

**Advisory Committee on Equity and Diversity
Comité consultatif sur l'équité et la diversité**

**Agenda 3
Ordre du jour 3**

**Monday, February 14, 2000 - 6:00 p.m.
Le lundi 14 février 2000 - 18 h**

**Fuller Room, Terrace Level
Bytown Pavilion, City Hall**

**Salle Fuller, Niveau Terrasse
Pavillon Bytown, hôtel de ville**

**Adoption of Agenda
Adoption de l'ordre du jour**

**Confirmation of Minutes
Ratification des procès-verbaux**

Minutes 2 (January 21, 2000)

Procès-verbal 2 (Le 21 janvier 2000)

Index

**Information Items
Articles pour information**

**Action Items
Articles pour exécution**

**Unfinished Business
Questions inachevées**

1. **Role of Advisory Committees during the New Municipal Structure
Le role des comités consultatifs durant la nouvelle structure
municipale**
Ref.: CC2Z2000001 **City Wide**

**New Business
Nouvelles questions**

2. **ACED - 1999-2000 Annual Report and 2001 Objectives
CCED - 1999-2000 rapport annuel et les objectives 2001** **1**
Ref.: CC2Z2000027 **City Wide**

Sub-Committees Report

Rapports des sous-comité

3. **Disability Issues Advisory Committee - Update (Surat Turcot)**
Mise-à-jour - Comité consultatif sur les handicaps (Surat Turcot)
 Ref.: CC2Z2000007 **City Wide**

4. **Outreach Sub-Committee - M.Azad, D.Doran, J.Kabayama,**
N.Macmillan and S.Turcot
 - March 21 Project Update
Sous-comité "Outreach" - M.Azad, D.Doran, J.Kabayama,
N.Macmillan et S.Turcot
 - Mise-à-jour - Projet du 21 mars
 Ref.: CC2Z2000025 **City Wide**

5. **Advocacy/Policy Sub-Committee - M.Malik, N.Thirlwall, D.Detchou,**
A.Hector and G.Paciorek
 - Annual Retreat Meeting Update
Sous-comité d'intervention et d'orientation - M.Malik, N.Thirlwall,
D.Detchou, A.Hector et G.Paciorek
 - Mise à jour sur la séance annuelle de réflexion
 Ref.: CC2Z2000026 **City Wide**

Circulation File

Dossier de circulation

6. **Youth Justice Information and Bulletin No 1**
Réseau d'information sur la justice des jeunes et Bulletin No 1
 Ref.: CC2Z2000028 **City Wide**

7. **REACH - Equality and Justice for People with Disabilities**
REACH - Égalité et justice pour les personnes ayant un handicap
 Ref.: CC2Z2000029 **City Wide**

8. **Policy, Priorities and Budgeting Committee Meeting - January 27,**
2000 - Agendas 3
Réunion du comité des politiques, des priorités et des budgets, le 27
janvier 2000 - Ordres du jour 3
 Ref.: CC2Z1999080 **City Wide**

9. **Communiqué (December 16, 1999) - The Canada Council for the Arts**
Communiqué (le 16 décembre 1999) - Le conseil des arts du Canada
Ref.: CC2Z2000030 **City Wide**

Late Items

Articles en retard

Other Business

Autres questions

Deadline for material to be included in the next agenda

Date limite de présentation des documents à inclure dans le prochain ordre du jour

Should you wish to include an item on the next agenda, please submit the information to the Assistant by **Noon on Monday, February 28, 2000.**

Si vous désirez ajouter un article au prochain ordre du jour, veuillez le faire parvenir à l'adjointe d'ici au **lundi 28 février 2000 à midi.**

Next Meeting

Prochaine réunion

The next regular meeting of the Committee will take place on **Monday, March 13, 2000, at 6:00 p.m.**, in the Fuller Room, Bytown Pavilion, Terrace Level, City Hall.

La prochaine réunion ordinaire du Comité aura lieu le **lundi 13 mars 2000, à 18h**, dans la salle Fuller, pavillon Bytown, niveau terrasse, hôtel de ville.

