



REGULAR MEETING OF THE TASK FORCE ON RECONCILIATION, SOCIAL INCLUSION, AND ENGAGEMENT

January 11, 2021

Meeting held electronically under Ministerial Order No. M192

MINUTES

PRESENT:

Councillor Nadine Nakagawa, Chair
Councillor Chinu Das
Councillor Chuck Puchmayr

STAFF:

Ms. Lisa Spitale	- Chief Administrative Officer
Ms. Emilie Adin	- Director of Development Services
Ms. Christine Cho	- Manager of Human Resources
Mr. Blair Fryer	- Manager of Communications and Economic Development
Mr. Dean Gibson	- Director of Parks and Recreation
Mr. Rob McCullough	- Manager, Museums and Heritage Services
Ms. Diana McDaniel	- Inspector, New Westminster Police Department
Ms. Jennifer Miller	- Manager of Public Engagement
Mr. Richard Fong	- Director of Human Resources
Ms. Jacque Killawee	- City Clerk
Mr. John Stark	- Supervisor of Community Planning
Ms. Nicole Ludwig	- Assistant City Clerk

GUESTS:

Ms. Victoria Barr	- Principal, LevelUp Planning & Consulting
Ms. Jasmindra Jawanda	- Urban and Cultural Planning Consultant, LevelUp Planning & Consulting
Ms. Laveleen Sahota	- Consultant, LevelUp Planning & Consulting
Ms. Elle Wayara	- Community Health and Equity Specialist, LevelUp Planning & Consulting

The meeting was called to order at 1:04 p.m.

ADDITIONS TO THE AGENDA
Urgent/time sensitive matters only

1. **None.**

ADOPTION OF MINUTES

2. **MOVED and SECONDED**

THAT the minutes of November 23, 2020, Reconciliation, Social Inclusion and Engagement Task Force meeting be adopted.

CARRIED.

All members present voted in favour of the motion.

UNFINISHED BUSINESS

None.

PRESENTATIONS AND REPORTS FOR ACTION

None.

NEW BUSINESS

3. **Diversity, Equity, Inclusion and Anti-Racism (DEIAR) Framework – Summary Report and Process Update**

Richard Fong, Director of Human Resources, and Christine Cho, Manager, Human Resources, introduced the team from LevelUp Planning and Consulting, consisting of:

- Victoria Barr, Principal
- Jasmindra Jawanda
- Lavleen Sahota
- Elle Wayara, Community Health and Equity Specialist

The team from LevelUp provided a presentation on the New Westminster Diversity, Equity, Inclusion & Anti-Racism (DEIAR) Framework, Phase 1 findings and Phase 2 planning, and requested feedback:

In discussion, members noted the following:

- General support for the goals and that they should be dealt with together as much as possible;

- Concerns regarding effects on the employer/employee relationship, particularly the ability for managers to manage, and effects that may go against the collective agreements with City unions;
- Concerns regarding potential effects on taxpayers;
- Transparency is extremely important in inclusive decision making, or the process will break down;
- Consider public realm, design and programming as a goal to be inclusive of all populations;
- A process to ensure people understand these goals and how they will be developed is necessary;
- The Task Force
 - can be a second set of eyes to find blind spots and is structured to ask uncomfortable questions,
 - can advise on how to align DEIAR with other work being undertaken in the City;
 - allows for inter-departmental communication and work that can help reduce and eliminate duplication; and,
- No one process will work for all employees on staff engagement; senior staff level engagement is important, however there needs to be ample opportunity for more junior staff members to participate as well.

In response to members' questions and comments, Ms. Jawanda, Ms. Wayara and Mr. Fong provided the following information:

- Anti-racism will be an active measure throughout the DEIAR framework;
- A balance will be found to manage the employer/employee relationship and LevelUp will be working with all unions and Human Resources;
- Unions will be invited in for decision making where appropriate and Human Resources will actively look for areas where this is possible;
- Goals should be expanded to situate the community within them; and,
- Public space will be included in the first goal.

4. Creation of the Reconciliation, Social Inclusion, and Engagement Advisory Committee: Combining the Multiculturalism, Seniors and Youth Advisory Committees

Jacque Killawee, City Clerk, provided a presentation on a draft framework for combining the Multiculturalism, Restorative Justice, Seniors and Youth Advisory Committees, per Council's 2019 direction, and requested feedback.

In discussion, members noted the following:

- Concerns that combining the committees may dilute the voices of the communities currently represented by the Multiculturalism, Seniors and Youth Advisory Committees;
- The Restorative Justice Committee (RJC) is focused on the justice system, and been successfully working to inspire reform; the impact of this work may be diluted if combined;
- Concerns that attempts to be more inclusive in design may actually lead to less inclusivity in practice;
- Diversity has to be more than "add diversity and stir"; the chair and members need to be mindful and encouraging of diversity;
- Suggested working with LevelUp to provide guidance and better practices on ensuring diversity in advisory committees;
- Setting minimum levels of membership for diverse representation may be better than setting maximum limits; and,
- People sitting on a committee for a specific purpose in a specific category should be compensated for their time.

