



**MINUTES - WELCOMING CITY ADVISORY COMMITTEE**

**September 2, 2025, 5:00 P.M.**

**XWSEPSUM NATION ROOM, CITY HALL, 1 CENTENNIAL SQUARE**

**The City of Victoria is located on the homelands of the Songhees Nation and Xwsepsum Nations.**

**Meeting conducted electronically via Teams and in-person**

PRESENT: Daniela dos Santos Pinto, Jibril Mohamed

PRESENT

ELECTRONICALLY: Sandra Hough in the Chair, Nasim Hamed, Maureen Sawa, Nora Butz

ABSENT: Tita Dominga, Florentien Verhage

STAFF PRESENT: A. Galiev – Equity, Diversity & Inclusion Lead, S. Mangué Alene – Equity, Diversity & Inclusion Coordinator, S. MacKenzie – Equity, Diversity & Inclusion Coordinator, M. Haden – Legislative Coordinator, C. McDonald – Inclusion Coordinator, Recreation

GUESTS: Renee Proulx - Licker Geospatial, Zara Chaudry - Coastal Research, Education, and Advocacy Network, Natalie Justin – Coastal Research, Education, and Advocacy Network

**A. Welcoming and Land Acknowledgement - Sandra Hough**

The Chair called the meeting to order at 5:03 p.m. and acknowledged that the City of Victoria is located on the homelands of the Songhees First Nation and Xwsepsum First Nation communities.

**B. APPROVAL OF AGENDA**

Moved and Seconded:

That the agenda be approved.

*Carried by unanimous consent*

**C. CONSIDERATION OF MINUTES**

Moved and Seconded:

That the minutes from September 2<sup>nd</sup>, 2025 be approved.

*Carried by unanimous consent*

**D. NEW BUSINESS**

**D.1 Carolyn MacDonald, Recreation Services - Language Translation**

*Committee discussed the following:*

- *The need for diverse hiring practices to support language inclusion*
- *The Committee's willingness to support translation*
- *Printed materials, workshops, and tools to support translation*
- *The need for reliable city-wide translation services and solutions*

**D.2 Renée Proulx, Licker Geospatial – Update on Complete Communities Assessment: Newcomers**

*Committee discussed the following:*

- *Uses for the data presented going forward*
- *Audiences for the data and methodology*

**E. COMMUNITY ROUND TABLE**

**E.1 Community Conversations**

Zara Chaudhry and Nataline Justin from CREAN provided a presentation on the Welcoming City Conversation Series.

Time did not allow for discussion, so the speakers will follow up with the Committee by email.

**F. Next Meeting Agenda & Date**

This item was not discussed.

**G. ADJOURNMENT**

*Committee, by unanimous consent, adjourned the meeting at 6:34 p.m.*