Members' Reports - Enquiries

Rapports des membres - demandes de renseignements

Mukhtar Malik, Chairperson/Président

Nathalie Thirlwall, Vice-Chairperson/Vice-présidente

Mina Azad

Dieudonné Detchou

Desmond Doran

Alix Hector

Joan Kabayama

Neil Macmillan

Grace Paciorek

Non-Voting Members

Membres sans droit de vote

Councillor/Conseillère Elisabeth Arnold

Surat Turcot

Adjournment

Levée de la séance

CAL

January 27, 2000

CC2Z2000027
(File: ACS1300)

Ward/Quartier
City Wide

2. ACED - 1999-2000 Annual Report and 2001 Objectives
CCED - 1999-2000 rapport annuel et les objectifs 2001

Please note:

- S This is a sample of the Annual Report and Objectives of the previous year. It is a reference guide only.
- S Recommendation 3 was added as it is an election year.

- ▶ *The Committee concurs and so recommends.*

City Council Decision - November 3, 1999 - (Consent Item)

- *The Advisory Committee on Equity and Diversity recommendations, as presented, carried.*

Financial Comment

Funds for the Advisory Committee on Equity and Diversity base budget of \$2,100 will be provided in account 2231971 in the Department of Corporate Services 2000 Operating Budget. The Advisory Committee is requesting an additional \$4,500 from the unallocated bulk provision of \$10,000 provided in account 2231911. The distribution of this bulk allocation to the Advisory Committees will be dealt with by City Council during its deliberation of the 2000 Operating Estimates.

for Mona Monkman
City Treasurer

BEB:cds

Executive Report

Reasons Behind Recommendations

Recommendation 1

ACED submits its 1998-1999 report (Document 1) for the information of Council, in accordance with the June reporting requirements for Advisory Committees.

Recommendation 2

The objectives for 2000 have been developed in accordance with ACED's mandate.

Objective 1 - March 21 Education Project

Continuation of our March 21 Annual Education Project for Ottawa children and youth to commemorate the International Day for the Elimination of Racial Discrimination.

Liaison with the School Boards has been enhanced by direct contact with several key persons including principals, teachers, parents, and students. Discussions are underway to include school board representatives on the planning committee for the 2000 project. Response from

principals, teachers, parents, students, sponsors, and the media has been unanimously positive and supportive.

*Awards and expenses related to
Opening and Awards Ceremonies
Budget requested for Objective 1 from the bulk provision \$3,000*

Note: The Committee actively fund-raised in 1998 and 1999, and is committed to do so for 2000; reducing the cost to \$1,500.

Objective 2 - Annual Human Rights Day, November-December

Approval was sought and received from Council in fall 1998 to hold two annual projects: The March 21 Education Project and the Human Rights Day Project.

*Expenses related to event, communications
Budget requested for Objective 2 from the bulk provision \$500.00*

Objective 3 - Community Outreach

Enhanced community outreach to identify and address community issues and support to Council and City Hall on issues affecting equity and diversity.

*Meeting-related costs such as light refreshments,
additional parking, travel related costs
Budget requested for Objective 3 from the bulk provision \$600.00*

Objective 4 - Multiculturalism Policy, Human Rights Policy, Fire Fighters' recruitment Advisory Committee

Ongoing monitoring and support on Multiculturalism Policy, Human Rights Policy, Fire Fighters' Recruitment Advisory Committee, and advisory support to the Office of the Chief Administrative Officer related to human rights and employment equity:

No resources are required.

Objective 5 - Committee Development

Ongoing Committee development to enhance our ability for substantive, effective, and meaningful work objectives and outcomes related to our mandate and terms of reference.

No resources are required.

Recommendation 3

In addition to the funds requested for the Objectives for 2000, funding is also requested to cover expenditures associated with food, taxis and child care services since the Committee meets during the supper hour

Budget requested from the bulk provision \$400.00

Consultation

Public input was received from members of ACED at our regular monthly meetings throughout the year.

The Office of the Chief Administrative Officer and the Department of Community Services have reviewed and concurs with this report.

Disposition

Objectives 1 - 5 - Office of the Chief Administrative Officer and Community Services

List of Supporting Documentation

Document 1 ACED - Annual Report from June 1998 - August 1999

Document 2 Terms of Reference

ADVISORY COMMITTEE ON EQUITY AND DIVERSITY**1998-99 ANNUAL REPORT**

In preparing for our 1998-1999 Annual Report, we have reviewed our activities, ongoing work, new initiatives undertaken in 1998 and 1999, many of which we plan to continue as ongoing activities, and future directions to further enhance our capacity and effectiveness to assist Council, the community, and City Hall, on matters related to equity and diversity throughout Ottawa.

