

Notice is hereby given of the following meeting:

MULTICULTURALISM ADVISORY COMMITTEE

**Wednesday, April 17, 2019 at 5:30 p.m.
Committee Room #2, City Hall**

AGENDA

1.0 ADDITIONS/DELETIONS TO THE AGENDA

2.0 ADOPTION OF MINUTES

2.1 Adoption of the Minutes of February 20, 2019

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3.0 PRESENTATIONS

3.1 Multiculturalism 101 – Claudia Freire

3.2 Museum’s Multicultural Work in 2018

4.0 UNFINISHED BUSINESS

4.1 2019 Newcomers Festival and Information Fair – Claudia Freire

4.2 Sanctuary City Designation – Councillor Das and Claudia Freire

5.0 NEW BUSINESS

5.1 Topics of Interest to the MAC

5.2 Christchurch, New Zealand, Terrorist Attack

6.0 REPORTS AND INFORMATION

6.1 Sanctuary City Designation: Process and Proposed Next Steps

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7.0 CORRESPONDENCE

8.0 NEXT MEETING

Wednesday, June 19, 2019 at 5:30 p.m. in Committee Room #2

9.0 ADJOURNMENT

MULTICULTURALISM ADVISORY COMMITTEE

**Wednesday, February 20, 2019 at 6:00 p.m.
Committee Room #2, City Hall**

MINUTES

MEMBERS PRESENT:

Councillor Chinu Das	- City Council Member
Harbir Batra	- Community Member
Mary Campbell	- Community Member
Mike Coca	- Community Member
Halim Habibi	- Community Member
Jessica Roca-Muncaster	- Community Member
Elaine Su	- Community Member
Kelsi Wall	- Community Member

MEMBERS REGRETS:

Karen Klein	- SD40 Representative
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GUESTS

Paul Fast	- HCMA Architecture + Design
Alexandra Kenyon	- HCMA Architecture + Design

STAFF PRESENT:

Wendy Bowyer	- New Westminster Police Department
Oana Capota	- Curator, Museums and Heritage Services
Claudia Freire	- Social Planner
Dustin Ray-Wilks	- Manager, Aquatics
Heather Corbett	- Committee Clerk

The meeting was called to order at 6:03 p.m.

1.0 PRESENTATIONS

1.1 Committee Orientation and Oaths of Office

Heather Corbett, Committee Clerk, led a round of introductions and provided a Committee Orientation presentation, reviewing the following documents:

- Multiculturalism Advisory Committee (MAC) Terms of Reference;
- Committee Rules of Conduct;
- City of New Westminster (CNW) Respectful Workplace Policy;
- CNW Social Media Policy; and,
- Freedom of Information Permission Forms.

Ms. Corbett administered the Oath of Office to all members of the MAC present.

Procedural Note: Item 1.2 was addressed prior to Item 1.1

1.2 New Westminster Aquatic and Community Centre

Paul Fast, HCMA Architecture + Design, provided a PowerPoint presentation on the proposed design of the New Westminster Aquatic and Community Centre, including the following information:

- Project timeline, site layout, and access routes to the site;
- Green space, play components, and programmable spaces on the site;
- Floor plans of the building, including two options for the pool, depending on grant funding; and,
- Proposed changing facilities and options for privacy swims.

Mr. Fast noted that the design team were looking for comments from Committee members on the proposed design, in particular the options for privacy swims and changing facilities, in order to embed any feedback into the future detailed design.

In response to questions from the Committee, Mr. Fast and Dustin Ray-Wilks, Manager, Aquatics, provided the following information:

- A pipe and drape system is proposed for screening off the spectator area during privacy swims, as well as restricted access to the spectator area on the upper floor;
- The cubicles in the universal changing rooms would be in multiple sizes, including appropriate sizes for families;
- All changing rooms would include “Koala features”, such as secure booster seats and change tables;
- The multi-purpose rooms proposed in the new centre would be programmed by public rentals or by the City;

- As per the current process, public programs would have first access to booking the multi-purpose rooms before making them available for rental;
- The large multi-purpose room is proposed as 600 sq. ft., with a capacity of 100 people;
- The aquatic centre would be assessed under the Rick Hansen accessibility program, which is a comprehensive program for the accommodation of disabilities; and,
- A seniors-only swim may be a future programming option, and would also form part of the discussions around accessibility.

