cultures. There are plenty of opportunities for fun and friendship, making for a more welcoming community for all.
- 15 youth joined and all have stayed in the program. They have learned about thinking about others, and more thought is given to the community.

C. OUTSTANDING BUSINESS

D. NEW BUSINESS

1. Surrey Doors Open
File No. 8000-01

DEFERRED to next agenda.

E. ITEMS REFERRED BY COUNCIL

F. CORRESPONDENCE

G. INFORMATION ITEMS

1. Bhangra Exhibition
File No. 7850-01

Memo dated April 21, 2011 from GM, Parks, Recreation and Culture advising of the opening of a new temporary exhibition at the Surrey Museum.

2. Diversity and Inclusion Advisory Committee - Terms of Reference 2011
The Terms of Reference as adopted by Council were attached as reference.

3. The Now Newspaper article – Tuesday, April 5, 2011
"Surrey's Fusion Festival Wins Cultural Award".

4. City of Surrey - DIVERSEcity Award

The City of Surrey received an award at the 16th Annual Cultural DIVERSEcity Awards in the Public Institutions category on Wednesday, April 13, 2011. The City was recognized for its commitment and dedication to diversity through City programs, events and community development outreach initiatives.

It was
Committee receive the information items for information.

Moved by K. Polubinski
Seconded by S. Scott-Phillips
That the Diversity and Inclusion Advisory
Carried

H. OTHER BUSINESS

I. NEXT MEETING

The next Diversity and Inclusion Advisory Committee meeting is scheduled for July 19, 2011 at Pondside. Since Fusion Festival is on July 17-18, 2011, it was suggested that the July meeting be postponed to September. TBD.

j. ADJOURNMENT

It was
Committee do now adjourn.

Moved by K. Polubinski
Seconded by B. King
That the Diversity and Inclusion Advisory
Carried

The meeting of the Diversity and Inclusion Advisory Committee adjourned at 10:33 am.

Jane Sullivan, City Clerk

Chairperson, Councillor B. Rasode
Multicultural Advisory Committee