



**PUBLIC MINUTES – SPECIAL MEETING
CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE**

**December 15, 2017, 12:15 p.m.
Committee Room E, Ground Floor, City Hall**

PRESENT: Mr. C. Sicotte, Chair
Ms. K. Wuttunee, Vice-Chair
Councillor C. Block
Ms. P. Fosseneuve
Mr. D. Kanewiyakiho
Ms. S. Ross
Mr. S. Sambasivam
Mr. H. Sangwais
Ms. M. Soonias Ali
Ms. J. Yu

ABSENT: Ms. J. Gaudry
Mr. D. Isbister
Ms. N. Kochar
Mr. D. Santosi
Superintendent B. Shalovelov
Dr. J. Swidrovich
Mr. J. Tekleweld

ALSO PRESENT: Cultural Diversity and Race Relations Coordinator B. Sasakamoose Kuffner
Immigration, Diversity and Inclusion Consultant A. Sora
Committee Assistant J. Fast

1. CALL TO ORDER

The Chair called the meeting to order.

2. CONFIRMATION OF AGENDA

Moved By: J. Yu

That the agenda be confirmed as presented.

CARRIED

3. DECLARATION OF CONFLICT OF INTEREST

There were no declarations of conflict of interest.

4. CULTURAL DIVERSITY AND RACE RELATIONS COMMITTEE - GOVERNANCE REVIEW - ADVISORY COMMITTEES [Files CK 225-1 and 175-1]

The Committee Assistant submitted the Advisory Committee Governance Review report considered by the Governance and Priorities Committee (GPC) on November 14, 2017, and the recommendations of GPC approved by City Council on November 20, 2017. It was noted that the Core Committee would appreciate receiving comments by no later than December 31, 2017.

As indicated, the report recommends the dissolution and disbandment of the Cultural Diversity and Race Relations Committee for 2019, with a new Advisory Committee created with redefined Terms of Reference, including mandate, Committee composition and reporting structure.

The Committee's comments, to be included in a report submitted by the Chair and shared with GPC at its Regular Public Business Meeting in February, 2018, are as follows:

- New Advisory Committee Name - the report notes that the Core Committee is proposing a new Advisory Committee be created called the “Diversity, Inclusion & Equity Advisory Committee”. The Cultural Diversity & Race Relations (CD&RR) Committee suggested the following with regard to the name:
 - The acronym would be DIE, which does not present a favourable connotation. If this name goes forward, a different order of the words, or inclusion of another, is needed to change the acronym.
 - At the CD&RR Planning Session held at Wanuskewin in October, 2017, the Committee brainstormed ideas for a new committee name. Members agree with the premise of a name change, however, would like to provide input as to what the new name should be.
 - “Diversity” and “Inclusion” – do not wholly reflect the goal of the Committee. If the policies and procedures are enacted to achieve true equity, then diversity and inclusion are by-products. Diversity and Inclusion are “buzz” words at present, and not suitable language for the message of what the CD&RR Committee is endeavouring to achieve within the organization. While they are positive aspects, unless some of the over-arching goals are also included within that, the Committee’s long-term purpose is not truly represented.
 - Equity is a fitting word to include in the name.
 - Would like name to reflect more clearly where we want to be, not where we are struggling.

- Council membership on Advisory Committees – A City Councillor position on the Committee provides a direct liaison to City Council. Councillors are an advocate of the Committee. They help to navigate and assist the Committee in understanding the dynamics of City Council work. The CD&RR Committee believes there is merit in having a City Councillor at the table as part of the Committee, however, the Committee suggests as an alternative that perhaps the Councillor seat could be an *ex officio* position.
- Terms of Reference for new Advisory Committee – The CD&RR Committee would like the opportunity to contribute and be included in the Terms of Reference discussion for the new Advisory Committee.
 - The Committee notes that the framework for a more robust Advisory Committee was discussed at the CD&RR Planning Session in October, 2017.
 - What would the new Terms of Reference look like that leads us to what we don't have now?
 - There has been no indication of how the new Advisory Committee is going to significantly provide advice on reconciliation.
 - There is not a lot of inclusion of anti-racism perspectives. The CD&RR Policy is being reviewed in order to include more serious work around anti-racism. The CD&RR Committee is governed by this policy.
 - Expansion of the mandate is required to include gender diversity and awareness (e.g. LGBTQ).
 - Role of anti-racism and reconciliation should be included in the new Advisory Committee going forward - reconciliation as a movement, including actual calls to action.
 - Youth delegate – agree this is a positive addition to Advisory Committee membership.
 - Would like to ensure the CD&RR Committee has a voice and is an active member when forming the Terms of Reference for the new Advisory Committee.

Moved By: S. Sambasivam

1. That a Subcommittee be formed consisting of Chris Sicotte (Chair), Kari Wuttunee, Julie Yu, Phoebe Fosseneuve, Shirley Ross, and CD&RR Coordinator Sasakamoose Kuffner to work on developing Terms of Reference;
2. That the CD&RR Committee recommend to GPC that it give the CD&RR Committee more time to present an alternative name for consideration; and

3. That the Chair prepare a report for the CD&RR Committee members to review prior to being submitted to the GPC Core Committee by December 31, 2017.

CARRIED

5. ADJOURNMENT

The meeting adjourned at 1:17 p.m.

Mr. C. Sicotte, Chair

Ms. J. Fast, Committee Assistant