The Committee has two Sub-committees. Under the Community Outreach Sub-committee, there are three strands: Human Rights Project, March 21 Anti-Racism Education Project, and Community Concerns. Under the Planning and Policy Sub-Committee, there are four strands: Retreat Planning, Annual Report, Council Liaison, and Fire Fighters Recruitment.

March 21 Education Project

ACED launched the first Annual Ottawa-Region March 21 Education Project for students to Commemorate the International Day for the Elimination of Racial Discrimination, an expansion from last year's project, which launched the first project by the City on this topic, in partnership with the Unity Institute. In 1998, over 100 students participated in the project to address the elimination of racism. For the second year, over 330 students participated. Our partners this year included the Unity Institute and the Odawa Native Friendship Centre, which represents the first time an Advisory Committee and City of Ottawa event has had an Aboriginal presence at City Hall.

The Opening Ceremony in March at City Hall focussed on presentations by three of last year's winners, ranging in age from 5 to 16, who addressed invited guests on the importance of eliminating racism. The May Awards Ceremony was attended by City Hall's largest delegation of children and youth (over 100 students), who were winners of this year's project. The Ottawa Public Library also participated with a display of inclusive library materials.

The degree of community sponsorship support for this important project quadrupled over last year's sponsorship. Sponsors included Mayor Watson of Ottawa, Mayor Nicholds of Kanata, Councillor Arnold, the regional Chief of Police, the Ottawa Fire Chief, the Department of Community Services, the Ottawa Muslim Association, The Jamaican (Ottawa) Community Association Inc., the Odawa Native Friendship Centre, the Unity Institute, the Capital Region Interfaith Council, banks, large and small businesses, and many other corporate, community, and individual sponsors. The majority of corporate and small business sponsors were new sponsors this year.

Four of the most outstanding entries of artwork were framed (thanks to the sponsorship of the Ottawa Muslim Association), and presented by the young artists to the Mayor and Councillors, the Chief Administrative Officer, the Commissioner of Community Services, and the City Clerk, in appreciation of the support to ACED by their departments and staff. Special thanks go to Don Lonie, Department of Community Services, and Carole Langford, Department of Corporate Services, for their outstanding support to the project.

Both the Opening Ceremony and the Awards Ceremony received very positive coverage by the media.

All entries were on display at City Hall for a week in May, 1999. Requests have been received from the Ottawa Public Library to display the entries.

Annual Human Rights Day

In our 1997-1998 Annual Report, we listed an objective to develop and deliver a second annual project.

ACED's First Annual Human Rights Day was launched November 28, 1998 at the SAW Gallery in partnership with the Dinqinesh Education Centre (an anti-slavery research and education group). The purpose of the event was to celebrate the 50th Anniversary of The International Human Rights Day; to examine the state of human rights in Ottawa; and to highlight and support the work of local organizations and groups promoting human rights.

The special guest speaker commenting on the state of human rights in Ottawa was former Ottawa mayor Marion Dewar. A panel of speakers included representatives from REACH (an advocacy and education organization promoting equity for persons with disabilities), the National Capital Alliance on Race Relations, and the Ottawa-Carleton Immigrant Services Organization. The event was attended by representatives of the Canadian Tribute to Human Rights, the Carleton University Disability Awareness Centre, the Black Rose Institute, the Unity Institute, the Earl of March Secondary School Black History Committee, the Capital Region Interfaith Council, and the Somali Community.

Enhanced support to Council, the community, and City Hall on issues affecting equity and diversity.

A main mechanism of this objective, begun in the spring of 1998, was conducting meetings with individual Councillors and meeting with the Mayor and Councillors 2-3 times yearly. This objective was not fully met in 1998-1999 for the following reason: the Committee has had a challenging year, during which ACED lost through attrition, 50% of its members, including its Vice-Chairperson, due to various personal reasons. The five members who resigned/whose terms expired and who did not seek re-appointment, comprised a 75% membership loss on the Policy and Planning Sub-Committee, and a 33.3% membership loss on the Community Outreach Sub-Committee. These membership losses have contributed to

difficulties achieving this objective.

