

**City of Chilliwack
MAYOR'S TASK FORCE ON
INCLUSIVENESS, DIVERSITY AND ACCESSIBILITY
MINUTES OF MEETING
MONDAY, APRIL 12, 2021 – 3:30 pm
Held Electronically**

Council Members:

Ken Popove, Mayor, Co-Chair
Jason Lum, Councillor, Co-Chair
Bud Mercer, Councillor, Co-Chair

Task Force Members:

Justin Mallard, Business Development Manager
Julia Lamb, Disability Advocate and Activist
Saylesh Wesley, Aboriginal Education Enhancement and Learning Support Teacher
Leanna Kemp, Executive Director, Chilliwack Chamber of Commerce
Leandra Ndayifukamiye, Aboriginal Representative, Student

City Staff: Jamie Leggatt, Director of Communications, Staff Liaison
Trish Alsip, Recording Secretary

Regrets: Derek Epp, Chief, Tzeachten First Nation
Fatima Zaidi, CEO, Project Instigate, Board Director of KPU Alumni Association, Crisis Interventionist, & Learning Strategist

Guest: Kathleen MacKinnon, CEO Nine Rising, Consultant

1. CALL TO ORDER

Ken Popove, Mayor and Co-Chair, acknowledged we are on the unceded territory of the Stó:lō people and called the meeting to order at 3:34 pm.

2. ADOPTION OF AGENDA

Moved /) That the Agenda for the Mayor's Task Force on Inclusiveness, Diversity and Accessibility
Seconded (meeting of Monday, April 12, 2021 be adopted as circulated.

Carried unanimously

3. ADOPTION OF MINUTES

Moved /) That the Minutes for the Mayor's Task Force on Inclusiveness, Diversity and
Seconded (Accessibility meeting of Monday, January 18, 2021 be adopted as circulated.

Carried unanimously

4. DELEGATION / PRESENTATION**5. OLD BUSINESS / ACTION ITEMS****6. NEW BUSINESS**

Co-Chair Mercer thanked the task force members for being here today. He reported the MTFIDA Action Plan was approved by Council on February 16, 2021.

Staff will implement action items in the Plan with assistance from Kathleen MacKinnon, Consultant, CEO Nine Rising. Initial priorities will include diversifying committee membership, staff education, increasing accessibility to leaders for marginalized populations, Indigenous Connect meetings and Accessibility Advisory Panel (AAP) meetings.

Items already implemented from the Action Plan include:

- **Open Door Friday's**
Ken Popove, Co-Chair and Mayor noted his first Open Door Friday session was very successful and looks forward to more sessions. The Mayor sets aside two Fridays a month to meet virtually with residents. The Mayor encouraged task force members to share information regarding Open Door Friday's with their contacts.
- **Website accessibility upgrades** – a new interface has been added to Chilliwack.com that can make accessibility modifications based on a person's individual needs. Appreciation was expressed to Kathleen MacKinnon and Julia Lamb for their hard work in getting these website accessibility upgrades up and running. A press release regarding the City of Chilliwack Upgrades Website Accessibility will be released on April 13, 2021.

1. Indigenous Land Acknowledgment

Land acknowledgements will be at City Council meetings and in email signatures of staff. This is one of the first small, but meaningful step in our Truth and Reconciliation Commission (TRC) journey and goals.

Feedback from Open Doors Task Team regarding Land Acknowledgements:

"The City of Chilliwack acknowledges that we are honoured to live, work, and play on the traditional, ancestral and unceded territories of the Tsel'weyeqw and Stó:lō peoples".

- It is recommended to have both the same meeting and email
- Tsel'weyeqw (*Ch-ihl-kway-uhk*) is the traditional 'tribe' of the Chilliwack community and that is why it is important to acknowledge this way.

Saylesh Wesley, Aboriginal Education Enhancement and Learning Support Teacher encouraged staff to ensure the tribal names in the land acknowledgement are correctly pronounced. This is very important as it shows the utmost respect.

6. NEW BUSINESS (continued)

Leandra Ndayifukamiye, Aboriginal Representative, Student reiterated the importance of correct pronunciation and suggested City Hall Staff have their own self-location land acknowledgement email signatures. Staff acknowledged the suggestion; noting a barrier would be that it is challenging for each staff member to have their own land acknowledgment from a logistics perspective.

A query was raised with respect to whether the City of Chilliwack staff has the opportunity to attend educational sessions regarding Indigenous training; staff noted that there have been previous Indigenous training workshops provided to staff through the Fraser Valley Regional District (FVRD) and will explore future educational sessions for staff to partake in.

Co-Chair Lum noted the Cedar Network is an online resource of the FVRD, which serves as an evolution of the former FVRD First Nation Resource Guide. This site is accessible to staff and elected officials of the FVRD and its member municipalities, and to First Nation communities and organizations. Co-Chair Lum noted the FVRD consulted closely with the tribal organizations with respect to the Cedar Network.

Saylesh Wesley, Aboriginal Education Enhancement and Learning Support Teacher provided follow-up comment to encourage everyone to be mindful regarding where information is retrieved from regarding Indigenous place names and territories. Saylesh specified that it is important to engage in the information provided by local Indigenous communities that we are working with.

