

Present:

Councillor Starchuk, Vice-Chair
A. David
Dr. B. Gurm
J. Kovach
J. Thind
K. Polubinski
M. Malik
M. Pyne
S. Altokhais
S. Marcinkowska
S. Sabharwal
T. Ghuman

Absent:

Councillor Martin, Chair
P. Aylward
B. King
K. Thiara
M. Fallon
C. Iweh
S. El-Nashar
T. Oleman

**Non-Voting
Representatives:**

L. Larsen

Staff Present:

A. Mathewson, Sustainability Manager
C. Kerr, Crime Reduction Strategy Manager
D. Gill-Badesha, Healthy Communities
Manager
E. Desautels, Community Services Coordinator
N. Webb, GM, Human Resources
R. Takhar, RCMP Crime Reduction &
Community Services Manager
T. Waterhouse, Director of Public Safety
C. Eagles, Legislative Services

A. ADOPTION OF MINUTES

1. The minutes of the Diversity Advisory Committee meeting of January 26, 2016 to be adopted.

It was

Moved by K. Polubinski

Seconded by J. Thind

That the minutes of the Diversity Advisory
Committee, held January 26, 2016, be adopted as presented.

Carried

B. DELEGATION

1. **Surrey RCMP Diversity Unit**
Inspector Ghalib Bhayani and Sergeant Paul Hayes, Surrey RCMP
File: 7500-01

In attendance as a delegation before the Committee to provide an update on the Surrey RCMP diversity outreach efforts and introduce new additions to the recently expanded Diversity Unit.

The following comments were made:

- The mandate of the Diversity and Community Engagement Unit is to enhance the Surrey detachment's ability to connect with the City's diverse communities and raise awareness around policing services. The Diversity and Community Engagement Unit coordinates their attendance at cultural events to promote policing services, represents the RCMP on various committees, assists with the creation and distribution of translated resources and participates in projects that directly enhance the profile of the Surrey RCMP in diverse communities. The Unit has officers who can speak in 43 different languages enabling them to reach out to communities in their own language and identify gaps within those communities.
- Highlights of 2015 and 2016 include the Community Outreach program, the Syrians newcomer support program in Jordan, and LGBTQ and Iraqi roundtable. The RCMP use their best practices to assist refugees and newcomers to get from point A to point B. They teach the refugees how to get a job, how they can contact the police, and what they can do to prevent themselves from victimization. There have been four-community outreach meetings hosted while the Engagement Unit set a total commitment of ten, which hope to be completed this year.
- The public is able to find out about their neighborhood community forms by receiving brochures in the mail, advertising by mail, and viewing all the upcoming events online. The RCMP group is focusing on tackling their biggest issue of gangs and drugs.

The RCMP Community Outreach Unit is committed to identifying specific issues in each diverse community and working towards filling in gaps and resolving the issues that can be actioned immediately. The delegation expressed their appreciation for International Women's Day and for the Diversity Advisory Committee to recognize women's equality.

2. **Sustainability Charter Update**
Anna Mathewson, Sustainability Manager
File: 0512-02

The following comments were made:

- The Sustainability Charter, which is the overarching policy document for the City, was approved in 2008 by Surrey City Council and based on three pillars: Economic, Environmental and Socio-Cultural. The update of the Sustainability Charter included surveying over 700 City staff, interviewing members of senior management team, holding stakeholder and staff workshops, engaging with the community, and hosting public and open house events.

- The key features of the draft Sustainability Charter 2.0 are a focus on community outcomes using an organizing framework of eight themes. The intent of the eight themes is to provide a more intuitive and holistic picture of sustainability goals for the City and to better connect issues across themes. Each theme has an overall, long-term goal followed by desired outcomes and strategic directions. Following Council approval of the updated Charter, the indicators found on the Sustainability Dashboard will be updated using these eight themes.
- A member felt as though the Sustainability Charter should separate social issues and environmental issues, and feels the Charter is weakened by the fact the two concepts are integrated.

Based on the vision from the Official Community Plan, the draft Sustainability Charter 2.0 vision statement of a sustainable and resilient Surrey looking ahead to the next 40 years is a thriving, green, inclusive City.

L. Larson left the meeting at 10:07 am

3. Cultural Safety
Dr. Balbir Kaur Gurm, Kwantlen Polytechnic University
File: 5080-01

In attendance as a delegation before the Committee to share information on cultural safety in order to assist the Committee on diversity and inclusion decisions and advice.

