



Community Services Report

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Report To: General Government Committee
Date of Meeting: February 12, 2018
Report Number: CSD-001-18 **Resolution:** GG-126-18
File Number: **By-law Number:**
Report Subject: Diversity in Clarington

Recommendations:

1. That Report CSD-001-18 be received;
2. That Council endorse the Terms of Reference for the Diversity Advisory Committee;
3. That Staff be authorized to advertise to recruit members to the Diversity Advisory Committee;
4. That Council appoint the Council representative for the Diversity Advisory Committee;
and
5. That all interested parties listed in Report CSD-001-18 and any delegations be advised of Council's decision.

Report Overview

The purpose of this report is to provide Council with some background on diversity and inclusion in response to a request received. The report includes the draft Terms of Reference for a proposed Diversity Advisory Committee that would promote community engagement, create an inclusive community and celebrate the unique characteristics of our residents. If approved by Council, the recruitment and selection process is expected to begin immediately and the Committee would commence in Fall 2018.

1. Background

- 1.1 On January 2, 2018, Council considered written communication (Attachment 1) from Ms. Weymark, a community member, to request that the Municipality of Clarington look at ways to recognize, celebrate and bring awareness to culture and diversity in our community.
- 1.2 This report has been prepared by staff to provide specifics to Council on this request as directed through Resolution GG-009-18: "That Correspondence Item 9.1 from Jennifer Weymark regarding Diversity in Clarington, be referred to staff for a report to be considered at the General Government Committee Meeting of Monday, February 12, 2018."

2. What is Diversity?

- 2.1 Diversity is the range of characteristics that make individuals unique. These characteristics include, but are not limited to, dimensions such as national origin, language, race, colour, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status and family structures.
- 2.2 When considering diversity, providing an atmosphere that promotes a sense of belonging is very important; an environment where everyone feels respected and valued for their uniqueness is key. In an inclusive environment people are valued because of, not in spite of, their differences so everyone can fully participate and thrive.

3. Diversity in Clarington

- 3.1 According to the 2016 Census, Clarington's population is 92,013, where 8% identify as a visible minority. This number almost doubled since 2006 and can only be expected to grow as our population grows. As well, 12 % of the population in Clarington have indicated that they are immigrants from countries such as Europe, the Americas and

Asia. While race and ethnicity are but two facets of diversity, there are many other dimensions that have not been as fully reported on that make up our community.

- 3.2 As our community grows with transportation expansion such as the GO expansion and 407 construction as well as the addition of the manufacturing industry through Toyota Canada, these population statistics will only grow and become more diverse. By engaging our community through embracing the uniqueness of our residents, our community will be more attractive to new people choosing to settle in Clarington.

4. Diversity in the Region

- 4.1 According to the 2016 Census, 27.1% of Durham Region residents identify as a visible minority and 23.7% as an immigrant to Canada. Of recent immigrants, most have arrived recently from countries such as India, Philippines, Pakistan and China.
- 4.2 Every community interacts with diverse populations and addresses inclusion in various forms. In preparing this report, staff reviewed what other Region of Durham municipalities are doing in order to determine the best course of action for Clarington.
- 4.2.1 The Town of Ajax has an established Diversity & Community Engagement Advisory Committee whose work supports the goals of the Town's Diversity and Community Engagement Plan. The Committee's work provides advice on policy and practices relating to inclusiveness and community building, fosters a greater understanding of matters related to diversity within Ajax and provides advice on how to engage residents.
- 4.2.2 An Ethno-Cultural and Diversity Advisory Committee has been established in the Town of Whitby and their work provides input to the Mayor and Members of Council, to staff in development of policies and to promote awareness and to the development of a Public Engagement Strategy. The work of the Committee also fosters a greater understanding of ethno-cultural and diversity issues, involves diverse groups in the activities of the Committee and provides consultation, research and reports findings while making recommendations as necessary on the matters of diversity, inclusivity and equity.
- 4.2.3 The City of Oshawa recently completed a Diversity and Inclusion Plan, from which Oshawa Council voted to consider a dedicated resource of a one-year contract position of a Diversity and Inclusion Officer. The plan not only addresses the community engagement aspect of diversity and inclusion, but also a human resources aspect to ensure inclusivity from a workplace perspective.
- 4.2.4 An Advisory Committee on Diversity existed in the City of Pickering since 1990 (renamed in 2010), however, after a review of the Committee's mandate it was suggested that a broader concept of diversity should be embraced. For this reason, in

2014, staff recommended that this Committee be disbanded and that its mandate be rolled into a broader Cultural Advisory Committee. The Cultural Advisory Committee came about through recommendations of the City of Pickering's Cultural Strategic Plan which sets a vision for the place of arts, culture and heritage in the city and identifies strategic directions for policy, investment, partnerships and programs.