The Committee noted the following comments:

- The privacy provisions would open up many opportunities to women in the community who have requested this;
- It would also be important to ensure that there would be a private access route to the pool from the changing rooms;
- The privacy properties may require more detail and consultation in order to ensure the appropriateness and full enclosure of all areas that would be accessed by the segment of the population requesting the privacy swims;
- There would likely be a high demand for the large multi-purpose room, as there are no publically accessible banquet hall facilities in the City; and,
- Kitchen facilities would be very important to include in the plans for the larger multi-purpose rooms.

2.0 ADDITIONS/DELETIONS TO THE AGENDA

MOVED and SECONDED

THAT the agenda of the February 20, 2019 Multiculturalism Advisory Committee meeting be amended as follows:

- *Remove Item 1.3: Multiculturalism 101;*
- *Add Item 5.5: New West Hate Crime Response Protocol; and,*

THAT the agenda of the February 20, 2019 Multiculturalism Advisory Committee meeting be approved as amended.

CARRIED.

All Committee members present voted in favour of the motion.

3.0 ADOPTION OF MINUTES

3.1 Adoption of the Minutes of November 28, 2018

MOVED and SECONDED

THAT the Minutes of the November 28, 2018 Multiculturalism Advisory Committee meeting be adopted as circulated.

CARRIED.

All Committee members present voted in favour of the motion.

4.0 UNFINISHED BUSINESS

4.1 2019 Newcomers Festival and Information Fair

Claudia Freire, Housing and Social Planner, updated the Committee on the Newcomers Festival and Information Fair, which is organized by the City and members from WINS Local Immigration Partnership Council, and is being held on Saturday, March 30, 2019, at Century House.

The committee discussed the history and purpose of the fair, which is to connect newcomers to the City's resources and services, and other community social services organizations. The event is also intended to create opportunities to connect community members in a celebratory, informative and participatory manner.

Ms. Freire invited committee members to join the working committee or to get involved on the day of the event.

4.2 Social Equity Policy

Claudia Freire, Housing and Social Planner, provided a brief update on the City's work on a social equity policy, noting that the intention is to create a policy for use by Council and staff that reduces barriers and employs a social equity lens when making decisions about policies, programs and services.

Ms. Freire noted that extensive consultation would begin on this work in 2019 and further information would be presented at future MAC meetings.

In response to questions from the Committee, Ms. Freire provided the following information:

- This would be a new policy for the City; and,
- The impetus for development of this policy was a Council commitment to ensure the City and its services are welcoming and inclusive.

5.0 NEW BUSINESS

5.1 Appointment of Alternate Chair

MOVED and SECONDED

THAT Halim Habibi be appointed as the Alternate Chair of the Multiculturalism Advisory Committee for the 2019 term.

CARRIED.

All members of the Commission present voted in favour of the motion.

5.2 Sanctuary City Motion

Councillor Das reviewed the background and details of her upcoming motion to Council on the feasibility of becoming a Sanctuary City. This would entail the City developing a policy that would ensure all residents, including those who are undocumented residents (refugee claimants, temporary workers etc.), are treated fairly in terms of access to City programs and services.

Councillor Das noted the next steps in the process, which would include significant input by the MAC before it returns to Council for approval.

In response to questions from the Committee, Councillor Das provided the following information:

- The Police Department's role in a Sanctuary City would remain the same as their current role;
- The Sanctuary City policy would not mean that the City could provide protection or inform decision-making on matters of immigration policy; and,
- The Council report on the feasibility of becoming a Sanctuary City would demonstrate the City's responsibilities in terms of immigration matters.

The Committee noted the following comments:

- Concern was expressed that this may encourage people to come to the City and take advantage of perceived services or refuge; and,
- This policy would ensure that people would feel welcomed with compassion.

