

City of Port Moody

Minutes

Inclusion, Diversity, Equity, and Accessibility Committee

Minutes of the meeting of the Inclusion, Diversity, Equity, and Accessibility Committee held on Wednesday, September 27, 2023, via Zoom.

Present

Councillor Amy Lubik, Chair
Susan Bell
Darquise Desnoyers
Karen Hodge
Eunyoung Kwon (joined at 7:05pm)
Jeff Lynch
Craig MacLean
Nancy Owens
Tracy Schaeffer
Ramin Seifi

Absent

Councillor Diana Dilworth, Vice-Chair
Allan Fawley
Audrey Jun (Regrets)

In Attendance

Anna Mathewson – General Manager of Community Services
Virgelene Rutherford – Manager of Human Resources
Vanessa Washington – Legislative Services Coordinator

1. Call to Order

Call to Order

1.1 The Chair called the meeting to order at 7:01pm.

2. Territorial Land Acknowledgement

Territorial Land Acknowledgement

2.1 The Chair provided the territorial land acknowledgement.

Agenda

3. Adoption of the Agenda

3.1 IDEA23/007

Moved, seconded, and CARRIED

THAT the agenda of the September 27, 2023, Inclusion, Diversity, Equity, and Accessibility (IDEA) Committee be adopted as circulated.

4. Adoption of Minutes

Minutes

4.1 IDEA23/008

Moved, seconded, and CARRIED

THAT the minutes of the Inclusion, Diversity, Equity, and Accessibility (IDEA) Committee meeting held on July 26, 2023, be adopted.

5. Unfinished Business

6. New Business

Truth and Reconciliation — Phase 2

6.1 Verbal Report: General Manager of Community Services

Staff provided an update regarding the Truth and Reconciliation – Phase 2 project, noting that:

- an Indigenous consulting firm was hired in 2021 to provide guidance regarding the City's short and long-term indigenous relations strategy;
- Phase 2 of the project includes reviewing the archaeological aspects of the land, understanding indigenous governance structures, priorities and seasonal community needs, and how the City's processes may need to evolve;
- the primary focus is building relationships and training and education;
- Council has allocated funding to staff resources and archaeological assessments and evaluations; and
- learning how other cities in BC are working towards truth and reconciliation goals is beneficial.

Staff answered questions regarding funding of the project, how residents are being engaged regarding Indigenous-relations, and if Committee members could also receive Indigenous relations training.

The Committee discussed Phase 2 of the Truth and Reconciliation project, noting that:

- videos and social media posts could be used as a method to spread awareness on reconciliation work that is being done;
- it may be wiser to engage with the public after Phase 2 of the project is complete; and
- connecting with different local First Nations to understand how recreation and library programs could be improved would be beneficial.

Updated 2023 Work Plan

6.2 Verbal Report: Manager of Human Resources

Staff provided an overview of the Updated 2023 Work Plan, noting that the initial work plan was derived from Council directed items and organizational priorities. Some dates have been adjusted due to the status of the related projects.

Staff answered questions regarding request for purchases and if accessibility concerns regarding the new pedestrian overpass could be discussed as a work plan item.

Organizational IDEA Plan for Staff

6.3 Verbal Report: Manager of Human Resources

Staff provided an overview of the Organizational IDEA Plan for Staff, noting that:

- the City has a commitment to demonstrate IDEA principles in all regards;
- the City's internal disability management program ensures staff has appropriate accommodations and an internal Accessibility Committee has been created;
- the Manager of Career Services works with the Tri-cities Local Immigration Partnership to educate immigrants on how to apply for work with the City and the types of jobs we have available; and
- a cross-departmental working group will be established to gain a better understanding staff needs.

The Committee discussed the Organizational IDEA Plan, noting that:

- having staff self-disclose IDEA related information could allow the City to better understand the diversity of staff;
- requesting IDEA related information of staff and job applicants could demonstrate that it is a priority for the City;
- better understanding the demographics of City staff would help inform best practices going forward; and

- reviewing City application forms, such as the program subsidy form in Recreation, with an inclusivity lens should occur periodically.

Staff answered questions regarding the following topics:

- the demographics of City staff and Committee members regarding gender, race, etc.;
- if the City has access to demographic information regarding city residents; and
- if subsidized recreation programs could be advertised more on websites to spread awareness.

Foundational IDEA and Unconscious Bias Training for Committee Members

6.4 Verbal Report: Manager of Human Resources

Staff provided an overview of the Foundational IDEA and Unconscious Bias Training for Committee members, noting that:

- most training courses use a workplace lens, but the fundamental principles remain the same;
- the two suggested courses are e-learning modules;
- the learning objectives are IDEA Fundamentals and Unconscious Bias. The training explores fundamental IDEA concepts, biases, perceptions and behaviours, diversity in Canada and in the workplace, and strategies to manage the effects of unconscious bias; and
- training could potentially occur in October and November and there could be a discussion led by a facilitator once the training is complete.

The Committee discussed the training modules, noting that:

- the proposed timeline may not be ideal, given the short notice;
- communicating to the public the training that the committee is doing could be beneficial regarding community engagement;
- the training modules could be done throughout November and December; and
- the Committee could decide if a discussion led by a facilitator is needed at the January meeting once training modules have been completed.

Staff answered questions regarding the accessibility of the training, if it can be advertised that the group is doing IDEA training and if members from other committees could do the training.

IDEA23/009

Moved, seconded, and CARRIED

THAT the IDEA Committee recommends the following:

THAT Council direct staff to share with the public what that IDEA Committee is doing regarding IDEA Foundational training.

Staff Updates

7. Information

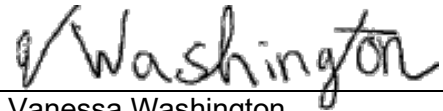
7.1 There were no staff updates.

8. Adjournment

The Chair adjourned the meeting at 8:32pm.



Councillor Amy Lubik,
Chair



Vanessa Washington,
Legislative Services Coordinator