The delegation noted that her goal is to define cultural safety in order to move people from a cultural competency approach based on stereotypes of ethnicity to a communication process based on equity, respect and sharing. She encourages that before making assumptions about an individual's culture based on their physical appearance, ask the individual about their culture.

The delegation made the following comments:

- Culture is learned and shared knowledge of specific groups; it is unique and not just one thing. Individuals experience and negotiate multiple cultures in different environments. Culture is constantly changing and developing as individuals experience the world. It is wrong to judge how you interact with someone based on what you perceive their culture is.
- Ethnicity is the appearance of another person and is the first thing many people see. It is important to recognize and respect the differences in other people, individuals should not treat others differently based on those findings. Social construction is how individuals create an understanding of the world and their place in it by their own experience.

- Understanding someone's historical oppressions help people understand who they are so that others can help create experiences that are more equitable for them. In many cultures, certain groups have power and privilege; there may be oppression and inequity where those groups use their power unethically or in unfair treatment. Canadian historic examples include residential schools, Continuous Journey Act, Chinese Head Tax and Exclusion Act, and the 1942 War Measures Act.

The delegation concluded that the social, political, and historical contexts of people need to be exposed or the cultural identity of people is diminished and disempowered. It is important for municipalities to create culturally safe places. Cultural safety means individuals create an environment that is spiritually, socially and emotionally safe, as well as physically 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.

M. Malik left the meeting at 10:45

4. Public Safety Strategy
Dr. Terry Waterhouse, Director of Public Safety Strategies
File: 4710-01

In attendance as a delegation before the Committee to provide an update on the process currently underway of developing the City's Public Safety Strategy.

The following comments were made:

- The City of Surrey's comprehensive vision for the development of a Public Safety Strategy is to make Surrey a safe place to work, live and play. The goal is to engage the community. The Public Safety Strategy is an expanded, broader portfolio supported and derived from the Crime Reduction Strategy, of which 82% has been completed or integrated into the core functions of the Public Safety Strategy. The Crime Reduction Strategy is made up of four pillars which include:
 1. Prevent and Deter Crime;
 2. Apprehend and Prosecute Offenders;
 3. Rehabilitate and Reintegrate; and
 4. Reality and Perceptions of Crime.

- The Director of the Public Safety Strategy meets with individuals and associations in order to understand how to best move forward. Public safety is not only police work but requires multiple stakeholders and a number of key players that have commitment and mandate for public safety. Each partner has a unique core mission and contributes to the public safety mission and works together to achieve a safe community. These partners include City departments such as Fire, Police, Bylaws, Legal, Parks, Recreation and Culture, Social Planning and Sustainability, as well as schools and agencies, businesses and community groups. The City Manager and the Manager of Bylaws and Licensing Services help form part of the new public safety leader group which assists to draft the framework to Mayor and Council.
- Building the Public Safety Strategy begins with engagement, collaboration and communication. It includes linking strategic priorities to sustainability, public safety, innovation, and the Official Community Plan. The team's approach will incorporate best practices and is committed to achieving the targets they set. The strategy will be evidence-based and strive to enhance liveability by addressing issues related to crime, personal safety, emergencies, disasters, road safety, and persistent social challenges.

The public is invited to attend 90-minute themed "Public Safety Strategy Consultation Sessions" from April to May 2016.

C. OUTSTANDING BUSINESS

D. NEW BUSINESS

E. ITEMS REFERRED BY COUNCIL

F. CORRESPONDENCE

G. INFORMATION ITEM

H. OTHER BUSINESS

Staff updates, reports, newsletters

1. Healthy Families Conference

- A healthy families conference will be held on Thursday, March 24, 2016, at Kwantlen Polytech University (KPU).

2. **Making a New Home: 125th Anniversary of Ukrainians in Canada Exhibit Official Opening**

- Councillor Starchuk attended the Cloverdale Museum on Sunday, February 21, 2016 (1:00 pm – 3:00 pm) to celebrate the opening of the exhibit.

I. NEXT MEETING

The next Diversity Advisory Committee meeting is scheduled for Tuesday, May 17, 2016 in 2E Committee Room A at 9:00 a.m.

J. ADJOURNMENT

It was

meeting do now adjourn.

Moved by Dr. B. Gurm
Seconded by M. Pyne
That the Diversity Advisory Committee

Carried

The Diversity Advisory Committee adjourned at 11:09 a.m.

Jane Sullivan, City Clerk

Councillor M. Starchuk, Vice-Chair
Diversity Advisory Committee