

Present:

Chair – Councillor Martin
Community Safety Liaison,
Councillor Rasode
Seniors Liaison, Councillor Steele
S. El-Nashar
T. Ghuman
G. Grewal
Dr. B. Gurm
C. Hong
C. Iweh
B. King
J. Laitar
M. Malik
T. Oleman
K. Polubinski
M. Pyne
S. Sabharwal
E. Szücs

Absent:

School Trustee Liaison, L. Larsen

Guests:

Tony Miles, Big Brothers
Valerie Lambert, Executive Director, Big
Brothers
Ashley and Harpreet, Big Brothers
Jasmine Garcha, YOUCAN Mentoring
Coordinator, Big Brothers
Jody Johnson, PEERs Inc.

Staff Present:

L. Cavan, GM, Parks, Recreation &
Culture
N. Webb, GM, Human Resources
R. Takhar, RCMP Crime Reduction &
Community Services Manager
Jenny Wainman, Diversity Coordinator
Jessica Danyck, Diversity
H. Dmytriw, Legislative Services

A. ADOPTION OF MINUTES

1. It was Moved by K. Polubinski
Seconded by G. Grewal
That the Diversity Advisory Committee meeting minutes of January 21, 2014, be
adopted.

Carried

B. DELEGATION**1. Approaches to Mentoring in a Diverse Community**

Tony Miles, Big Brothers provided a presentation regarding Approaches to Mentoring in a Diverse Community.

The following comments were provided:

- Big Brothers have been in operation for 58 years.
- One out of every four boys in the lower mainland are without fathers and these boys struggle to understand their role in society.
- Big Brothers staff recruits and screens the volunteers; the mentoring programs are run by the volunteers.
- School programs began in the early 2000's. Adults are matched with the children based on geography. Boys and girls are identified by the School Counsellors.
- The primary concern is the safety, success and development of the child and building resilience in the children.

- Children in the programs have little to no contact with their fathers, are of low income homes and have fewer opportunities than other children, and many have newly emigrated from refugee countries.
- Big Brothers and Big Sisters programs match a child with an adult for 2-4 hours per week. Mentors commit for one year and are matched based on similar interests and values. The mentor and kids do activities that are not too directed but more about what the kids want to do. Little cost is involved and no financial support is provided; they will play ball, etc.
- In School Mentoring Program is for one hour per week and the mentor goes into the school and visits there. Mentors are all ages. They are flexible, based on work location, and there is a team version where mentors are matched with children in schools.
- Surrey is one of the six Big Brother sites across Canada.
- The YOUCAN mentoring program is a Peacebuilding Program that covers mentors and mentees addressing cross cultural conflict resolution, negotiation, mediation, dialogue, etc. They are working to quickly develop a base of resources and capacity to develop a presence in the Surrey area.
- The Game On Program is an eight week, 70 minutes per week group program. There is one staff member and 8-10 male students. The focus is on healthy eating, physical activity, self-esteem, and communication skills (a good option for a volunteer who cannot commit to volunteering for a full year). The program usually takes place in the school after school hours.
- Big Brothers in Surrey have a dedicated office with four employees who run all four programs. In 2013, 146 children were served in all programs.
- The ethnic profile of Surrey volunteers includes Caucasian, Chinese, Filipino, French Canadian, Middle Eastern, South Asian, African Canadian, Vietnamese, Western European, First Nations, and more.
- As part of the YOUCAN Teen Mentoring Program in Surrey the major focus is addressing cross cultural conflict resolution.
- The Surrey Leadership Action Conference held in October 2013 was attended by over 100 local youth. Youth had the choice of eight skill building/training workshops run by eight different youth organizations. The Big Brothers of Greater Vancouver (BBGV) YOUCAN workshop covered cross cultural awareness. The focus was on exploring how culture weighs in on us affecting who we are and the world we see.
- The Surrey Teen Summit was the first event of its kind in Surrey involving Surrey teens in the In-school Mentoring Program.
- The Muslim Food Bank Partnership is working with the Muslim Food Bank Aspire Program to create Muslim matches in Surrey. The Big Brothers Program was modified slightly to meet the needs of the community, identifying families at the Food Bank, and identifying potential Big Brothers and educating them about the need for mentors within their community.
- The culturally specific Game On, to be held at Prince Charles Elementary and Royal Heights Elementary Schools, is working with the Aboriginal Child and a Youth Care Counsellor in a session that will be comprised of all aboriginal youth.
- The Benefits to Children is a study on impacts of mentoring and to make some definitive statements.
 - Boys are three times less likely to suffer peer pressure related anxiety, two times more likely to believe school is fun and important, and two times less likely to develop negative conducts such as bullying, fighting, lying, cheating, anger, etc.