5.3 Speak Up, Speak Out: Responding to Bias and Prejudice

Councillor Das reviewed recent Welcoming and Inclusive New West (WINS) Local Immigration Partnerships initiatives on addressing acts of discrimination, including a newly designed hate crime protocol (see Item 5.5) and a useful method for handling racist remarks, as suggested by Alden Habacon, a specialist on diversity and inclusion.

5.4 Topics of Interest to the MAC

This item was briefly covered during the introductions section of the Committee Orientation and it was decided to bring the topic forward to the next meeting.

Procedural Note: Item 5.5 was addressed after Item 5.3

5.5 New West Hate Crime Response Protocol

Claudia Freire, Housing and Social Planner, provided the Committee with background information on the draft Welcoming and Inclusive New West (WINS) Local Immigration Partnership's New West Hate Crime Response Protocol (On-Table item), and asked for feedback about the document, in terms of any information that may be missing or unclear.

In response to a question from the Committee, Ms. Freire noted that the information about the protocol would be circulated through the WINS Local Immigration Partnership.

The Committee noted the following comments:

- The term “protocol” may be too official if this is a document that is intended for the public to use;
- More approachable and simplified terminology which suggests the intent of the document may be more successful;
- As the document is New Westminster specific, the NWPD Victim Assistance Unit (VAU) phone number, and a link to the NWPD's online reporting system may be more appropriate and straightforward to use; and,
- Some questions suggested to pose back to WINS include:
 - Will this document be translated?
 - Does the concept of hate crime translate?
 - Is the concept of hate crime understood at a basic level?

6.0 REPORTS AND INFORMATION

6.1 Update from Museum – Oana Capota (Museum Curator)

Oana Capota, Museum Curator, discussed her role at the museum and described two upcoming museum exhibits that may be of interest to Committee members:

- You Are What You Eat:
 - Opening in May 2019;
 - The exhibit will be in English and pictures will be provided, however the Museum is looking for any volunteers who may be interested in translating food names into different languages;
- The Heat is On: Keeping Warm Then and Cool Now:
 - Opening in Fall 2019;
 - Examining climate change and other weather patterns; and
 - The Museum is looking for input from different communities and cultures about warmth strategies.

Committee members recommended that Ms. Capota speak with the WINS Local Immigration Partnership, as they may be able to provide resources in terms of languages and translation services.

7.0 CORRESPONDENCE

There were no items.

8.0 NEXT MEETING

The next MAC meeting is scheduled for Wednesday, April 17, 2019 at 6:00 p.m. in Committee Room #2

9.0 ADJOURNMENT

ON MOTION, the meeting was adjourned at 8:00 p.m.

Certified correct,

COUNCILLOR CHINU DAS
CHAIR

HEATHER CORBETT
COMMITTEE CLERK



REPORT *Development Services*

To: Mayor Côté and Members of Council **Date:** 2/25/2019
From: Emilie K Adin, MCIP **File:** 13.2630.10
Director of Development Services **Item #:** 71/2019
Subject: **Sanctuary City Designation: Process and Proposed Next Steps**

RECOMMENDATION

THAT Council direct staff to develop a draft Sanctuary City Policy and Implementation Plan, with the input of the Multicultural Advisory Committee and Welcoming and Inclusive Communities Local Immigration Partnership, and report back to Council.

PURPOSE

The purpose of this report is twofold: (1) to provide Council with information about the process for becoming a designated Sanctuary City; and (2) to seek Council direction to develop a Sanctuary City Policy and Implementation Plan to seek designation as a Sanctuary City.

BACKGROUND

At the Council Meeting of January 28, 2019, Council adopted the following motion:

MOVED and SECONDED

THAT Council direct city staff to do a report on the feasibility of making New Westminister a sanctuary city.

THAT this report be vetted through the Multiculturalism Advisory Committee for discussion and review.

CARRIED.

POLICY CONTEXT

Official Community Plan

The *Official Community Plan* (2017) includes the following four policies under Community and Individual Wellbeing.