- 4.3 Staff also consulted with Audrey Andrews, Manager, Strategic Partnerships and Initiatives, whose portfolio includes Diversity and Immigration at the Region of Durham. Through this dialogue staff developed a deeper understanding of the link between inclusive communities and economic development. Canada and by extension Clarington, is competing for the best and brightest newcomers from around the world. Inclusive, welcoming communities create the kind of communities where we all want to live. Ms. Andrews felt Clarington should take advantage of the opportunity to prepare and anticipate the growth that our community will experience in the near future and put a structure such as a Diversity Advisory Committee in place so that we are ready for that growth. Having a formalized structure will heighten community awareness around diversity and will encourage people to choose to settle in our community over others by providing a welcoming and inclusive community.

5. Proposal

- 5.1 While Clarington's statistical numbers are not demonstrating a high level of diversity according to the 2016 Census, there has been growth over the past ten years and staff are anticipating this growth will increase as our community grows and changes.
- 5.2 Based on the research conducted, it was found that in order to encourage community engagement, involve input from our residents and recognize the importance and value of embracing diversity to provide an inclusive community, staff are recommending the development of a Diversity Advisory Committee.
- 5.3 The Clarington Diversity Advisory Committee will provide advice, comments and recommendations on issues affecting diversity in our community in an effort to foster awareness, reduce barriers, promote inclusion and engage our residents. The committee will also facilitate opportunities to educate and celebrate the different aspects of different cultures and traditions through outreach activities.
- 5.4 The anticipated role of staff would be to work with the Committee in assisting them in achieving their mandate. Staff have prepared a draft Terms of Reference for a Diversity Advisory Committee for Council's consideration (Attachment 2).

6. Financial Considerations

- 6.1 The Committee would be expected to require a modest budget (approximately \$2,000) for the activities of the Committee including attending training or workshops and conducting public outreach. In the future, the Committee would bring a budget forward for inclusion in the budget process.

7. Concurrence

Not applicable.

8. Conclusion

- 8.1 It is respectfully recommended that Council approve the Terms of Reference for the Diversity Advisory Committee and that the Municipal Clerk proceed with the recruitment process. It is expected that the Committee would commence in the fall of 2018.

9. Strategic Plan Application

- 9.1 The recommendations contained in this report conform to the Strategic Plan.

Submitted by:



Joseph P. Caruana,
Director of Community Services

Reviewed by:



Andrew C. Allison, B. Comm, LL.B
CAO

Staff Contact: Erica Mittag, Community Development Coordinator, 905-623-3379 ext 2563 or emittag@clarington.net

Attachment 1 – Communication received from Ms. Weymark, dated December 8, 2017

Attachment 2 - Draft Terms of Reference Clarington Diversity Advisory Committee

The following is a list of the interested parties to be notified of Council's decision:

Jennifer Weymark

From: jenniferweymark <jenniferweymark@sympatico.ca>
Sent: Friday, December 8, 2017 10:16 AM
To: ClerksDepartment@clarington.net
Cc: Mittag, Erica
Subject: Diversity in Clarington

Good morning,

Earlier this year I was fortunate to meet with Mayor Foster and ask him what steps Clarington was taking to recognize the importance of multiculturalism in our community.

Clarington as a community is growing and becoming more diverse. I feel it would be a benefit to our citizens to be proactive and make our community welcoming to all who call it home. At this time, I am requesting that the Municipality of Clarington look at options and opportunities to recognize, celebrate and bring awareness to culture and diversity in our community.

I firmly believe that now is the time.

Sincerely,
Jennifer Weymark

Sent from my Bell Samsung device over Canada's largest network.

Terms of Reference

Clarington Diversity Advisory Committee

Background

To promote community engagement, create an inclusive community and celebrate the unique characteristics of our residents, an Advisory Committee comprised of Clarington residents, staff and a Council liaison will provide advice, host events and foster awareness of diversity in our community.

Mandate

The Clarington Diversity Advisory Committee (“the committee”) shall provide advice, comments and recommendations on issues affecting diversity in our community in an effort to foster awareness, reduce barriers, promote inclusion and engage our residents. The committee will also facilitate opportunities to educate and celebrate the different aspects of diverse cultures and traditions through outreach activities.