- The benefit to the community is that the money invested results in the social return to society.
- There is a need for volunteer mentors in Surrey. There are 28 boys waiting to be matched and another 27 waiting to get on the official wait list. Waiting time is 1.5 to 2 years. The school based programs would benefit many children who could use the service.
- Big Brothers' request is for help with spreading the word through personal contacts, city hall staff, and introducing Big Brother programs to businesses with corporate volunteer programs for funding for office and meeting space for running the Game On Program.

2. Surrey Welcoming Communities Project

Jody Johnson, PEERs Inc. provided an overview of the Surrey Welcoming Communities Project.

The following comments were provided:

- The Surrey Welcoming Communities Project is for new immigrants and those coming from other communities. The project is a workshop of mini jobs, tours, and skills training.
- Surrey has the largest population of new immigrants. The communities receive a significant amount of funding for settlement and direct services to help the new immigrants to navigate. There is an understanding that the receiving communities could do more to help the immigrants; the concept is that being 'welcoming' is a two way street.
- Surrey Welcoming Communities Initiatives & Resources (SWCC) initiatives included the following:
 - Youth Led Welcoming Communities Social Media Project –
 - Refugees were trained to be videographers and crews. They came up with stories that had meaning and were significant about immigrants finding work, low pay, and about peer pressure in schools. The Museum was the lead agency.
 - The young people on the project were awesome; they are so new they barely spoke English but the level of engagement in making the videos was infectious.
 - The crews and videographers created three videos. The stories in the videos were pitiful, e.g.: young children who come here may speak two to three languages but must take English; however they do not get credits for their English language classes.
 - Government of Canada logos were put on the videos and sent for approval. The government deemed the stories to be too political and required the removal of the logos.
 - Public Exhibitions of Refugee Cultures –
 - The tent has been on display at the Library, Museum, School District and City Hall and is compelling. Seven refugee families were showcased.
 - The World Refugee Tent will be put up again for World Refugee Day in June. The pictorial story panels will be posted at City Hall.

- Refugee Myth Busting Campaign – Public Education Initiative –
 - There is an interest in eliminating the word ‘refugee’. Surrey is the biggest recipient of refugees and the big goal of the Surrey Welcoming Project is to try to break the stereotypes and myths and show the contributions that refugees make. Many refugees coming to Canada are well educated professional people who come due to persecution.
 - The work in Surrey has been around the Government Aided Refugees (GARs) transportation loans. 97% of the GARs repay their loans in full.
 - The Public Education Initiative is to engage the 8,000 School District staff and training sessions to be held on Pro-D days.

- Welcoming Spaces and Places Reviews –
 - Secret Shoppers Project - RCMP detachment has new immigrants as assessors/secret shoppers. They interact and fill out reports. The RCMP was impressed with the professionalism and by the recommendations that were meaningful and doable.
 - The project is going well and will be followed up with to see what has been done.

- Employer and Business Presentations and Forums –
 - The plan is to look at a different way to engage the community in an expansive way. The intention was to set up six training sessions to review the new census data from a business perspective, regarding diversity, etc. The summits with the Deputy Minister and LNG are huge events where 600-700 people hear the presentations receiving the power and learning from the project.
 - The Community Forum held February 18, 2014 was for business people on creating welcoming communities and workplaces. The dialogue session led by Kevin Evans was hugely successful.

- Service Provider Welcoming Communities Events –
 - Service provider events were held on February 21, 2014. The events exceeded expectations and everything went well. The event kicked off with an opening and blessing ceremony by Nakaden from Kwantlen that set the tone. The Major also sent a video greeting.
 - Internet Diversity Community Resources was donated to them to take care of and build and is entirely devoted to employment resources and has a nice balance of how to be welcoming.

