



**Burlington Inclusivity Advisory Committee Meeting
Agenda**

Date: June 21, 2019
Time: 9:00 am
Location: 3800 Constable Henshaw Blvd. (Halton Regional Police Services)

Pages

1. Declarations of Interest:

2. Approval of Minutes:

2.1 Approval of minutes from meeting held May 17, 2019

1 - 4

3. Delegation(s):

3.1 Tara Thorpe, to discuss Pride Day flag raising and future Pride Day opportunities.

a. Sarina Sarraf, representing Positive Space Network attending to provide input/answer questions

3.2 Hanadi Almasri, Director of Social Innovations & Enterprises, HMC Connections

4. Regular Items:

4.1 Newcomer subcommittee update

5 - 6

4.2 Economically disenfranchised subcommittee update

5. Other Business:

6. Adjournment:



Burlington Inclusivity Advisory Committee Meeting

Minutes

Date: May 17, 2019
Time: 9:00 am
Location: 3800 Constable Henshaw Blvd. (Halton Regional Police Services)

1. Members Present:

Doug Martin (Chair), Rana Al Samaani (Vice Chair), Jim Young (BSAC), Carrie Overholt, Maroun Naser, Ron Baliko (BAAC), Roy LaChapelle, Kate Dunn, Jenna Bye

2. Member Regrets:

Girish Parekh, Brent Hughes (Halton Police), Mumba Litana, Heba Lamloum, Kumkum Bhandari (BPL)

3. Other Members:

Councillor Angelo Bentivegna, Mary Lou Tanner, Briar Allison, Lisa Palermo (Clerk)

4. Declarations of Interest:

None.

5. Approval of Minutes:

5.1 Minutes from the meeting held April 26, 2019 were approved.

6. Delegation(s):

6.1 Angela Papparizo, Manager of Arts and Culture

Angela relayed that she participates on a committee comprised of local boards/ partners and members of the city's leadership team. Participants include Tourism, Art Gallery of Burlington and the Burlington Performing Arts Centre. One project the committee has been working on is the incorporation of welcome signage in cultural facilities. The program

mirrors one from the Halton District School Board. Angela shared the image of the signage with members to obtain their feedback. The signage includes the word 'welcome' in multiple languages along with symbols (for example the accessibility symbol) Overall, the signage was well received. The following comments were provided:

- include indigenous language or symbol
- create portable signage for all citizen advisory committee to use when at events / engaging with the public
- add Burlington brand to the signage
- add braille
- use in city facilities

7. Regular Items:

7.1 Subcommittee updates

a. Economically disenfranchised

Carrie provided an overview of the work of the subcommittee. The subcommittee looked at barriers, other organizations working on this issue, possible partners for BIAC to liaise with and initiatives BIAC can be involved with.

- The economically disenfranchised have barriers to housing, education, jobs
- Some organizations BIAC should consider connecting with are Community Cares (ROCK), Centre for Skills Development, Community Development Halton, Elizabeth Fry/John Howard Society
- BIAC should consider getting involved in policy review at the city, improve communication and public awareness of BIAC and build on relationships with community partners and other advisory committees.

b. Newcomers

Maroun provided an overview of the work of the subcommittee. The subcommittee suggested that awareness of BIAC and its role be a priority for the committee. The following projects were suggested as a means for improving awareness of BIAC and of issues facing newcomers:

- Burlington Walk for Inclusivity / Diversity - to promote awareness that Burlington is an inclusive city. An opportunity to get feedback from the community, an affordable and accessible event. Connect with a community partner like Halton Multicultural Council. Offer a mini cultural fair as the destination for the walk.
- Welcome Wagon - a concept developed by the City of Toronto where newcomers are provided welcome baskets based on individual needs. (pamphlets, coupons, calendars, other specific information). An online survey assists to tailor the basket contents.
- Annual Award for Business - a diversity award provided to a businesses that have demonstrated a commitment to diversity. For example through their hiring practices or employee practices, etc. Incorporate award into Burlington's Best program or other awards program that already exists. Chamber of Commerce?
- Some organizations BIAC should consider connecting with are Halton Multicultural Council, Welcome Wagon, Burlington Economic Development Corporation, Halton Equity and Diversity Roundtable, Halton.ca

7.2 Finalize 2019 work plan

Members agreed to pursue the Welcome Wagon concept. The newcomer subcommittee will meet to discuss this project and provide a more detailed concept for the whole committee to consider at the next meeting.