Policy 1.2 Create a community that is welcoming, inclusive and accepting of people with different backgrounds, cultures and lifestyles.

Policy 1.4 Encourage social connectedness, neighbourliness and community building.

Policy 1.5: Facilitate and support civic engagement, including with at-risk, marginalized and vulnerable populations.

Policy 1.7: Create a safe community for residents, students, visitors and workers.

Safe Harbour Program

The City received certification under the *Safe Harbour Program* in 2013, which included staff training in the areas of:

- *increased awareness of the various dimensions of diversity that exist in the workplace and community;*
- *critical reflection and understanding of stereotyping; and,*
- *preparedness to address discrimination on the spot.*

Multiculturalism Policy

The City's *Multicultural Policy* (2008) includes the following statements:

- *The City of New Westminster recognizes and values the ethno-cultural diversity of its people and strongly believes that this diversity is a source of enrichment and strength;*
- *The City of New Westminster promotes understanding, sensitivity and positive attitudes towards people of different ethno-cultural backgrounds, amongst municipal politicians, staff and committees, and in the community; and,*
- *The City of New Westminster supports equality and the rights of all people to access municipal programs and services.*

BACKGROUND

Increasing Immigration

Like many other cities in the region, New Westminster is home to many immigrants and refugees. Immigration is a significant driver of population growth in New Westminster. Between 2006 and 2011, increases to the immigrant population comprised 61.3% of population growth and between 2011 and 2016, increases to the immigrant population comprised 69.7% of population growth. In 2017 and 2018, about 7.0% of refugee claimants to Metro Vancouver settled in New Westminster.

In 2016, 34.3% of the city's population was comprised of immigrants, with 14.4% of immigrants having less than five years of Canadian residency. In the same year, 38.9% of the population reported visible minority status with 34.7% of the population reporting a mother tongue other than English or French.

Between 2011 and 2016, the top three source countries for immigrants were: the Philippines (23.3%), China and Hong Kong (13.1%) and India (9.1%). In 2016, most of New Westminster's recent immigrants were economic immigrants (56.1%), followed by family immigrants (34.5%) and refugees (9.2%). In the same year, there were 320 recent immigrant refugees living in New Westminster and 9,255 recent immigrant refugees in Metro Vancouver. In 2018, there were 1,915 new claimants who claimed asylum (refugee status) in British Columbia; the most common countries of origin were Iran (510), India (210), Afghanistan (200), Mexico (140), China (105), and Colombia (105).

Statistics at the city level on residents with no or uncertain immigration status are not readily available. However, according to the United Nations High Commissioner for Refugees (UNCHR), we are witnessing the highest levels of displacement on record, with at least 68.5 million people forced from their homes worldwide. In Canada, there are an estimated 200,000 to 500,000 non-status or undocumented migrants.

Immigrant and Refugee Survey

Based on the *New Westminster Immigrant and Refugee Survey Report and Action Plan* (2014), which involved 224 respondents, 78.2% reported that they felt welcome by staff at civic facilities in New Westminster. When asked a follow-up question as to their suggestions to make civic facilities more welcoming, 76.9% made at least one suggestion. Two of the top three most cited suggestions were: educate staff as to resources and services for new immigrants and refugees (16.8%); and, train staff to treat new immigrants and refugees with patience, respect and tolerance (14.7%).

Undocumented Migrants

While most people enter and remain in Canada through sanctioned pathways, there are those who are here with no or with uncertain immigration status; these individuals are often referred to as non-status or undocumented migrants. Undocumented migrants may include, but are not limited to, temporary foreign workers whose work permits have expired, individuals with a sponsorship breakdown resulting from a marital separation, students who overstay their study or work permits, individuals who have had their status revoked, been coerced by human traffickers, or had their refugee claim denied. Some have experienced conflict, violence, persecution, and human rights violations in their home countries.

