



MINUTES – INTERNATIONAL DECADE FOR PEOPLE OF AFRICAN DESCENT COMMITTEE

February 21, 2023, 5:00 P.M.

ESQUIMALT NATION ROOM, CITY HALL, 1 CENTENNIAL SQUARE

**The City of Victoria is located on the homelands of the Songhees and Esquimalt People
Meeting conducted electronically via Microsoft Teams**

PRESENT: Dominique Makay in the Chair, Barbara Hudlin, Hissein Idriss,
William Goldiet, Kenny Panza, Natalie Justin, Dr. Christian O. Kumi

ABSENT:

STAFF PRESENT: A. Galiev – Equity Diversity & Inclusion Lead, S. Mangué – Equity,
Diversity & Inclusion Coordinator, S. Stoltz – Committee Secretary

GUESTS: Vrindy Spencer – Inclusive Internship Program Consultant, Billie,
Kabir, Cassidy – Coordinator of Strategic Initiatives, Sport for Life

1. Welcome and Land Acknowledgement – Dominique

Acting Chair Dominique Makay called the meeting to order at 5:02 p.m. and acknowledged that the City of Victoria is located on the homelands of the Songhees and Esquimalt First Nations communities.

2. Approval of the minutes from Nov 15, 2022

The minutes were approved by unanimous consent.

3. Newcomer Sport and Recreation Initiative Presentation – Billie Tes and Cassidy Monaghan (Sport for Life)

The Committee received a presentation from Kabir Hosein, Billie Tes, and Cassidy Monaghan from Sport for Life regarding recommendations to identify and reduce systemic barriers to sport and physical activity for new families to Greater Victoria. The presentation explained how Sport for Life aims to help provide understanding of potential barriers such as financial concerns, transportation, language, or racism, and providing solutions. Sport for Life will deliver a final presentation to Council on March 23, 2023.

Committee discussed the following:

- *The fact that not all newcomers live within the City of Victoria, and that leveraging our network in order to reach more people is important*
- *Getting voices to share the survey with their network in order to have as many responses as possible; programs would then be implemented with local government recreation programs*
- *The fact that the survey is offered in multiple languages*
- *The fact that these challenges can be especially prominent among children*

- *The fact that they're consulting to form a report on what the challenges are when trying to access programs and sport facilities*
- *The fact that many newcomers and working class parents often use Messenger and WhatsApp, and ways of circulating the survey through these channels*
- *Accessing and sharing the Sport for Life materials such as posters and links for resources in different languages*
- *Staff sending the link for materials via email to the Committee after the meeting*
- *Ideas regarding communications and engagement for the Sport for Life proposal*

4. Inclusive Internship Program project introduction Vrindy Spencer (City of Victoria)

Committee received information from Vrindy Spencer regarding the inclusive internship program at the City of Victoria for a paid internship program that has a focus on inclusion. Benefits of the internship include increasing local experience for potential newcomers to Victoria, increasing the diversity of City staff, and increasing civic engagement in the public by learning more about local government.

Committee discussed the following:

- *Potential challenges of finding employment within Greater Victoria*
- *Difficulties of breaking into networks that one is not already a part of, particularly smaller networks such as those involved with local governments*
- *The fact that even employers that are advertising diversity are not always reflective of these policies*
- *The fact that everyone needs to start somewhere*
- *The need for continued support when it comes to establishing newcomers and people of colour in their career trajectories, not only when it comes to the hiring process*
- *Important points for the internship, such as:*
 - o *Mentorship*
 - o *Care*
 - o *Patience*

Natalie Justin left the meeting at 6:09 p.m.

Committee discussed the following:

- *The desire by many for mentorship*
- *The fact that a workshop around the subject, particularly one involving major entities around Victoria such as the University of Victoria and Royal Roads University*
- *The potential budget for a workshop in order to compensate those involved*

5. Discussion: Members' Updates

Committee discussed the following:

- *The potential to add two more committee members to the IDPAD committee, particularly youth*

- *The desire to start looking into conducting workshops, such as one to examine the hiring process with different entities in Victoria in order to inform new practices in local governments and other governing bodies*
- *Deliverables that the Committee needs to meet*
- *The desire to formally ask that a member of Council come to a meeting*

6. Closing Remarks – William

The International Decade for People of African Descent Committee Meeting adjourned at 6:51 p.m.