- Welcoming Communities Dialogues Inspired by Cooking and Food –
 - The intent of the Food Initiative was to use food as a way to engage people to talk about food and the challenges faced by newcomers to Surrey, and as a means for the community and its residents to be more welcoming.
 - A tremendous amount of effort was made, led by Surrey Parks and Recreation. Chefs created delicious cuisine while sharing fascinating cultures.

Committee comments:

- The Provincial Government will no longer be providing these types of funds. All settlement issues were transferred back to the Federal Government two years ago

and effective April 1, 2014 all project work will come to a close and become the Local Immigration Partnership (LIP).

- The activities were about engagement and raising awareness; the Federal Government are hoping Surrey will help to make the systemic change and are doing research to look at where the systemic barriers are. Those around the table are the right people, however in order to achieve systemic change there needs to be people from the Health Authorities, etc.
This shows there is confidence at the level of maturity and Surrey has established itself as a very mature city.
- The Government Aided Refugee Transportation Loans has gone to the UBCM. Early days of LIP will be to assessing priorities and ensuring the right membership is at the table.
- The Province will provide funding for services to Citizen and Immigration Canada (CIC) for naturalized citizens.
- For the 70,000 temporary foreign workers in BC, services that are available are limited. The foreign workers have families with no access to services. These foreign workers are here to help us, but many are tremendously isolated.

C. OUTSTANDING BUSINESS

D. NEW BUSINESS

1. Newcomer Girls on the Move Program

Jenny Wainman, Diversity Coordinator provided an overview of the program funded by Canadian Association for the Advancement of Women in Sport and Physical Activity (CAAWS). The program will end March 31, 2014.

The following comments were provided:

- Surrey covers the largest geographical area in the province. One quarter of Surrey's population is under the age 19 years. The Surrey School District is the largest in BC and Surrey welcomes the largest number of Government Aided Refugees in the province.
- Only 11% of females in BC exercise on a regular basis, and 54% of the youth in BC fall short of the daily recommended servings of fruits and vegetables.
- The Newcomer Girls On the Move Program is a small impactful program that was started in 2012 with funding from CAAWS, in a local elementary school. The girls are aged 10-12 years old; 7-15 girls participate weekly for 10-12 weeks.
- Partner Agency Education –
 - Options has already established the relationships and the trust with newcomers. Options recruited participants for the program. Within their work they connect with newcomer families daily and referred girls to the program. There are workshops and activities, tours, speakers, and a variety of services across the city that opens doors to try new things.
 - The programs give the participants and families a voice. On the first day they create an outline for the 10 weeks. This is a unique way to program as the girls may be permitted culturally to do yoga or other physical activity but may not be allowed to dance.

- There is a movement from the school district towards recreation centres; an open doors concept to newcomers to encourage healthy and happy lifestyles that is youth driven and youth led. A young person is leading the program in a peer to peer connection and the girls continue on to others things such as swim class or other suitable activities. It is an education. Relationships matter!
- There are ongoing Policy Procedure reviews to ensure welcoming and inclusive communities.

Committee comments:

- Citizen and Immigration Canada (CIC) were proposed with this activity, however CIC are more adult oriented and this targeted population is not their priority.
- Staff noted that this program is similar to the My Zone after school program held at the schools for homework, sports, etc.

Emese Szücs departed the meeting at 10:35 am.

E. ITEMS REFERRED BY COUNCIL

F. CORRESPONDENCE

G. INFORMATION ITEM

1. 2014 Good Citizen Award

The Good Citizen Award is awarded to a person who has given outstanding service for the betterment of our community over the years. Deadline for nominations is Tuesday, March 25, 2014.

2. Hepatitis B Public Education Program - Let's Talk About B

There is a high incidence of Hepatitis B in the multi-cultural communities. SUCCESS offers information programs/workshops to the community in a multitude of languages.

H. OTHER BUSINESS

- 1.** A tour of the New City Hall was provided at the close of the meeting.

I. NEXT MEETING

The next Diversity Advisory Committee meeting is scheduled for May 20, 2014.

J. ADJOURNMENT

It was

Moved by K. Polubinski

do now adjourn.

Seconded by M. Pyne
That the Diversity Advisory Committee meeting

Carried

The Diversity Advisory Committee adjourned at 10:40 a.m.

Jane Sullivan, City Clerk

Chairperson, Councillor M. Martin
Diversity Advisory Committee