

**Advisory Committee on Equity and Diversity
Comité consultatif sur l'équité et la diversité**

**Agenda 9
Ordre du jour 9**

**Monday, September 13, 1999 - 6:00 p.m.
Le lundi 13 septembre 1999 - 18 h**

**Fuller Room, Terrace Level
Bytown Pavilion, City Hall**

**Salle Fuller, Niveau Terrasse
Pavillon Bytown, hôtel de ville**



**Adoption of Agenda
Adoption de l'ordre du jour**

**Confirmation of Minutes
Ratification des procès-verbaux**

Minutes 8 (August 9, 1999)

Procès-verbal 8 (Le 9 août 1999)

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Information Items

Articles pour information

- | | | | |
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| 1. | Quinterra Riverwood Community
Communauté Quinterra Riverwood | OT8 - Mooney's Bay | |
| | Ref.: CC2Z1999220 | | |
| 2. | Federation of Canadian Municipalities - Update of Information
Fédération canadienne des municipalités - Mise-à-jour | City Wide | 1 |
| | Ref.: CC2Z1999240 | | |

Action Items

Articles pour exécution

**Unfinished Business
Questions inachevées**

- | | | |
|----|---|------------------|
| 3. | 1998-99 Annual Report and 2000 Objectives (Chairperson)
Rapport annuel 1998-99 et les objectives 2000 (Présidente) | City Wide |
| | Ref.: CC2Z1999129 | |

**New Business
Nouvelles questions**

Sub-Committees Report Rapports des sous-comité

Circulation File Dossier de circulation

4. **Regulating Ontario's Health Care Professions
La réglementation des professions de la santé en Ontario**
Ref.: CC2Z1999241 **City Wide**

5. **Policy, Priorities and Budgeting Committee Meeting - August 26,
1999, Agenda 13
Réunion du comité des politiques, des priorités et des budgets, le 26
août 1999, Ordre du jour 13**
Ref.: CC2Z1999080 **City Wide**

6. **Disability Issues Advisory Committee Agenda 8 - August 19, 1999
Ordre du jour 8 du comité consultatif sur les handicaps - le 19 août
1999**
Ref.: CC2Z1999242 **City Wide**

7. **Shaping the Future: Qualification Recognition in the 21st Century -
October 12-15, 1999
Façonner l'avenir: Reconnaissance des titres de compétence au 21e
siècle - 12-15 octobre 1999**
Ref.: CC2Z1999243 **City Wide**

Late Items Articles en retard

Other Business

Autres questions

Deadline for material to be included in the next agenda
Date limite de présentation des documents à inclure dans le prochain ordre du jour

Should you wish to include an item on the next agenda, please submit the information to the Assistant by **Noon on Tuesday, October 12, 1999.**

Si vous désirez ajouter un article au prochain ordre du jour, veuillez le faire parvenir à l'adjointe d'ici au **mardi 12 octobre 1999, à midi.**

Next Meeting

Prochaine réunion

The next regular meeting of the Committee will take place on **Monday, October 25, 1999, at 6:00 p.m.**, in the Fuller Room, Bytown Pavilion, Terrace Level, City Hall.

La prochaine réunion ordinaire du Comité aura lieu le **lundi 25 octobre 1999, à 18h**, dans la salle Fuller, pavillon Bytown, niveau terrasse, hôtel de ville.

Members' Reports - Enquiries

Rapports des membres - demandes de renseignements

Elizabeth Hung Sorfleet, Chairperson/présidente

Mukhtar Malik, Vice-Chairperson/vice-président

Mina Azad

Dieudonné Detchou

Desmond Doran

Alix Hector

Joan Kabayama

Neil Macmillan

Grace Paciorek

Nathalie Thirlwall

Non-Voting Member
Membre sans droit de vote

Councillor/Conseillère Elisabeth Arnold

Adjournment
Levée de la séance

CAL

July 26, 1999

CC2Z1999220
(File: ACS1300)