Five new members were appointed to the Committee commencing July 1999.

Enhanced Community Outreach

The loss of 50% of our total Committee membership has had some effect on our ability to more fully achieve this objective. However, membership loss notwithstanding, the Committee explored several new directions and initiatives in proactive community outreach, including:

1. **Diversity and Ottawa's Rooming House Project:** We invited presentation from and supported the work of the City of Ottawa's Rooming House Project, Department of Urban Planning & Public Works, which serves socio-economically marginalized citizens, including some who come from backgrounds of racial diversity and of psychiatric disabilities. As the City's demographic profile changes, the representation of citizens from diversity and equity-seeking groups has also increased among rooming house residents. We will continue to monitor and support this project.
2. **Community-based conflict resolution and community cohesion:** We invited presentation from and supported the work of the Neighbourhood Coalition on Conflict Resolution, which originated from a project for social housing communities with increasingly higher representation of residents from ethno-culturally/racially diverse background.

We explored the viability of sponsoring a community-based Conflict Resolution Mediators' Training Project with the Neighbour Coalition on Conflict Resolution, to reduce ethno-cultural/racial/creed misunderstanding and conflict, and to enhance community integration and cohesion. ACED assisted NCCR in the writing of a proposal to the federal government's Millennium Fund, and supported NCCR's application.

3. **Celebrating International Women's Day:**
In the past, International Women's Day (IWD) was organized by Women's Place, and the Committee has participated in and actively supported IWD. Due to a re-organization, Women's Place was unable to organize IWD, and no other organization stepped in to substitute for WP. Instead, ACED was represented at Councillor Deans' International Women's Day celebration in March 1999.
4. **Collaboration with the Disability Issues Advisory Committee (DIAC):**
The Chairpersons of ACED and DIAC had maintained regular contact to share information on activities and to explore possibilities for collaboration. In 1998-1999,

ACED voted to forward copies of our Minutes to DIAC; invited DIAC to present their activities; and in July 1999, established a protocol wherein DIAC now has a non-voting member on ACED.

5. Canadian Tribute to Human Rights:

The Committee was represented at the Canadian Tribute to Human Rights' November 1998 event at which special recognition awards were presented to the family of Canadian John Peters Humphrey, who drafted the Universal Declaration of Human Rights, and to President Nelson Mandela of South Africa, for their work on human rights.

6. Community Concern:

In July 1999, the Committee was consulted by the Quinterra-Riverwood Community Association on the planned rezoning of a property owned by Fines Flowers, which is planned to be rezoned for sale to a Tubman's funeral home. The consultation was sought to address cultural and spiritual issues and concerns raised by a substantial number of residents of Asian and South Asian background.

ACED responded with memos addressed to the Planning Division and to the ward Councillor, recommending that the cultural and spiritual concerns be given serious consideration, and advising that the process provide for further discussion before a recommendation is forwarded to Council

In August, ACED met with a delegation of citizens opposed to the rezoning plan, as well as with representatives of the Community Association, who also expressed their concern about the need for solutions which took into account the opposition of fellow citizens to the proposed funeral home.

The policy issue raised is the city's stated commitment to its Multicultural Policy, and the logical congruence to apply the commitment to the City's principles and practices in its planning process to take into consideration cultural and spiritual factors expressed by a significant proportion of the community. We will continue to monitor the situation, and will be preparing recommendations to the Planning Department.

The Committee is examining a community consultation process to regularly meet with different ward-based communities on concerns.

Multiculturalism Policy, Human Rights Policy, Fire Fighters' Recruitment Advisory Committee

In September 1998, the Committee responded and recommended to Council for the October Policy, Priority and Budgeting Committee meeting on the need for a Sponsorship Policy which included Ethical Screening to ensure that potential corporate sponsors are abiding by universal human rights principles in their employment practices, including observance of the United Nations Convention on the Rights of the Child, to ensure that products, services, and profit are not gained from exploitive employment practices nor from child labour.

The Committee also was invited to, and attended an interview and recommended on budget decisions for present and projected needs in Ottawa communities for the Department of Community Services, to ensure that planning and decisions are sensitive to needs, issues, and concerns of a demographically changing community.