2. Diversifying Committee Membership – Guideline Suggestions

The current City of Chilliwack advisory committees were noted below:

- Affordable Housing & Development Advisory Committee
- Design Review Advisory Committee
- Heritage Advisory Committee
- Parks and Trails Advisory Committee (recently added Jim Ryan from AAP)
- Public Art Advisory Committee
- Public Safety Advisory Committee
- Transportation Advisory Committee

Guidelines for diversifying committee membership are being created to ensure the following:

- Staff liaisons and co-chairs are supported with education and procedures to diversify City of Chilliwack committees.
- The recruiting process for committee members is broadened, made more accessible, and prioritizes diverse voices.
- There is an emphasis on relationship building and ethical practices that support the retention of members.

Co-Chair Lum provided follow-up comment regarding committee membership noting that it is incumbent on City of Chilliwack committee chairs to seek out diverse committees. An example of this has taken place recently with the Chilliwack Parks and Trails Advisory Committee seeking a member and filling the position from the accessibility and inclusivity community.

6. NEW BUSINESS (continued)

Leandra Ndayifukamiye, Aboriginal Representative, Student provided comment with respect to the lack of connection regarding seeking youth committee members and suggested a youth liaison to bridge the gap. In follow-up to this, Ken Popove, Co-Chair and Mayor noted Chilliwack Community Services has partnered in an initiative with many local agencies who represent the diverse youth population of Chilliwack called the Youth Advisory Committee (YAC). Co-Chair Lum commented regarding the process of how engagement with youth is undertaken and how we can better address communication so as not only to seek youth who represent a certain sub-set, but all youth. Co-Chair Mercer followed up noting there is a process the City of Chilliwack follows with respect to the committee membership process; however, agrees more work needs to be done to diversify City of Chilliwack committees.

3. EngageChilliwack.com/inclusion – Review Feedback

The new platform 'EngageChilliwack.com/inclusion' is a safe and interactive platform that includes interactive maps, on-line surveys, polls, story boards and virtual post-it notes for residents to provide their comments and input on various City projects and initiatives. There is also opportunity for ASL (American Sign Language) interpreters and live transcript options.

Jamie Leggatt, Director of Communications provided a brief summary of the results representing online activity and engagement through the new platform EngageChilliwack.com/inclusion from February 16, 2021 to March 9, 2021 with respect to the MTFIDA Action Plan.

Staff noted some of the suggestions are not possible under legislation and have been forwarded to the appropriate agencies for consideration. One of the suggestions brought forward was for the City to provide business grants. Unfortunately, Section 25 of the Community Charter, the statutory framework for BC municipalities, prohibits municipal councils from providing any "grant, benefit, advantage or other form of assistance to a business". Co-Chair Lum encouraged businesses to explore funding opportunities through grants that may be available through the federal and provincial governments.

Further feedback received in the Summary Report included celebrating other cultural holidays as a city. The Neighbourhood Grant Program is a great tool for such events. The Neighbourhood Grant encourages residents and local community groups to engage in projects that bring people together and make the community a vibrant and liveable place. Residents can apply for amounts from \$100 to \$4,000, depending on the type of neighbourhood grant stream selected. Co-Chair Lum noted there may also be grants available through the Multiculturalism Act and suggested raising awareness regarding funding options.

Justin Mallard, Business Development Manager queried what actions will be taken with respect to the feedback received regarding the MTFIDA Action Plan; staff noted the Community Engagement Summary Report: MTFIDA Action Plan will be forwarded to Council should there be any additional action necessary other than what has already been implemented. Justin followed up with an enquiry regarding flags and crosswalks in Chilliwack, which were noted in the summary report feedback. Staff clarified the Flag Guidelines, Policy Directive J-10, and the Crosswalk Decoration Guidelines Policy Directive No. J-11.

Leandra Ndayifukamiye encouraged everyone to be more self-reflective while tackling diversity issues within the community. Saylesh Wesley expressed her support for Leandra as Leandra is a great role model for youth in Chilliwack.

6. NEW BUSINESS (continued)

Co-Chair Mercer advised today's meeting will be the last Task Force meeting. Co-Chair Mercer thanked everyone for all the challenging work to-date and provided further comment noting this was a learning journey over the past year and he will continue to do more. Kathleen MacKinnon, Consultant, Nine Rising will continue working with the Human Resources Department at the City of Chilliwack to ensure additional inclusiveness, diversity and accessibility training be provided for City staff and will be reporting back. Co-Chair Mercer would like to invite the Task Force members back in approximately six months to review further accomplishments. He encouraged Task Force members to watch for advisory committee call-outs.

Co-Chair Lum also thanked the Task Force members and noted that focus was important throughout this process. He noted that he benefited greatly from the discussions and that the City will execute some of the good work accomplished and report back. Co-Chair Lum thanked Kathleen MacKinnon for all her work for the Task Force and he encouraged Leandra Ndayifukamiye to be a leader in the youth community.

Co-Chair Ken Popove, Mayor thanked everyone for the commitment to this task force and encouraged everyone to continue the journey. Work will continue.

7. INFORMATION**8. NEXT MEETING****9. ADJOURNMENT**

There being no further business, the meeting adjourned at 4:42 pm.

Co-Chair