Ward/Quartier
OT8 - Mooney's Bay

1. Quinterra Riverwood Community
Communauté Quinterra Riverwood

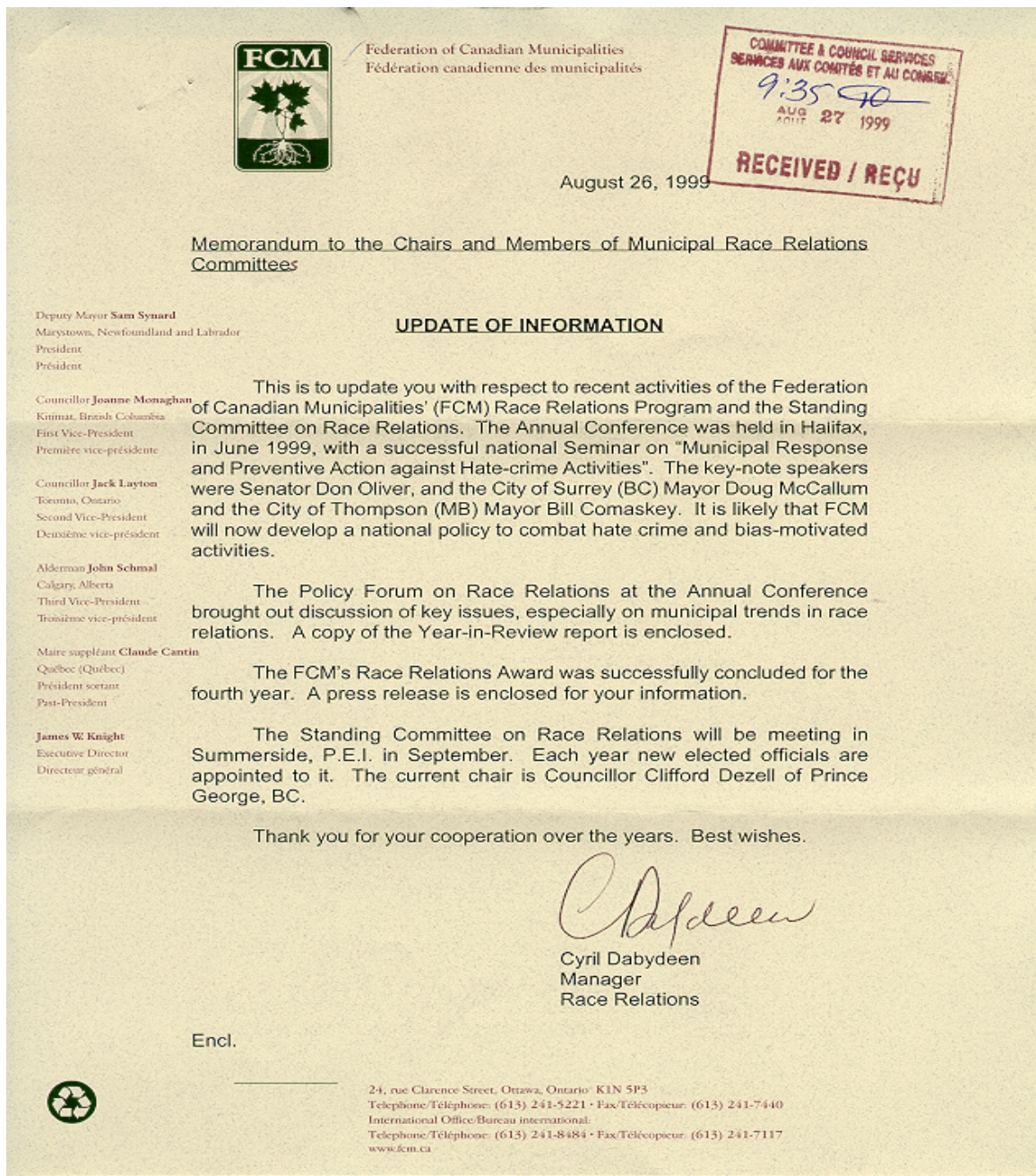
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August 31, 1999

CC2Z1999240
(File: ACS1300)

Ward/Quartier
City Wide

2. Federation of Canadian Municipalities - Update of Information
Fédération canadienne des municipalités - Mise-à-jour



Federation of Canadian Municipalities
Fédération canadienne des municipalités



August 26, 1999

Memorandum to the Chairs and Members of Municipal Race Relations Committees

UPDATE OF INFORMATION

Deputy Mayor Sam Syward
Marystown, Newfoundland and Labrador
President
Président

Councillor Joanne Monaghan
Kittimat, British Columbia
First Vice-President
Première vice-présidente

Councillor Jack Layton
Toronto, Ontario
Second Vice-President
Deuxième vice-président

Alderman John Schmal
Calgary, Alberta
Third Vice-President
Troisième vice-président

Maire suppléant Claude Cantin
Québec (Québec)
President sortant
Past-President

James W. Knight
Executive Director
Directeur général

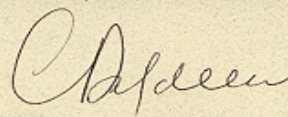
This is to update you with respect to recent activities of the Federation of Canadian Municipalities' (FCM) Race Relations Program and the Standing Committee on Race Relations. The Annual Conference was held in Halifax, in June 1999, with a successful national Seminar on "Municipal Response and Preventive Action against Hate-crime Activities". The key-note speakers were Senator Don Oliver, and the City of Surrey (BC) Mayor Doug McCallum and the City of Thompson (MB) Mayor Bill Comaskey. It is likely that FCM will now develop a national policy to combat hate crime and bias-motivated activities.

