

**Present:**

Councillor Starchuk, Vice-Chair  
A. David  
B. Gurm  
C. Iweh  
J. Kovach  
K. Polubinski  
M. Fallon  
M. Malik  
M. Pyne  
P. Aylward  
S. Altokhais  
S. Sabharwal  
S. Marcinkowska  
T. Oleman

**Absent:**

Councillor Martin, Chair  
B. King  
J. Thind  
K. Thiara  
S. Altokhais  
S. El-Nashar  
T. Ghuman

**Non-Voting  
Representatives:**

L. Larsen

**Staff Present:**

B. Collis, Diversity and Inclusion Coordinator  
D. Gill-Badesha, Healthy Communities  
Manager  
L. Cavan, GM, Parks, Recreation & Culture  
N. Webb, GM, Human Resources  
O. Shcherbyna, Surrey Local Immigration  
Partnership Coordinator  
P. Sanderson, Project Manager, Strategy  
Development and Implementation  
R. Takhar, RCMP Crime Reduction &  
Community Services Manager  
C. Eagles, Legislative Services

**A. ADOPTION OF MINUTES**

1. The committee is requested to pass a motion adopting the minutes of November 29, 2016.

It was

Moved by S. Sabharwal

Seconded by M. Pyne

That the minutes of the Diversity Advisory  
Committee meeting held November 29, 2016, be adopted as presented.

Carried

**B. DELEGATION**

1. **Surrey School District – School and Community Connections**  
Caroline Lai, Manager and Rob Rai, Director of School and Community  
Connections, Surrey Schools ELL Welcome Centre  
File: 4710-01

In attendance as a delegation before the Committee to provide a presentation on  
the Surrey School District Welcome Center.

The following comments were made:

- The Surrey School District English Language Learner Welcome Centre partners with Safe Schools and Community Schools Partnership to address student vulnerabilities and create opportunities before, during and after school for students. Community Schools Partnership staff work with schools to identify specific needs of children and families.

- The Attendance Matters program provides students with a nutritious meal in the morning. The delegation noted that if children are not hungry, they have a better chance in having a successful day.
- The delegation noted that education may impact children differently and students can feel vulnerable because of poverty, family dysfunction, life challenges, lack of specific life skills, or settlement needs.
- The Welcome Centre uses an integrated and collaborative service model that increases efficiency and reduces service gaps and duplication. The leadership structure provides support and opportunities for all students regardless of which department mandate they fall under.
- A survey that was conducted concluded that 50% of students registered in the English Language Learner program were speaking another language at home other than English.
- The Welcome Centre partners with the RCMP, they provide students with presentations on personal and community safety, reporting crime and what is involved in obtaining a career in policing. Programs connected with the RCMP may also have an opportunity to go on trips (such as a Canucks hockey game) to give youth a unique opportunity and build positive relationships with the police officers.

The Welcome Centre tracks how students are settling before and after the program; high school graduation rates are tracked.

## 2. **Public Safety Strategy**

Phillipa Sanderson, Project Manager, Strategy Development and Implementation  
File: 4710-01

In attendance as a delegation before the Committee to provide a presentation on the City of Surrey's Public Safety Strategy.

The following comments were made:

- The Public Safety Strategy was launched in October 2016 and was built on input from the community and its primary focus is on the prevention of crime.
- Close to 1600 members of the community participated in public consultations such as focus groups, stakeholder sessions, questionnaires, and online surveys. The Strategy goes beyond crime reduction and the live document will constantly be updated and added to.

