



**MEETING OF THE RACE RELATIONS COMMITTEE FOR THE
CITY OF MARKHAM
Ontario Room, Markham Civic Centre
March 3, 2014, 7:00pm**

MINUTES

<p>Attendance:</p> <p><u>Committee</u> Astra Josie Rose, Vice Chair Moises Calo Carla Crooks Bobbie France Rina George-Alexander Saad Omar Khan Grace Permaul Dr. Maggie Quirt Barbara Tate</p> <p><u>Council</u> Regional Councillor Joe Li</p> <p><u>Staff</u> Laura Gold, Council/Committee Coordinator Sharon Laing, Director of Human Resources Bev Shugg Barbeito, Committee Coordinator</p>	<p><u>Regrets</u> Darius Sookram, Chair Osman Akhtar Jacqueline Sang Ramon Solis Councillor Alan Ho Councillor Logan Kanapathi Cheryl McConney-Wilson, Diversity Specialist</p>
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1. CHAIR'S OPENING REMARKS

The Race Relations Committee convened at 7:10 p.m. with Astra Josie Rose presiding as Chair. She welcomed members to the meeting and advised that Darius Sookram could not attend the meeting as he had to attend a Ryerson University President Search Committee meeting.

2. CHANGES OR ADDITIONS TO THE AGENDA

It was

Moved by: Moises Calo
Seconded by: Bobbie France

That the Agenda be accepted as distributed.

CARRIED

3. ADOPTION OF THE MINUTES OF THE MARKHAM RACE RELATIONS COMMITTEE MEETING HELD ON FEBRUARY 3, 2014.

It was

Moved by: Saad Omar Khan
Seconded by: Bobbie France

That the minutes of the Markham Race Relations Committee Meeting held on February 3, 2014 be adopted as distributed.

CARRIED

4. RACE RELATIONS BUSINESS

A. MANY FACES OF MARKHAM

Laura Gold, Council/Committee Coordinator, distributed documents relating to the event. A Timeline indicated tasks and their target dates to coordinate the event. The Committee discussed the Many Faces Volunteers Responsibility list of tasks on the day of the event and Committee members volunteered to coordinate various activities throughout the day. All Committee members were asked to meet in the lobby of the Markham Theatre at noon on the day of the event to help set up. To help maintain the pace of the program, it was agreed that those on stage calling out winners names will announce that a group picture, rather than individual pictures, will be taken and tickets for winners will be brought to the theatre. Vice Chair Astra Josie Rose thanked Rina George-Alexander for her efforts as Co-Chair of the Many Faces of Markham event. In turn, Rina thanked Committee members for their involvement.

B. Committee Name Discussion

Discussion was deferred to the next meeting.

C. Race Relations Committee Work Plan

Astra Josie Rose advised the Committee about the York Region Community Partnership Council chaired by Markham Mayor Frank Scarpitti, and the initiatives to bring about a more harmonious, equal and inclusive society for York Region: the council's Immigration Settlement Strategy sets a vision to support the overall well-being of newcomers to create a community that is welcoming and inclusive for all residents, and the Community Partnership Council Collective Action Plan 2012 - 2015 is a three-year action plan that supports the integration of newcomers living in York Region. It was thought that these initiatives could be helpful in developing an annual plan. Ms. Laing advised that she will ask Cheryl McConney-Wilson to provide other tools which may also be helpful.

It was felt that a major challenge for the committee now is to define "who it is", and to define its parameters. Astra Josie Rose advised that a past member of the Committee has been invited to attend a future meeting so that he could speak about the original mandate of the committee. It was suggested the Committee could be a touchstone for Markham Council since the composition of the Committee is broad enough to represent community issues. It was suggested that, each year, the Committee consider advising Council on up to three major issues. The discussion will be continued at future meetings.

5. MARKHAM HUMAN RESOURCES UPDATE

Ms. Sharon Laing, Director of Human Resources, reported that Markham staff is close to finalizing a document summarizing statistics from the latest Canada census that relate to the City's demographics, culture, mother tongue, religion, et al. Ms. Laing circulated a copy of the draft version; the final version will be sent to Committee members when it has been completed.

Ms. Sharon Laing reported that Markham is ready to begin mandatory diversity training for all Markham staff. The training topics will include the differences between diversity and inclusion, the diverse demographics among the staff and Markham residents, diversity initiatives and successes in Markham, how diversity supports customer service, the plan to move from diversity to inclusion, and scenarios to show staff how to apply diversity concepts. Committee members wondered how the Committee could implement these concepts for the benefit of the community. Ms. Laing advised that she would be happy to work with the Committee on this.

6. NEW BUSINESS

A. Information Sharing

The Committee will consider meeting during the summer months.

7. NEXT MEETING

The next meeting of the Race Relations Committee is scheduled for April 7, 2014 at 7:00 PM in the Ontario Room.

8. ADJOURNMENT

It was

Moved by	Saad Omar Khan
Seconded by	Moises Calo

That the Race Relations Committee meeting adjourn at 8:25 PM.

CARRIED