The Policy Forum on Race Relations at the Annual Conference brought out discussion of key issues, especially on municipal trends in race relations. A copy of the Year-in-Review report is enclosed.

The FCM's Race Relations Award was successfully concluded for the fourth year. A press release is enclosed for your information.

The Standing Committee on Race Relations will be meeting in Summerside, P.E.I. in September. Each year new elected officials are appointed to it. The current chair is Councillor Clifford Dezell of Prince George, BC.

Thank you for your cooperation over the years. Best wishes.



Cyril Dabydeen
Manager
Race Relations

Encl.



FEDERATION OF CANADIAN MUNICIPALITIES

STANDING COMMITTEE ON
RACE RELATIONS



Year In Review

1998-1999

(June 1999)

INTRODUCTION

Issues relating to minority communities and managing cultural diversity remain at the center of municipal life and municipal governments' activities. FCM, through its Standing Committee on Race Relations, focuses on promoting practical and pro-active measures while advocating for institutional change. Working in partnership with the federal government and other organizations across Canada continues to be an integral part of the municipal vision. This is in view of demographic changes exerting pressure on all orders of government to adopt measures to respond to our growing diversity.

While diversity brings new challenges and opportunities, the impetus to achieve social cohesion and harmony is also central. However, the League of Human Rights for B'nai Brith's recent audit, for instance, shows an increase in hate-crime activities. Trying to eradicate this scourge and other bias-motivated activities will remain the Federation's strategic priority. The Standing Committee on Race Relations, with members drawn from regions across Canada, will continue to focus on this and other issues while simultaneously encouraging local communities to take action.

Over the past year, FCM welcomed Dr. Hedy Fry, Secretary of State (Multiculturalism) (Women), at its March Board meeting in Victoria to address issues relating to hate crime and promoting acceptance of diversity. Dr. Fry also interacted with the President and other executive members with the view that "action fundamentally at the municipal level" is the avenue to sustain racial harmony with municipal leadership being in the forefront.

Dr. Fry challenged municipal governments to foster safer cities by striving to eliminate hate crime and achieving the key objectives of "equity, identity, and civic participation." The Minister added that while 88 percent of Canadians appear comfortable with cultural diversity (almost 120 different ethnocultural communities now exist in Canada), ironically there seems to be less tolerance between anglophone and francophone Canadians. Overall, she urged Canadians to take advantage of the benefits stemming from diversity, e.g., trade missions and increasing globalization where knowledge of "other" cultures and languages can prove beneficial in achieving Canada's national economic and social objectives.

PROJECT PHASE

The FCM Race Relations Program is gradually moving to a project-oriented phase of operation while simultaneously trying to keep the race relations infrastructure intact. Amalgamation in some regions and reducing the numbers of local race relations committees have also impacted on municipal equity and access programs, e.g. Toronto. This means that projects will be designed to place more emphasis on FCM's national structure to help advance institutional change.

Importantly, the Committee followed up on the business-plan phase by continuing to target Chambers of Commerce, community and other service organizations as partners in responding to the challenges of demographic change taking place. The Winnipeg Aboriginal Business Seminar, for instance, which FCM helped to facilitate last September, was held in

cooperation with the local Chamber of Commerce towards promoting entrepreneurial opportunities for Native people and combatting racism.

As the City of Saskatoon recently wrote: "FCM's role in encouraging and assisting municipal efforts is critical and difficult. The importance of having a national link with expertise in the particular challenges faced by municipalities must not be underestimated. Without this resource, Saskatoon would not have been able to establish a reputation for leadership."

STRATEGIC LEADERSHIP AND COMMUNICATION

Strategic municipal leadership and communication underpin much of the Program's effort with emphasis on the Committee's key recommendations made to the Board at the quarterly meetings held in different parts of the country. This process also enables the Program to tap into the wide FCM network of municipal governments and provincial and territorial associations towards outreach, and in advancing harmony, where it matters most—at the local level.