The Committee continues to participate on the Fire Fighters Recruitment Advisory Committee. In December 1998 we promoted and advocated on the need to affirm employment equity in the hiring process of fire fighters, by communicating our recommendations to the Mayor, Councillors, the Commissioner of Community Services, and the Chief Administrative Officer. Our advocacy contributed to the successful selection of Ottawa's first female fire fighters. We will continue to monitor employment equity in this and other areas of the City.

In late 1998, we reviewed the proposed 1999 City Budget and monitored the budget process to ensure that the services, programs, and needs of equity-seeking groups and diversity groups were taken into consideration, and that no adverse impact would be felt by these groups resulting from budget deliberations.

Committee Development

In 1997-1998, the Committee began to examine and implement best practices approaches to Committee development. These included, and continue to include:

Orientation for new members:

An ongoing formal Orientation program for incoming new members, with presentations by the Department of Corporate Affairs (Council and Committee Services), the Office of the Chief Administrative Officer (Division of Human Rights and Employment Equity), the Department of Community Services (Multicultural Programs and Services), and the ACED Chairperson.

Annual Retreat:

An ongoing Annual Retreat, for the purposes of reviewing the past Committee year, planning priorities for the current and upcoming Committee year, team-building, and Committee development. ACED is the only Advisory Committee which holds an annual retreat.

AUTHORITY

City Council Meeting, April 2, 1997

City Council Meeting, December 15, 1982 (Minutes pages 2-6)

TERMS OF REFERENCE

To work towards the realization of a National Capital which will be a model City for harmonious race relations in Canada.

To work towards the elimination of racial discrimination within the City of Ottawa.

To review the policies and practices, over which the City of Ottawa has direct control, for any discriminatory elements and to make recommendations to Council for any necessary amendments thereto, including but not limited to the following policies and practices:

1. Personnel - including the need for an Affirmative Action Program;
2. The issuance of City of Ottawa contracts and licences;
3. Housing;
4. The awarding of City of Ottawa grants; and
5. The usage of City of Ottawa facilities, including displays, exhibits, community festivals and other activities.

To monitor and advise on the implementation of the Multiculturalism Policy.

To cooperate with local and regional bodies to ensure the avoidance or the elimination of racial discrimination in their policies and practices. Such bodies to include, but not limited to the following:

1. Boards of Education;
2. Local Police Forces;
3. Regional Council;
4. Ottawa-Carleton Transportation Commission;
5. Ottawa-Carleton Housing Authority; and
6. The Local Media.

To cooperate with and support other organizations, associations, and bodies with similar aims and objectives, in order to develop a strong lobbying network. Such organizations, associations and bodies to include, but not limited to the following:

1. Ontario Human Rights Commission;

2. The National Capital Alliance on Race Relations; and
3. Local Immigrant Services and Race Relations Service Organizations.

To encourage the formation and development of, and collaboration between, visible minority groups which, through activities and services of a self-help nature, can better meet the needs of their own members.

To encourage, on the neighbourhood level, formal and informal contact in order to:

1. promote a better understanding of different cultures; and
2. give members of visible minorities a forum to describe to other groups what it means to belong to a visible minority.

To do External Advocacy as per the City Council approved policy in the following areas:

- a) Constitutional Issues
- b) Policing/Community Relations
- c) Human Rights
- d) Subjects relevant to Advisory Committee mandate in the areas of Race Relations, Multiculturalism and Employment Equity

LEAD DEPARTMENT

Contact: Michael Smith, Manager, Human Rights and
Employment Equity Division
Office of the Chief Administrative Officer
244-5300 -1- 4084

COMPOSITION

Total Membership - 10 - (Term is 3 years)

10 residents of the City of Ottawa

*(The advisory committee has the option to include a non-voting member of Council)

** (Particular attention paid to ensure a broad base of linguistic, ethnic and racial representation.)

MEETINGS

Every second Monday of the month at 6:00 p.m., in the Fuller Room, City Hall. (If necessary, fourth Monday of the month).

QUORUM

5

COMMITTEE ASSISTANT

Carole Langford, 244-5300 -1- 3617

REPORTS TOPolicy, Priorities and
Budgeting Committee**MEMBERSHIP RECOMMENDED BY**

Policy, Priorities and Budgeting Committee