

Present:

Councillor Starchuk, Chair
Councillor Martin, Vice-Chair
B. Gurm
C. Iweh
M. Fallon
M. Malik
M. Pyne
P. Aylward
S. El-Nashar
S. Marcinkowska

Absent:

K. Polubinski
T. Oleman

Staff Present:

B. Collis, Diversity and Inclusion Coordinator
C. Tallarico, Communications Manager
D. Gill-Badesha, Healthy Communities
Manager
J. Brar, Acting GM, Human Resources
K. Rose, Community Services Coordinator
R. Takhar, RCMP Crime Reduction &
Community Services Manager
C. Eagles, Legislative Services

**Non-Voting
Representatives:**

L. Larsen

A. ADOPTION OF MINUTES

1. The committee was requested to pass a motion adopting the minutes of May 16, 2017.

It was

Moved by M. Malik

Seconded by T. Ghuman

That the minutes of the Diversity Advisory

Committee meeting held May 16, 2017, be adopted as presented.

Carried

B. DELEGATION

1. **Surrey RCMP Diversity Outreach**
Constable Charanjit Marjara, Surrey RCMP Diversity & Community Engagement
and Rosy Takhar, RCMP Crime Reduction & Community Services Manager
File: 7400-01

In attendance before the Committee to provide a presentation on Surrey's RCMP
Diversity Outreach for 2017.

The following comments were made:

- The mandate of the Surrey RCMP Diversity Outreach is to enhance the City's abilities through focused community engagement. The main priorities include an internal training session through cultural sensitivity. The Surrey RCMP increase cultural sensitivity and awareness through community engagement. Community engagement is evaluated by satisfaction surveys. Over 30% of the RCMP membership speaks a language in addition to English.

- The Surrey RCMP Diversity Unit has partnered on projects that directly enhance the profile of the Surrey RCMP in the diverse communities. The Unit offers a wide variety of initiatives, such as presentations, open house gatherings, round tables, and settlement workshops to newcomers. The open house events are scheduled to put people at ease to get to know the RCMP and their roles. Many newcomers have a poor view of policing from their home country.
- As a follow up with the Somalin community, the RCMP engaged in initiatives on how to increase interaction between the RCMP and Somalin youth. The RCMP provided an overview on the role on policing and the basics for people who have ever been a victim or witness of a crime to the Somalian community. It was suggested by the Committee that the Diversity Unit should make the interaction available for all youth, not segregate specific groups of youth, to ensure there is not isolation.
- The RCMP is open to all types of engagement and believes that community partners are important to the success of diversity outreach.
- The “Next 100 Years” is a Mentorship Program that assists youth with identity and pairs Grade 7 students with Grade 12 students. The Mentorship allows the younger students to have someone to look up to and learn positive routines.
- The Committee noted that they are impressed with the effort of the RCMP and stressed the necessary efforts with youth. The Committee was supportive of the idea to provide education by other methods than presentations. The delegation noted that it takes commitment and leadership from the City.
- The Committee expressed concerns on why the sensitivity training is not offered at the RCMP training center and feel strongly that it should be offered at the training center. The delegate noted that they provide the recruits with the training once they land in Surrey as officer training differs in other provinces across Canada in accordance to their demographics.
- The Committee expressed concerns on how the RCMP organized and hosted Iftar, which is the meal served at the end of the day during Ramadan (fasting month to month). The Committee would like to see invites go to more people who could attend.

M. Fallon arrived to the meeting at 9:20 a.m.

2. Mosaic Services for Newcomers

Joanna Habdank, Manager of Community Outreach and Advocacy, MOSAIC
File: 5080-01

In attendance before the Committee to provide a presentation on the services that MOSAIC has been delivering to newcomer communities in Greater Vancouver for 40 years. The delegation focused on services that Mosaic provides in the City of Surrey.