Scope of Activities

- Serve as a liaison between the community and the Municipality on matters pertaining to diversity and inclusion;
- Provide advice, comments and recommendations on issues concerning diversity in our community;
- Serve as a resource to staff as they identify and work to remedy potential and existing barriers within programs, services and policies;
- Foster a greater understanding of cultural and diversity issues in the community;
- Consult with other community groups and committees on issues of mutual interest;
- Provide the opportunity to meet with various community partners to raise awareness and address barriers surrounding diversity;
- Build relationships with diverse community groups to understand their needs and perspectives;
- Facilitate opportunities to educate and celebrate the different aspects of diverse cultures and traditions; and
- Involve all community groups in the activities of the committee, especially those representing diverse communities.

The Committee will provide an update to Council on their activities through an annual report.

Committee Composition

The committee shall be comprised of seven voting members, all Clarington residents, including two youth (ages 16 to 24 years) and one Member of Council to provide continuity between the committee and Council. Appointments shall run in 4 year terms, with the exception of 3 members of the inaugural committee who will serve a 2 year term. This staggering will ensure continuity on the committee. Appointments may be revoked at any time at the discretion of Council. The citizen appointments should represent a broad range of the community including representatives of diverse groups (national origin, ethnicity, language, race, colour, sexual orientation, gender identity, age, etc).

The committee members shall contribute time, knowledge, skill and expertise to the fulfillment of the Diversity Advisory Committee's responsibilities; research issues relevant to the Committee's responsibilities as required; work with staff to implement Council's decisions relevant to the committee's responsibilities, and commit to attend regular meetings throughout the year.

Other stakeholder groups including community partners and representatives of diverse groups could attend meetings as needed to provide expertise related to a specific topic, or provide additional information regarding a topic of discussion.

The committee will also request participation, as required, from groups such as:

- Diversity and Immigration – Region of Durham;
- Durham Regional Police Services;
- Clarington Public Library;
- PFLAG Durham;
- Visual Arts Centre of Clarington;
- Active 55+ (Clarington);
- Other organizations as needed; and
- Other municipal departments as required.

Subcommittees

Subcommittees may be formed to complete tasks and address specific issues, but must report through this committee. These subcommittees may draw upon members from the committee as well as outside resource members (such as community partners, school boards, etc.) as deemed necessary. The Chairperson of a subcommittee and/or working group shall be a voting member of the committee.

Staff Support

Community Services staff will liaise and attend Committee meetings; assisting in any way they are able.

Chairperson

A Chairperson and Vice Chairperson will be elected from committee members on an annual basis at the first meeting of the new year to preside over meetings and committee business. The Council representative shall Chair the first meeting of the committee. The Chairperson, or their designate, will be responsible for setting meeting agendas and recording meeting minutes, which will be forwarded for inclusion in Council Agendas.

Frequency of Meetings

The committee will meet monthly and the meeting schedule shall be established by the committee at its inaugural meeting. Additional meetings may be required based on the event planning and other work of the committee.

All meetings of the Committee shall be open to the public. As a formal advisory committee to Council, the committee will be subject to the Municipality of Clarington Procedural By-Law.

Quorum

A quorum shall consist of not less than 4 of the voting members.

Committee meetings may be held without a quorum present; however, a quorum will be required for voting purposes.

Decision Making and Voting

Where possible, decisions will be made by consensus. When a vote is necessary, a motion must be moved and seconded prior to voting. A resolution is deemed to be carried if the majority of the members present vote in the affirmative. Recorded votes shall not be permitted. The committee shall not reconsider a previous motion, unless directed by Council.

Budget

The Community Services Department shall oversee the Diversity Advisory Committee budget. The committee will prepare and present a draft budget on an annual basis to staff for inclusion in the budget process.

The participation of the citizen members of the Diversity Advisory Committee and community partners is strictly voluntary and remuneration will not be provided.

Reporting and Communications

The committee is to serve as an advisory body to Council. The committee does not have any delegated authority. Recommendations requiring implementation, expenditures, reports or staff actions must first be considered by staff.

Reports regarding matters related to the mandate of the committee will be made to the General Government Committee through the Community Services Department. The committee, in cooperation with Community Services Department staff, will prepare an annual report to Council with an update of the activities of the committee.

Conflict of Interest

Committee members are expected to perform their task with a high sense of personal and professional integrity. Accordingly, it is incumbent upon them to reveal any potential or perceived conflict of interest in their role as a committee member and to excuse themselves or abstain from participation if necessary. Municipal conflict of interest requirements as defined by legislation will apply to the committee members.

Council Role

Council will review submissions and appoint committee members. Council can, with or without the advice of the committee, make changes to membership composition to ensure the committee's effectiveness.