



MINUTES – WELCOMING CITY ADVISORY COMMITTEE

June 15, 2022, 5:09 P.M.

808 Douglas Street

The City of Victoria is located on the homelands of the Songhees and Esquimalt People

- PRESENT: Jibril Mohamed, Agnes Myhre, Florentien Verhage, Maureen Sawa, Kareece Whittle-Brown
- COUNCIL LIAISON: Mayor Helps
- ABSENT: Councillor Dubow, Daniela dos Santos Pinto, Karen Hira, Nora Butz, Sandra Hough, Jerome Thomas
- STAFF PRESENT: A. Galiev – Equity Diversity & Inclusion Lead, S. Mangué – Equity, Diversity & Inclusion Coordinator, M. Fedyczkowska – Policy Analyst, C. Anderson – Deputy City Clerk, Sydney Stoltz – Committee Secretary

1. **Welcome and Land Acknowledgement**

Mayor Helps called the meeting to order at 5:09 p.m. and acknowledged that the City of Victoria is located on the homelands of the Songhees and Esquimalt First Nations communities.

2. **Priorities List Update**

A. Galiev – Equity Diversity & Inclusion Lead provided a presentation regarding committee priorities. He addressed questions from the Committee and provided an opportunity for comments.

The Committee discussed the following:

- *Clarification regarding the fact that there is no requirement that applicants for City of Victoria job postings have Canadian experience; however, it is up to department leaders to decide if an applicant has necessary qualifications*
- *Support from the Department of People and Culture & the Office of Equity, Diversity & Inclusion with these processes*
- *The Social Procurement Policy, which outlines the City's processes for purchase of goods and services in order to evaluate proposals and determine if they achieve City goals (intersectionality, social justice etc.)*
- *Clarification regarding the procurement process*
- *Processes for the City to undertake work to review registration processes for sport and recreation programs, and audit city recreational programs in order to review access and point of entry challenges*

- *Organizations that support newcomers, and how many people simply don't know where to find information upon their arrival in Canada*
- *Ideas for a new module on the Connect Victoria app for newcomers with resources for things such as housing, jobs, etc.*
- *A potential newcomer orientation with job resources at City Hall for learning how to work at the City, as well as highlighting open positions and how to progress in departments/roles*
- *How a similar orientation could exist for small business owners to learn how to do business with the City (how to be added to the City's list of prequalified caterers, for example)*
- *Potential for staff to look into hiring practices (ensuring that applications for jobs aren't discarded simply because the person applying is a newcomer/immigrant); the need to include all perspectives, and ensure that the people doing the hiring are aware of these practices*
- *The idea of personalized letters being sent to newcomers to the City as a potential pilot project; could do a small cohort to start (new students, etc.)*

3. Priorities List – Committee Action

The Committee discussed the following:

- *The desire to have a report ready for July 28th in order to have recommendations sent forward by Council; Mayor Helps to send a draft to the Committee by June 24th*

4. Collaboration with Here Magazine in the “Better Together Gala” What to do next

The Committee discussed the following:

- *That the Mayor's office will host a meeting in September; will organize with organizations running mentorship programs before then*
- *The need to ask Council if they will fund the food and find a space where the performers can meet before or after the event in order to meet*
- *How the event itself will be held at the Belfry*
- *J. Mohamed to write a letter of support as Refugee Support Coordinator*

5. Closing Comments

The Committee discussed support for the People of Culture event last week, and how the City received lots of positive feedback.

6. Adjournment

The Welcoming City Advisory Committee Meeting adjourned at 6:25 p.m.