Three Committee meetings were held since the Regina Annual Conference: in Stratford, Ont. (September), Laval, Q.C. (December), and Victoria, B.C. (March). Strategic recommendations made at these meetings helped to enhance the work of the Race Relations Program, as well as inform the Directors of issues such as immigration and refugee intake, and local policy and program measures incorporating diversity and sustaining full access to municipal services.

Guest speakers at these Committee's meetings came from the Centre of Municipal-Aboriginal Relations; in Laval, with Councilor Basile Angelopoulos as the "ambassador" of the cultural communities; and in British Columbia, from representatives of the Human Rights Commission and the Harmony Movement. Committee members also shared regional reports and highlights incorporating local strategies, which fed into the Program's communication with local groups, and with the almost 40 municipal race relations committees across Canada as a way to sustain FCM's leadership.

Interaction also occurred in-house at FCM, and at Board deliberations, with other key portfolios such as Municipal-Aboriginal Self-Government, Quality of Life, Community Safety and Crime Prevention, and Housing. Diversity is often brought to bear in FCM's overall strategy sessions towards effectively encouraging sensitivity and greater awareness of racial diversity elements in overall discourse.

MUNICIPAL EXCELLENCE

Municipal excellence continues with the FCM's Race Relations Award, now in its fourth year. This Award is aimed at enabling municipalities to gain recognition for work they undertake, as well as recognize leadership in their individual communities. Previous top prize-winners have been Saskatoon (1996), Surrey (1997), and the Lindsay Thurber Comprehensive High School recommended by the City of Red Deer, Alberta (1998). The 1999 competition reflects a high level of entries from large and small municipalities, indicating the strong commitment to foster harmony across Canada.

This Award will be announced on June 7 (tomorrow) at a plenary session. On behalf of Committee members, best wishes are extended to all the participants in this year's competition. The FCM's Race Relations Award, it should also be mentioned, contributed to the setting up of the Canadian Race Relations Foundation (CRRF) own Award of Excellence. FCM participated in a sharing-of-best-practices event in Ottawa in March, organized by the CRRF, as a way to sustain partnership with this key national body.

HATE-CRIME ACTIVITIES

A Canadian Human Rights Commission study recently indicated that the number of hate sites on the Internet has increased from 50 to more than 800 in the past three years. This is alarming. FCM has lobbied the federal and provincial governments, and the Canadian and provincial human rights commissions to take action to combat hate crime and bias-motivated activities. While large communities like Toronto and smaller ones like Rossland, B.C. have developed policies to buck this trend, comprehensive municipal action is required bearing in mind the complexity of this subject vis-a-vis legislation and sensitivity to freedom of speech and civil liberties.

FCM will be holding the first national seminar to combat hate crime at this Conference (June 7). Principal speakers will be Senator Donald Oliver (a Halifax native), federal government officials, mayors of Surrey, B.C., Thompson, Manitoba, and Halifax Region, N.S., as well as from other municipalities, and from the Canadian Association of Chiefs of Police, and the Canadian Human Rights Commission.

As the Town of Oliver Mayor Linda Larson reminds all in her communication to FCM: "We would be sadly remiss in our responsibilities to the community if we did not make an effort to change this situation...We will not allow Oliver to become a comfortable place for Hate to come." FCM will continue to lead the effort nationally by developing a policy statement and guide to influence the development of similar policies locally and across Canada.

MARCH 21, THE UN INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION CAMPAIGN

This Campaign is a pivotal activity which FCM works in partnership with the federal government and other stakeholders to achieve its aims. While the federal government emphasizes youth participation with a video competition among its many activities, FCM focuses on particular municipal governments' commemorative efforts. FCM President Claude Cantin was appointed Honorary Chair of this year's March 21 Campaign. Letters were sent to all member municipalities, and provincial and territorial associations urging commemorative events, with key suggestions for specific program action.

Over one hundred and twenty municipal governments reported to FCM that they proclaimed and/or commemorated this "International Day" marking the Sharpeville Massacre in South Africa in 1960. FCM will continue to encourage year-long activities as a way to make the effort a sustained and comprehensive one to build on the momentum of the fiftieth anniversary of the UN's *Universal Declaration of Human Rights* last year.