The following comments were made:

- The delegation noted that the vision of Mosaic is to empower newcomers to fully participate in Canadian society. The Mission of Mosaic is to deliver services and engage in community building and advocacy to facilitate meaningful participation of immigrants and refugees in Canadian Society. Services provided include settlement, employment, counselling, English language training, translation and interpretation, workplace training, and specified services for family, children and youth considered part of the vulnerable community.
- These services are offered around the lower-mainland and change as programs continue to change and improve to meet the needs for newcomers.
- The delegate noted that the City could have a leadership role in assisting with funds. The delegate would like to see the City assist in collaborating with other organizations.

The Committee praised the programs that assist newcomers who have education but require re-certification to work in Canada.

More information about Mosaic and the services offered can be found online at www.mosaic.bc.org.

3. Introduction to Surrey Organizing Against Racism and Hate (OARH) Network

Natasha Bailey, Project Consultant, and Sherman Chan, Director of Family and Settlement Services, MOSAIC

In attendance before the Committee to provide a presentation on the background of the OARH Network including the process of developing protocol and opportunities for further engagement by the Diversity Advisory Committee.

The following comments were made:

- The Surrey Organizing Against Racism and Hate (OARH) Network is one of 33 across British Columbia and is funded through the Ministry of International Trade. The Program engages the Critical Incident Response Model (CIRM), which is a process that assists communities to respond in a collaborative manner to racism and hate incidents.

- Each community develops a procedural document called a protocol that is used in support to respond to racism and hate in the local community. ORAH is currently reviewing and taking the steps to develop the protocol guideline for the City of Surrey. The community needs to determine what is a critical issue surrounding racism or hate. ORAH hopes to engage a broad enough membership to capture how the City of Surrey could respond to racism or hate incidents. ORAH would like to see the City develop a statement for these incidents.
- ORAH is responsible to review the developed protocol on a regular basis and engage in activities that promote and distribute the protocol in a form which the community can apply it.

The Committee noted the many organizations that assist with racism and hate and questioned if there was a need for ORAH in the City.

M. Fallon left the meeting at 10:44 a.m.

C. OUTSTANDING BUSINESS

1. Fusion Festival Update

Karyn Rose, Parks Operations Coordinator, Parks, Recreation and Culture
File: 8200-20

The 2017 Fusion Festival highlights were recounted and included Canada 150 celebrations, 49 pavilions, a parade, performers and media and community sponsors.

The Committee thanked staff for their excellent contributions in making Fusion Festival successful.

D. NEW BUSINESS

1. Committee Work Plan

The Chair noted that individual conversations took place with Committee members over August recess that focused on the desires and aspirations of DAC members for the Committee.

The Chair and Committee required that staff to facilitate a workshop in place of the upcoming November 21, 2017 scheduled DAC meeting. The Chair would like to review the role and mandate of DAC, draft a new comprehensive work plan for 2018, and revise the existing Terms of Reference.

It was

Moved by Councillor Martin

Seconded by B. Gurm

That the Diversity Advisory Committee

appoint Councillor Starchuk as Chair and Councillor Martin as Vice-Chair, effective as of the start of the meeting.

Carried

E. ITEMS REFERRED BY COUNCIL

F. CORRESPONDENCE

1. Proposed 2018 Meeting Dates

File: 0540-20 V

The Committee is requested to pass a motion adopting the 2018 Meeting Schedule as presented.

It was

Moved by M Malik

Seconded by B. Gurm

That the Diversity Advisory Committee

adopt the 2018 Meeting Schedule as presented.

Carried

G. INFORMATION ITEM

H. OTHER BUSINESS

I. NEXT MEETING

The next meeting of the Diversity Advisory Committee will be held on Tuesday, November 21, 2017, at 9:00 a.m. in 2E Community Room B.

J. ADJOURNMENT

It was

Moved by M. Malik

Seconded by M. Pyne

That the Diversity Advisory Committee

meeting do now adjourn.

Carried

The Diversity Advisory Committee adjourned at 11:03 a.m.

Jane Sullivan, City Clerk

Councillor Starchuk, Chair
Diversity Advisory Committee