Undocumented migrants may live in fear of being detected, detained, and deported by Canada Border Services Agency (CBSA). Individuals may not access services out of fear that they will have to disclose their immigration status. This can lead to social isolation and vulnerability. Some of the key issues facing these individuals may include: women and/or children trying to leave abusive or violent situations but are fearful of reporting to police; foreign workers exploited by employers but without resources to leave the situation; children of non-status residents who cannot access local programs; reluctance to ask for emergency assistance, which may result in deteriorating health outcomes, at risk or living with homelessness; and, increased insecurity and violence as a result of racism, islamophobia, and anti-immigrant sentiment. Undocumented migrant women who are also racialized, Indigenous, LGBTQ, and/or people with disabilities are most vulnerable.

Sanctuary Cities

Sanctuary cities are places where all residents, regardless of their immigration status, can feel safe and secure accessing city services; from taking out a library book, to participating in a city program or engagement opportunity, to calling the police for help or to report a crime. The term 'sanctuary city' is a broad term applied to municipalities that have policies in place designed to limit the cooperation with or involvement in federal immigration enforcement actions. Sanctuary city policies are sometimes referred to as "don't ask/don't tell" policies. The premise of "don't ask" being that residents will not be asked about immigration status when accessing city services, including emergency services. The premise of "don't tell" being that if immigration information is disclosed, that the information will not be shared, including with other levels of government, unless required by the law.

There are hundreds of sanctuary jurisdictions in the U.S. and the U.K. In recent years, the sanctuary city movement has been growing in Canada with participation by several cities including, Toronto, Hamilton, Montreal, and Edmonton. The City of Vancouver recently adopted a similar policy, "Access to City Services without Fear for Residents with Uncertain or No Immigration Status", and there are several other Canadian municipalities that are considering becoming sanctuary cities. In New Westminster, School District No. 40 adopted a Sanctuary Schools Policy in May 2017 (appendix A).

Sanctuary City Designation Process

The process to become a sanctuary city begins with creating a Sanctuary City Policy and Implementation Plan. Once the policy and plan are endorsed, Council can choose to designate the city as a sanctuary city by resolution.

Sanctuary city policies typically include policy statements outlining how city staff would support access to city services by undocumented residents, specifically in relation to how information about a resident's status is collected, used, and shared, within the parameters of federal immigration law. Best practices from sanctuary cities in Canada point to the need for a strong and robust implementation plan that includes ongoing training for municipal staff, a meaningful and wide-reaching public education campaign, and collaboration with police and school districts.

CONSULTATION

The City of New Westminster has an active Multiculturalism Advisory Committee (MAC) and is a member of the Welcoming and Inclusive Communities Local Immigration Partnership (WINS LIP). Experience from other Canadian municipalities has shown that sanctuary city policies are most effective when developed with input from people with lived experience and/or agencies working in the area of settlement services. Development of a Sanctuary City Policy and Implementation Plan would include input from MAC, WINS LIP and other stakeholders, including those with lived experience.

NEXT STEPS

The work plan to develop a Sanctuary City Policy and Implementation Plan would include the following steps:

Step 1: Case Study Research (Spring 2019)

Staff would undertake a comparative analysis of Canadian municipalities that have sanctuary city policies, including a review of the successes and challenges of policy implementation. The learnings from this review would inform draft principles for consideration in the development of a draft Sanctuary City Policy and Implementation Plan.

Step 2: Policy Development with Input from MAC and WINS LIP (Spring - Summer 2019)

Staff would liaise with the Multiculturalism Advisory Committee and WINS Local Immigration Partnership to review the learnings from the case study research, including the draft principles, and to include their input in the development of a draft Sanctuary City Policy and Implementation Plan.

Step 3: Internal Stakeholder Consultation (Summer 2019)

Staff would consult internally with city departments, including Human Resources, Police and Fire, on a draft Sanctuary City Policy and Implementation Plan, with a focus on implementation including resourcing implications associated with staff training and a public education campaign. Staff would also liaise with New Westminster Schools to ensure alignment with their Sanctuary Schools Policy.

Step 4: Council Consideration (Fall 2019)

The draft Sanctuary City Policy and Implementation Plan would be presented to Council for review and consideration of endorsement; including consideration of Sanctuary City Designation.