- After public consultation, the focus of the Strategy shifted to supporting youth and the prevention of entry level crime. The objective is to intervene as early as possible to prevent crime before it even occurs. The delegation noted all residents of Surrey have a stake in public safety.
- The Strategy aims to make residents feel safe and engaged in the community. Residents are encouraged to volunteer, participate in public consultations, volunteer on Committees and join group gatherings. The initiatives/action plans are evidence based, those involved know it is working but also want to prove that it is working.
- The Strategy is organized around four priorities and has 10 new initiatives and 24 enhanced programs.
- Some of the many programs work to guide youth out of gang associations by providing facilities where youth can hang out after school hours and stay out of trouble.
- Project Integration Resources for Investigations and Safety (IRIS) allows residents and business owners to register their security camera with the RCMP. If an incident occurs in the neighbourhood, RCMP can contact the owner to retrieve surveillance that may assist in providing evidence to the crime. IRIS was launched in support of the City of Surrey ensuring safe places initiative.
- The initiative to support vulnerable people is the most difficult but most important as many vulnerable people also experience mental health and other issues. Staff are consistently reminding residents of the ways they can get involved to support public safety including joining a block watch group and registering their security camera.
- The delegation noted that members of the community expressed concerns of gang activity and gun violence.
- The Fire Department has been reviewing all data and identified hot spots for fires such as rental units, seniors housing, or housing where the newcomers would have no experience with smoke alarms. The Committee members would like to see regular information sessions on public safety for immigrants.

The Committee noted that staff need to engage more with the community to get the word out on public consultations for new initiatives. A Committee member noted that the aboriginal community could use an outreach worker in this regard.

3. **True Colours of Surrey**

Olga Shcherbyna, Surrey Local Immigration Partnership Coordinator

File: 5080-01

In attendance as a delegation before the Committee to provide a presentation on the True Colours of Surrey Forum.

The following comments were made:

- The Surrey Local Immigration Partnership is a collaborative initiative, funded by the federal government, operated by the City and brings together 30 organizations from diverse community sectors to work together to make Surrey more inclusive and welcoming.
- Research conducted by the Surrey Local Immigration Partnership concluded that over half of Surrey residents felt discrimination. The True Colours of Surrey Project conducted surveys, scans, and a Raising Awareness Campaign to determine why discrimination is an issue. A forum on November 18, 2016 shared the results and identified future actions in the community.
- The surveys brought attention to the impacts that discrimination has on people through their personal experiences. Some experiences included poor customer service, not feeling safe, and difficulties developing a sense of belonging within our community. Some respondents also suggested that they received threats or felt intimidated when they were experiencing challenges.
- The “We Are Surrey Campaign” was designed to celebrate diversity, and challenge perceptions and first impressions. In viewing the posters created for the campaign, Committee members expressed concerns that the posters did not identify certain groups of people as there were no females of African descent or Caucasian females. Staff advised that they attempted to include the full spectrum of diversity within our City. Staff noted that a committee worked on the initiative and they felt that writing the word “anti” would deter people from reading the messaging on the posters.
- Committee members noted the thinking behind the posters is very traditional and suggested the Campaign should instead focus on making a connection and making racial differences a non-issue.
- The Committee members noted that when teaching diversity by pointing out racial differences, we teach people the differences we have which can inadvertently lead to more discrimination. The Committee agreed that people should teach similarities and how to treat people with respect regardless of their unique ethnic background.

The Committee commended staff for constructing the “We Are Surrey Campaign”, on a sensitive topic but noted the campaign does not jump out to them as an anti-discrimination platform as the messaging is too moderate.

The Committee would like to see Council send a message to residents regarding the racist flyers that were recently distributed in Mission, Abbotsford, Chilliwack, and Richmond.

The Chair discussed that when members walk away from the Committee, it is important to be part of the community and bring the strengths discussed in these meetings. Members are encouraged to find themes that will fit into the Canada 150 celebrations.

**C. OUTSTANDING BUSINESS**

**D. NEW BUSINESS**

**E. ITEMS REFERRED BY COUNCIL**

**F. CORRESPONDENCE**

**G. INFORMATION ITEM**

**H. OTHER BUSINESS**

**I. NEXT MEETING**

The next meeting of the Diversity Advisory Committee will be held on Tuesday, March 7, 2017, at 9:00 a.m. in 2E Community Room B.

**J. ADJOURNMENT**

It was  
  
meeting do now adjourn.

Moved by S. Marcinkowska  
Seconded by K. Polubinski  
That the Diversity Advisory Committee

Carried

The Diversity Advisory Committee adjourned at 11:16 a.m.

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Jane Sullivan, City Clerk

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Councillor M. Starchuk, Chairperson  
Diversity Advisory Committee