



Burlington Inclusivity Advisory Committee Meeting
Agenda

Date: September 10, 2020
Time: 9:00 am
Location: Virtual

Pages

1. Declarations of Interest:

2. Approval of Minutes:

2.1 Approval of minutes from the meeting held September 20, 2019. 1 - 3

2.2 Approval of minutes from the meeting held November 15, 2019. 4 - 5

3. Delegation(s):

4. Regular Items:

4.1 Proposed anti-racism commission - Mayor Marianne Meed Ward and Councillor Rory Nisan

4.2 Committee review - Kevin Arjoon

4.3 Update on diversity and inclusivity strategy for city employees - Sue Evfremidis

5. Other Business:

6. Adjournment:



Burlington Inclusivity Advisory Committee Meeting

Minutes

Date: September 20, 2019
Time: 9:00 am
Location: 3800 Constable Henshaw Blvd. (Halton Regional Police Services)

1. Members Present:

Doug Martin (Chair), Rana Al Semaani (Vice Chair), Maroun Naser, Kumkum Bhandari (BPL), Jenna Bye, Jim Young (BSAC), Ron Baliko (BAAC), Carrie Overholt.

2. Member Regrets:

Mumba Litana, Kate Dunn, Girish Parekh, Heba Lamloum, Brent Hughes (Halton Police)

3. Others Present:

Councillor Angelo Bentivegna, Lisa Palermo (Clerk)

4. Declarations of Interest:

None.

5. Approval of Minutes:

5.1 Minutes from the meeting held June 21, 2019 were approved.

6. Delegation(s):

6.1 Hanadi Almasri, Director of Social Innovations and Enterprises, HMC Connections (9:30 a.m.)

Hanadi provided the committee with an overview of the vast services provided by HMC Connections (previously Halton Multicultural Council).

HMC provides services in 45 languages and have identified the top 10 languages in Burlington.

HMC collects a variety of statistics around languages, immigrants, newcomers, etc.

HMC provides a number of programs. Examples include:

- Settlement services
- Workshops in a number of areas (English, parenting, youth leader development, etc.)
- Employment support
- Youth settlement in partnership with the school boards
- Translation and interpretation
- Cultural competency training

HMC organizes community events:

- multiculturalism day, new years around the world, children's car seat clinic and job fairs.

6.2 Vivian Dobb, Our Community Cares programs and services, Reach Out Centre for Kids (ROCK) (10:00 a.m.)

Vivian provided the committee with an overview of the services offered by the Our Community Cares Program. The locations for the programs are the Burloak Community Centre and Warwick/Surrey Community Centre. The centres offer:

- child, adult, family, peer support
- recreation programs
- computer access
- career networking
- parenting support
- food support program
- after school care
- youth skills programs and college prep, etc.

Community Cares works with the Food For Life Program and Halton Fresh Food Box, Food Bank, Rotary, United Way, etc.

The programs are fully used by the community.

7. Regular Items:

7.1 Newcomer subcommittee update

The subcommittee will arrange to meet before the October meeting to discuss information received from HMC Connections.

7.2 Poverty subcommittee update

The subcommittee met over the summer and created a summary for discussion, however there was no time. The discussion was deferred to October.

8. Other Business:

Members briefly discussed a concern regarding community awareness. Is the community aware of all the services, programs, organizations and supports available to them. The committee requested that a representative from the Halton Community Database/Burlington Information Services attend the next meeting to provide members with information.

9. Adjournment: 11:05 a.m.



Burlington Inclusivity Advisory Committee Meeting

Minutes

Date: November 15, 2019
Time: 9:00 am
Location: 3800 Constable Henshaw Blvd. (Halton Regional Police Services)

1. Members Present:

Doug Martin (Chair), Maroun Naser, Jenna Bye, Carrie Overholt, Rana Al Semaani, Jim Young

2. Member Regrets:

Kumkum Bhandari, Heba Lamloum, Mumba Litana, Brent Hughes, Ron Baliko, Kate Dunn, Girish Parekh, Councillor Angelo Bentivegna

3. Others Present:

Georgie Gartside (Clerk)

4. Declarations of Interest:

None.

5. Approval of Minutes:

None.

6. Delegation(s):

6.1 Corporate Access and Equity Policy

Leah Bisutti of the city manager's office distributed a copy of the Corporate Access and Equity Policy. The policy applies to employees of the City of Burlington and is due to be reviewed and updated. Leah asked the committee to provide feedback on the policy. It will also be sent to the city's legal department and human resources department for feedback.

Initial feedback from the committee included:

- the legal department should provide an annual briefing with regard to legislation updates affecting the policy.
- somewhere within the policy it should be noted whether or not it affects any other city policies so that if one policy is updated, the other also gets reviewed and updated.

ACTION:

- **Committee members to review the policy and provide feedback to Georgie.**

7. Regular Items:

7.1 Advisory Committee Review

Jim and Georgie provided background about the advisory committee review and committee members discussed the proposed changes. Further work is ongoing and the committee will be kept updated.

7.2 Newcomer sub-committee update

No update.

7.3 Poverty sub-committee update

No update.

8. Other Business:

8.1 Burlington Matters

Doug advised that he has been invited to speak on the Mayor's Burlington Matters show with regard to inclusivity in Burlington. The taping takes place on Friday, November 22 and the episode will air in December on YourTV.

8.2 December social

Georgie said that typically advisory committees forego a meeting in December and get together socially. The committee agreed to have lunch on December 13 at the Raging Olive.

ACTION:

- Georgie to make a reservation for lunch on Dec. 13 at 11:30 a.m. and send out details to committee members.

9. Adjournment: 10:50 a.m.