



Welcoming City Task Force Meeting Notes
May 31, 2021, 5 - 6:30pm on MS Teams
Meeting Chair: Lisa Helps

1. Mayor Helps opened the meeting with a Welcome, a Land Acknowledgement and a moment of silence to reflect on the residential school tragedy that was announced in the news over this past weekend
2. The Task Force congratulated Silvia Mangué Alene who has been hired by the City as part of the Equity, Diversity and Inclusion office. This is her last meeting as a member of the Task Force.
3. Summary of findings to date:

Have Your Say:

Saved to this PC

- 1600 visits to the page
- 218 of those visits were engaged individuals
- Ideas – 163 contributions
- Stories – 10 contributions
- Poll – 104 participants:
 - 76 long term residents (73%)
 - 28 newcomers (27%)

Workshop Summaries

Workshop participants:

- ~ 2/3 more than 5 years
- ~ 1/3 less than 5 years
- ~ 3/4 were immigrants

Workshop Attendance

1. Education: 12
2. Economic Development: 8
3. Equitable Access: 15
4. Connected Communities: 13
5. Civic Engagement and Government Leadership: 7
6. Safe Communities: 13

General Themes:

- Frustration with lack of access to information.
- Desire for more diverse representation.
- Desire for more community conversations.
- Acknowledgement of City's efforts and intention to be a more welcoming city.

Community-specific requirements across all the categories

- Coordination and Dissemination of information
- Representation and Mentorship
- Ongoing Advocacy and Messaging
- Need for Council Policy on Equity, Diversity and Inclusion



EDUCATION

- Support and Mentorship
- Advocacy
- Community Connections
- Safe Spaces

ECONOMIC DEVELOPMENT

- Enhance Existing Supports and Build-in Mentorships
- EDI Advocacy and Leadership
- Additional Funding and Incentives

EQUITABLE ACCESS

- Council Policy to address systemic change
- Equitable access to housing, transportation, and health services for immigrants.
- Community Weaver/Animator position

CIVIC ENGAGEMENT & GOVERNMENT LEADERSHIP

- Acknowledge and promote newcomers' contributions to society.
- HR policies and practices that foster Equity, Diversity and Inclusion
- Recognize foreign work experience and credentials

CONNECTED COMMUNITIES

- Mentorship programs for newcomers
- Cultural Directory of cultural groups and organization
- Activities to connect youth.
- Regular interaction and communication between community leaders.
- Multiple opportunities to come together to work on issues and concerns of mutual interest.



SAFE COMMUNITIES

- Community Engagement, Education and Outreach
- Community Visibility & Interaction
- Diversity, Equity, and Inclusion in Human Resource Practices

- Centrally Located Welcome Centre
- Personal Profile App
- Continue to Have Your Say & Community Conversations
- Task Force to remain in place to hold City accountable to Welcoming Strategy implementation

Bold Ideas & Actions

4. Task Force feedback on Phase 1 of the engagement
Members were in general agreement with the summaries of what the consultants heard, and were keen to ensure this work continues, and that the Task Force continue in some format to hold Council accountable to the implementation of this strategy.
5. **Session 7 – A Dialogue with Mayor Helps and Councillor Dubow** is taking place on June 7, as a virtual session. The invitations were sent out last week and there is an ongoing social media campaign all week, along with a Facebook event is happening.
6. Next steps
 - a. The survey is now being written and should be ready to launch around June 21, open for 3 weeks.
 - b. The consultants will next begin work on creating draft recommendations to present to the Task Force in late July.
7. Closing Comments : Councillor Dubow thanked the Task Force for the work everyone is doing

Next meeting – June 28th, 5pm start time. The draft agenda will include a discussion on guiding principles on moving forward with this work.

Attendance

Members	Organization	May 31
Agnes Myhre	Bayanihan Community Centre	
Annie Djioisa	Société Francophone	√
Chief Del Manak	VicPD	√
Daniela dos Santos Pinto	Member at Large	√
David Lau	Victoria Immigrant & Refugee Centre Society	√
Florentien Verhage	Intercultural Association	√
Garry Sam	Songhees Nation	√
Jefus Godwin-Enwere	International student	√
Jerome Thomas	Esquimalt Nation	
Jibril Mohamed	Member at Large	√
Kareece Whittle-Brown	Here in Canada magazine	√
Maureen Sawa	Greater Victoria Public Library	√
Nora Butz	Chinese Community Services Society	√
Sandra Hough	George Jay School PAC	
Silvia Mangué Alene	Member at Large	√
Tracy Ryan	Victoria Silver Threads	√

City staff, Councillors and guests present at the meeting:

1. Councillor Sharmarke Dubow
2. Kimberley Stratford, City staff
3. Gala Milne, City staff
4. Neuquinn Consulting (Patricia Quinn and Rachael Seupersad)