CLEARING HOUSE OF INFORMATION

The clearing-house-of information activity provides information on issues such as demographic change, effective municipal race relations developments in different regions, collecting media stories, and sharing successful policy and program initiatives relating to six strategic areas of action. These areas of action often recommended to municipal partners include: employment for minorities, including Aboriginal peoples; depiction of diversity in municipal publications; cross-cultural and race-relations sensitization training; facilitating appointments of minority to boards, commissions and committees to enhance civic participation; and forming a citizens' advisory committee on diversity and equality. FCM's race relations publications such as the acclaimed series of "How To" manuals are often disseminated to bolster a strategic education program and action plan.

CONCLUSION

In pursuing the Program's transition activities to a project-funding phase, FCM has proposed undertaking a study evaluating stereotyping immigrants with criminality in view of real and alleged gang activities by certain elements of the ethnocultural community. The aim of the study is to counteract negative stereotypes of entire communities towards ensuring healthy communities as being viable. FCM hopes to access support for this study from the National Crime Prevention Centre.

The Program's effort will continue to strive to build safer environments in view of increasing change as a world-wide phenomenon. Liaison and partnership with groups such as the Canadian Council for Social Development, the Canadian Teachers' Federation, and other key organizations and governments, especially the Department of Canadian Heritage, will remain critical in the months and years ahead. Ongoing links with the Canadian Race Relations Foundation, the National Crime Prevention Centre, human rights commissions, and municipal race relations committees across Canada will form part of the FCM network.

Sustaining leadership through regular interaction with municipal officials, elected and appointed, particularly at special events and conferences will be critical as we strive towards achieving equality for all as we approach the challenges of the coming new millennium. "Who is responsible for good race relations?" asked a lead editorial recently in a national newspaper. The answer, unquestionably, is "We all are!"

Cyril Dabydeen
 Manager, Race Relations Program



Federation of
Canadian
Municipalities

Fédération
canadienne des
municipalités

COMMUNIQUÉ

For Immediate Distribution
(12:00 P.M. ATLANTIC)

EXCEPTIONAL PARTNERSHIPS AND PROGRAMS RECEIVE FCM RACE RELATIONS AWARDS

HALIFAX, June 7, 1999 – On behalf of the Federation of Canadian Municipalities (FCM), Joanne Monaghan, First Vice President and Municipal Councillor in Kitimat, British Columbia today presented the **Municipality of the County of Annapolis, Nova Scotia** with the *FCM Race Relations Award 1999* at the organization's 62nd Annual Conference held in Halifax. The County of Annapolis achieved first place over many worthy competitors in the FCM's fourth National Race Relations Award Competition.