FINANCIAL IMPLICATIONS

An amount of \$2500 has been identified in the Development Services base operating budget for 2019 for training sessions and public awareness events and materials. A similar amount has been identified for subsequent years. The report's recommended next steps can be undertaken with current staff and financial resources.

OPTIONS

The following options are presented for Council's consideration:

1. That Council direct staff to develop a draft Sanctuary City Policy and Implementation Plan, with the input of the Multicultural Advisory Committee and Welcoming and Inclusive Communities Local Immigration Partnership, and report back to Council.
2. That Council provide staff with other direction.

Staff recommends Option 1.

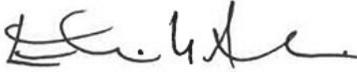
ATTACHMENTS

Appendix A: New Westminster Schools Sanctuary Schools Policy

This report has been prepared by:
Claudia Freire, Housing/Social Planner

This report was reviewed by:
Jackie Teed, Manager of Planning

Approved for Presentation to Council



Emilie K Adin, MCIP
Director of Development Services



Lisa Spitale
Chief Administrative Officer



Appendix A
*New Westminster Schools Sanctuary
Schools Policy*



POLICY MANUAL
POLICY 21

NEW WESTMINSTER SANCTUARY SCHOOLS POLICY

The New Westminster Board of Education takes pride in its commitment to providing a safe and welcoming environment for all children and families who are ordinarily resident in New Westminster, including those with precarious immigration status or no immigration status.

1. OBJECTIVE

To uphold the Board's commitment to providing a safe and welcoming environment for all students who are ordinarily resident in New Westminster including those with precarious immigration status or no immigration status.

2. POLICY

- 2.1. All school age children who are ordinarily residents in the school district, including those with precarious immigration status or no immigration status in Canada, are entitled to admission in school.
- 2.2. The personal information of enrolled students or their families shall not be shared with federal immigration authorities unless required by law.
- 2.3. The Board shall not permit Canada Border Services Agency (CBSA) officials or immigration authorities to enter schools or Board facilities unless required by law.
- 2.4. All public school employees and volunteers shall be informed of this policy, and it will be communicated to requisite stakeholders including immigrant communities.

3. SPECIFIC DIRECTIVES

The Board will implement communication protocols and admission procedures in accordance with these requirements.

- 3.1 This policy and relevant provisions of the School Act will be communicated annually to all school administrators, school office staff, and school teachers. Such materials will also be prominently displayed in school offices, admissions offices and on the Board's website.
- 3.2 The Board will provide orientation and training for all staff regarding the policy in order to promote expertise and sensitivity regarding the needs of students without immigration status in Canada.

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- 3.3 A thorough communications plan will be developed to share this information in immigrant communities.
- 3.4 The appropriate instructions for staff and public information materials concerning admission procedures will be revised to reflect the above policy. Such revisions will also be included in all training and orientation programs for staff and community agencies who have responsibilities in this area.
- 3.5 All student registration forms, including electronic databases, which refer to immigration status in Canada, will be deemed strictly confidential.
- 3.6 All student registration forms, including electronic databases, will provide clearly stated options for any family which does not wish to share proof of immigration status as a means of establishing that they are ordinarily resident in New Westminster.
- 3.7 Where there is a need to verify a student's name, home address, or date of arrival in Canada, and where the usual supporting documentation is not available, the Board and schools will accept combination of tenancy agreements, utility bills and/or letters from lawyers, medical doctors, religious and community leaders and others confirming their personal knowledge that the student is ordinarily resident in the school district.
- 3.8 Schools will continue to comply with current Ministry of Education requirements in the case of students for whom ELL funding claims are made, but will not disseminate students' personal information.
- 3.9 An independent or third-party based complaints mechanism will be set up to hear from families who have been denied admission based on immigration status and appropriate accountability measures developed to ensure that no child who is ordinarily resident is turned away.
- 3.10 There will be an annual review of the implementation of these policies by Board of Education, which includes input from community organizations and stakeholder groups represented in the development of this policy.

SD No. 40 (New Westminster)

Adopted: May 30, 2017

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