Members prioritized the partners they would seek to connect with before the end of the year. Lisa will contact the following organizations to invite them to attend a future BIAC meeting:

- Halton Multicultural Council
- Halton Equity and Diversity Roundtable
- Community Cares (ROCK)
- Elizabeth Fry or John Howard Society
- Community Development Halton

Other organizations recommended by the subcommittees will be contacted at a later date. When contacting organizations, they will be asked to come to BIAC to provide the following:

- brief intro about their organization and it's mandate
- what are the gaps they have identified in the community?
- what can BIAC do to assist?
- who are their stakeholders/partners?
- what are their thoughts on how to make newcomers/economically disenfranchised feel like they belong?

8. Other Business:

- Mary Lou advised that she is working on a report that will go to Committee of the Whole in July. The report will provide an update on the work done by the Mohawk Future Ready Leadership teams, the Anti-Bullying Task Force and staff training. The subcommittee for the economically disenfranchised will review the draft inclusivity report and provide feedback before it is presented to council in July.
- Doug reminded members to consider attending one of the upcoming Citizen Action Labs being held on May 25 and May 29.

9. Adjournment 10:59 a.m.



Burlington Inclusivity Advisory Committee

Sub Committee – Newcomer Integration Minutes of Meeting

Date : Friday, June 7, 2019.
Time : 11:00 am
Location : Burlington Public Library – 676 Appleby Line

1. Members Present

Kumkum Bhandari
Heba Lamloom
Maroun Naser (Chair)
Rana Al Semaani

2. Member Regrets:

Kate Dunn
Roy La Chappelle.

3. Discussions:

- a. Agreed on our **Vision** being to 'Create a Sense of Belonging for **New Residents of Burlington**' (**NRB**) this can be done through the following plan:
- Become aware of what is already in place in terms of services in support of new residents.
 - Measure impact of existing **NRB** services and effectiveness.
 - Identify the gaps in services and what needs be done to improve the integration of NRB.
 - Make recommendations to the City for improvements of current services and the introduction of new ones.
- b. Agreed that our approach should not be 'one size fit all' when helping new residents feel that they form part of the community, so we tentatively agreed to split the new residents into two categories based on their integration needs as follows:

Primary NRB: Moving to Canada	Secondary NRB: Moving within Canada
Settlement Services <ul style="list-style-type: none">- Meet and Greet support- Accommodation/Housing- Employment/Volunteering- Schooling & Health- Financial affairs (bank accounts)- Government Services- Emergency awareness e.g. fire alarms, etc.- Services for seniors- Culture / History awareness- Sponsor, suppliers, vendors	Recreational Services <ul style="list-style-type: none">- Culture / History awareness- Entertainment and sports- Special events- Sponsor, suppliers, vendors

- c. Explored ways to create a sense of belonging:
- How safe in Burlington?

- ii. Cost of living in Burlington; accommodation?
- iii. School districts in Burlington?
- iv. Ease of commute?
- v. How can our team use the culture and individuals' personal background to raise the sense of belonging (**Kumkum Video**)?
- vi. Identify where new residents get their support from e.g. faith groups?
- vii. How easy is it to find info and support for services, events (recreation and entertainment) in Burlington?
- viii. What are the best ways to disseminate information about the city services to NRDs?

4. Actions:

- a. Invite a COB representative to explain current services targeting NRBs and sharing of info and needs with other entities within Burlington e.g. welcome wagon, HMC Connections, etc. this could also be done via email – Maroun to ask Liza.
- b. Gather info about the main NRB social profiles in Burlington, through the City records or 2016 Census – TBA
- c. Invite NRB service providers; like www.welcomewagon.ca, including CoB to share with us info on:
 - i. The services they offer
 - ii. How do they determine their success i.e. their added value.
 - iii. Their source of information about NRB's e.g. other than the Welcome Wagon, most services are reactive i.e. NRB's need to know about them and contact them for support e.g. The Center.
 - iv. How can we add value to them.

5. Adjournment: 12:30 p.m.