



Minutes

Welcoming City Advisory Committee

Date: May 3rd 2022 from 5:00pm to 6:30pm

Location: City Hall, Songhees board room

Attendees: Kareece Brown Sandra Hough, Jibril Mohamed, Agnes Brown, Daniela Pinto, Florentien Verhage

Council Liaisons: Mayor, Lisa Helps & Councilor Sharmarke Dubow

City Staff: Albert Galiev & Silvia Mangué Alene

Regrets: Nora Butz, Karen Kira, Maureen Sawa, Jerome Thomas

	AGENDA	NOTES
1.	Welcome and Land Acknowledgement	Land acknowledged via Chair Councilor Dubow
2.	Report to the Welcoming City Implementation Plan and Clarify required from Committee on items 1.1, 1.2, 2.2 & 4.3 Prioritization exercise	Committee priority for 1.1 <ul style="list-style-type: none"> • Assess hiring practices of the City and refine to make them more focused on equity, diversity and inclusion with no need for Canadian experience <ul style="list-style-type: none"> ○ Check to see if there is a report on the composition of staff in progress ○ Make sure that the City hires companies that value equity, diversity & inclusion (check with Procurement team) Committee priority for 1.2 <ul style="list-style-type: none"> • Audit all City recreational programs from a point of entry and access as the first step Committee priority for 2.2 <ul style="list-style-type: none"> • Developing a guidebook for newcomers to the City of Victoria Committee priority for 4.3 <ul style="list-style-type: none"> • Facilitate a meeting between organizations that are already running mentorship programs to understand the gaps in their programming and determine whether

		<p>there are incentives they could be giving longtime residents to become mentors</p> <p>Action: Mayor's office to send the priorities list and request the Committee members to rank in order of importance.</p> <p>Action: The EDI Office to provide an update at the next meeting</p>
3.	Report on 3.2	<p>For the "Better Together Gala" and event to welcome new immigrants organized by Here Magazine, taking place in October 22nd 2022. The City is being requested to support the event by:</p> <ul style="list-style-type: none"> • Allocating funds for food • Allowing for space for the performers at the gala to get together, connect and share food
4.	Storytelling Workshop-Discussion Plan	<p>Daniela will be sending information about the workshop to all members. She is asking for any kind of support from organizations sitting on the Committee.</p>
5.	May 25th Victoria Votes Information Event	<p>Mayor Lisa Helps asked for the committee members to disseminate the information about the event on 2022 local elections</p>
6.	Closing comments	<p>Next meeting will take place at the new offices of ICA</p>