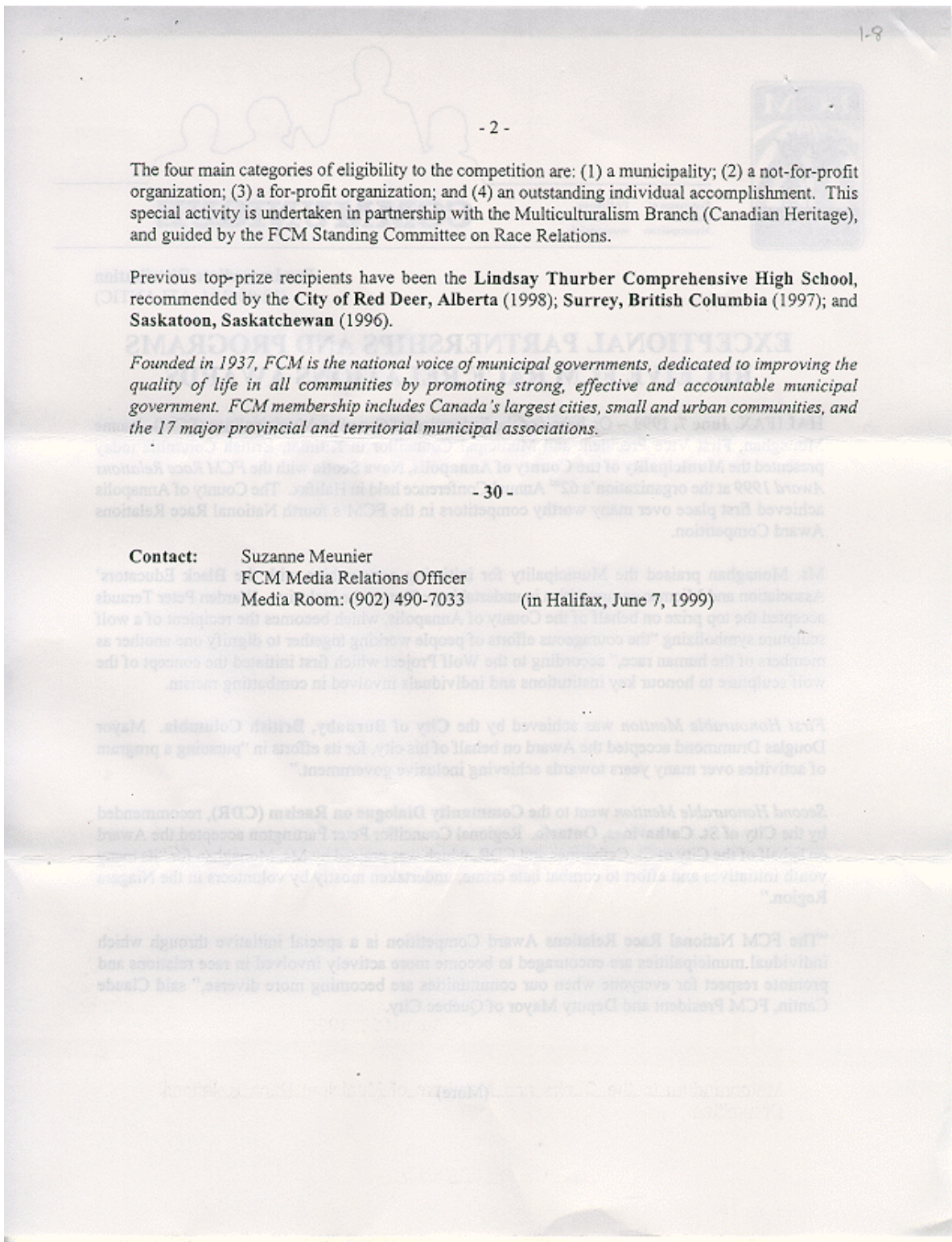
Ms. Monaghan praised the Municipality for initiating partnerships with the Black Educators' Association and Micmac communities in undertaking efforts to be inclusive. Warden Peter Terauds accepted the top prize on behalf of the County of Annapolis, which becomes the recipient of a wolf sculpture symbolizing "the courageous efforts of people working together to dignify one another as members of the human race," according to the Wolf Project which first initiated the concept of the wolf sculpture to honour key institutions and individuals involved in combatting racism.

First Honourable Mention was achieved by the **City of Burnaby, British Columbia**. Mayor Douglas Drummond accepted the Award on behalf of his city, for its efforts in "pursuing a program of activities over many years towards achieving inclusive government."

Second Honourable Mention went to the **Community Dialogue on Racism (CDR)**, recommended by the **City of St. Catharines, Ontario**. Regional Councillor Peter Partington accepted the Award on behalf of the City of St. Catharines and CDR, which was praised by Ms. Monaghan for "its many youth initiatives and effort to combat hate crime, undertaken mostly by volunteers in the Niagara Region."

"The FCM National Race Relations Award Competition is a special initiative through which individual municipalities are encouraged to become more actively involved in race relations and promote respect for everyone when our communities are becoming more diverse," said Claude Cantin, FCM President and Deputy Mayor of Québec City.

(More)



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March 30, 1999

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Ward/Quartier
City Wide

3. 1998-99 Annual Report and 2000 Objectives (Chairperson)
Rapport annuel 1998-99 et les objectifs 2000 (Présidente)

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August 31, 1999

CC2Z1999241
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Ward/Quartier
City Wide

4. Regulating Ontario's Health Care Professions

La réglementation des professions de la santé en Ontario

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February 25, 1999

CC2Z1999080
(File: ACS1300)

Ward/Quartier
City Wide

**5. Policy, Priorities and Budgeting Committee Meeting - August 26, 1999,
Agenda 13**

**Réunion du comité des politiques, des priorités et des budgets, le 26
août 1999, Ordre du jour 13**

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August 31, 1999

CC2Z1999242
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Ward/Quartier
City Wide

6. Disability Issues Advisory Committee Agenda 8 - August 19, 1999
Ordre du jour 8 du comité consultatif sur les handicaps - le 19 août 1999

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August 31, 1999

CC2Z1999243
(File: ACS1300)

Ward/Quartier
City Wide

**7. Shaping the Future: Qualification Recognition in the 21st Century -
October 12-15, 1999**

**Façonner l'avenir: Reconnaissance des titres de compétence au 21^e
siècle - 12-15 octobre 1999**

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