Reconciliation

5. Referral from Council: New Westminster Police Department Letter dated November 26, 2020 and report Regarding Response to the Calls for justice – Listening and Learning through Respect and Understanding

On January 4, 2021, New Westminster City Council referred this matter to the Reconciliation, Social Inclusion and Engagement Task Force, and requested the task force return to Council with suggestions for feedback to the New Westminster Police Department.

Rob McCullough, Manager of Museums and Heritage Services, and Diana McDaniel, Inspector, New Westminster Police Department (NWPD), introduced the report "NWPD Response to the Calls for Justice: Listening and Learning through Respect and Understanding".

In discussion, members noted the following:

- Appreciation of the acknowledgement in the report that this is a first step and the acknowledgement that police forces have harmed Indigenous Women and Girls;
- There is a need to layer in relationship-building with First Nations and Indigenous Communities to open up avenues for their involvement;

Difficult to quantify all this work aside from the recruiting efforts of the NWPD

- The creation of a specialized police force is in the purview of the Solicitor General; the Police Board could be asked for their support if such a request is made.
- Because the report is so broad and detailed some information may be lost or overlooked; a summary of how the Calls to Justice are being addressed along with information on changes the police department can make to answer the Calls, and what support is needed from other parts of the organization, would be helpful;
- The Task Force could help create a roadmap for implementation;
- This work should align with other frameworks that city is working on such as Reconciliation;
- This is a good first step; future conversations should include discussing providing more community services that would allow police to do the work they are supposed to do, rather than being an extension of social and community services; and,
- It is vitally important to ask the right populations about this and the work should be layered in with the City's Reconciliation framework.

Social Inclusion

6. Community Action Network Next Steps and Report to Council

John Stark, Supervisor of Community Planning, provided a presentation on the Community Action Network New Westminister (CAN NW), outlined next steps, and requested feedback:

In discussion, members noted appreciation for the CAN NW model, and expressed support for replication in other City work and the next steps as outlined in the presentation.

7. Welcome Centre Update

John Stark, Supervisor of Community Planning, provided a presentation on the status of the Welcome Centre as part of the Neighbourhood Learning Centre at the new New Westminister Secondary School (NWSS), including next steps, and requested feedback.

In response to comments from committee members, Mr. Stark advised:

- Design changes have been made based on input from Welcoming and Inclusive New Westminister; and,

- A stronger partnership could be forged between the City, the welcome centre and organizations in the city that are using the space, especially once the wellness centre comes online.

Engagement

8. Compensation Policy for Participation of People with Lived Experience: Initial Research Findings and Draft Principles for Discussion

Jennifer Miller, Manager of Public Engagement, provided a presentation on early findings and research into this matter, and requested feedback.

In discussion, members noted:

- Very important to determine eligibility and prioritized for those who participate as active members or are called upon to give a report;
- Talk to staff who regularly deal with volunteers, such as Parks and Recreation and Library board staff for feedback;
- Ensuring that people know how to participate and contribute is the other piece of this to make it a useful and meaningful experience; and,
- This is a good start and is an example of a practice that may need tweaking after implementation.

9. Engagement Needs Assessment: Review and Feedback of Draft Tool for Staff Across the Organization

Jennifer Miller, Manager of Public Engagement, provided an overview of engagement needs assessment draft tool, and requested feedback.

In response to members' comments, Ms. Miller provided the following information:

- It is possible to include a "pre-questionnaire" that helps to identify any legal, safety, or other issues that community engagement would not affect;
- The tool will be useful, not only in identifying opportunities for engagement, but also to refine engagement strategies so that any engagement is appropriate and meaningful; and,
- As staff become more familiar with engagement, the form may not be needed as much.

10. Standards for Reporting Back on Engagement: Review and Feedback on Draft Approach

Jennifer Miller, Manager of Public Engagement, provided an overview of proposed standards for reporting back on engagement and requested feedback.

In discussion, members noted:

- Decoupling the summary of engagement from the Council report will require that Council members be notified that the summary is publicly available in case they receive communications about it;
- This is a change in practice and an opportunity to refine engagement practices and get the sort of feedback that is useful and can be applied;
- In some cases, verbatim responses from participants are not appropriate; and,
- Providing earlier access to results may reduce the perception that "the decision was already made".

In response to members' comments, Ms. Miller noted:

- Where engagement is only one part of the process, the scope and purpose of engagement must be made clear from the outset in order to manage participants' expectations from the beginning; and,
- Verbatim feedback will be subject to Freedom of Information screening for private information, and will also be screened for offensive language.

NEXT MEETING

The next meeting of the Task Force on Reconciliation, Social Inclusion and Engagement will occur on:

Date:	March 8, 2021
Time:	1:00 p.m.
Location:	TBD

ADJOURNMENT

ON MOTION, the meeting was adjourned at 3:57 pm

Original Signed

COUNCILLOR NADINE NAKAGAWA
CHAIR

Original Signed

NICOLE LUDWIG
ASSISTANT CITY CLERK