

MULTICULTURALISM ADVISORY COMMITTEE

DATE: Wednesday, November 20, 2024

TIME: 7:00 p.m. to 9:00 p.m.

PLACE: Council Committee Room, Coquitlam City Hall

CALL TO ORDER

ADOPTION OF MINUTES

1. Minutes of the Multiculturalism Advisory Committee Meeting held on Wednesday, June 19, 2024

Recommendation:

That the Minutes of the Multiculturalism Advisory Committee Meeting held on Wednesday, June 19, 2024 be approved.

NEW BUSINESS

- 2. Tri-Cities Local Immigration Partnership (Presentation by Thabata da Costa, Program Manager)**
7:05 – 7:25 p.m. (20 minutes)
- 3. Accessibility and Inclusion Plan Engagement Session (Presentation by Acting Senior Manager Equity, Diversity and Inclusion, and Accessibility and Inclusion Specialist)**
7:25 – 8:10 p.m. (45 minutes)
- 4. 2024 Year-End Review/ Identify Potential Items for Draft 2025 Work Plan (Introductory Comments by Social Planner)**
8:10 – 8:25 p.m. (15 minutes)
- 5. Committee Members' Roundtable / Multicultural Communities and Emerging Issues (Standing Agenda Item)**
8:25 – 8:50 p.m. (25 minutes)

OTHER BUSINESS

NEXT MEETING DATE – 2025

ADJOURNMENT

**MULTICULTURALISM ADVISORY COMMITTEE
Wednesday, June 19, 2024**

A Regular Meeting of the Multiculturalism Advisory Committee convened on Wednesday, June 19, 2024 at 7:02 p.m. in the Council Committee Room, City Hall, 3000 Guildford Way, Coquitlam, BC, with the following persons present:

COMMITTEE MEMBERS: Councillor Robert Mazzarolo, Chair
Councillor Brent Asmundson, Vice Chair
Shannon Alves, Citizen Representative
Carolina Echeverri, Citizen Representative
Honore Gbedze, Citizen Representative
Ann Johannes, Citizen Representative
Nikki Kasravi, Citizen Representative
Bita Rezaei, Citizen Representative
Lucie Wee, Citizen Representative

REGRETS: Simin Ahmadian, Citizen Representative
Silvia Luigia Camolese, Citizen Representative
Arun Ghag, Citizen Representative

STAFF: Eric Kalnins, Manager Economic Development
Zerallynne Te, Community Social Development Manager
Heidi Hughes, Tourism and Visitor Economy Manager
Julia Power, Committee Clerk

CALL TO ORDER

ADOPTION OF MINUTES

1. Minutes of the Multiculturalism Advisory Committee Meeting held on Wednesday, April 17, 2024

The Minutes of the Multiculturalism Advisory Committee Meeting held on Wednesday, April 17, 2024 were approved.

NEW BUSINESS

2. Festivals and Events Strategy Update

The Manager Economic Development and the Tourism and Visitor Economy Manager provided a presentation entitled "Multicultural Advisory Committee" that covered the following topics:

- An overview of the Economic Development Strategy including initiatives, future plans, key sectors and themes of multiculturalism
- An overview of the Tourism and Visitor Economy Strategy including community led events, block parties and the summer concert series

Bitia Rezaei arrived to the meeting at this time — 7:17 p.m.

- An overview of the City's Canada Day event including food trucks, performers, programming and activities

Discussion ensued relative to the following:

- The desire for more neighborhood block parties and to provide public parking at schools during City events
- Concerns including, hosting small-scale events at large venues and the lack of event parking at Blue Mountain Park

3. Canada Day Update and Volunteer Sign-up

The Community Social Development Manager provided introductory comments relative to the following:

- An overview of Canada Day plans for the MAC booth including, *Where were you born?* and *Why I Love Coquitlam* activities and an educational display of demographics and immigration statistics

Discussion ensued relative to the desire for volunteers from the Committee to assist with the booth on Canada Day.

4. Cultural Understanding Project Sub-Committee Update

The sub-committee lead provided introductory comments relative to the following:

- The desire to gather information from the public in the form of a questionnaire to better understand which events bring residents together and the preferred communication method for such events
- The desire to receive funding from Council to conduct a public survey related to Cultural Understanding in Coquitlam

Discussion ensued relative to the desire to share information about the project's objectives with Council.

COMMITTEE RECOMMENDATION

The Committee recommended that Council approve \$5,000 for the Cultural Understanding Sub-Committee to create a public questionnaire and to hire a consultant to analyze the results related to the cultural understanding project.

5. Committee Members' Roundtable / Multicultural Communities and Emerging Issues

The Chair invited Committee members to share details regarding upcoming events or emerging issues in their communities.

The following information was shared:

- English language classes have seen an increase in demand, resulting in a growing waitlist
- Caribbean Days Festival at Town Centre Park on July 27 and 28, 2024
- The desire for the City to share bookable facilities and their space capacity online
- Coquitlam Pride Celebration hosted at the Evergreen Cultural Events Centre on July 20, 2024
- A Persian Artist Gathering at Evergreen Cultural Events Centre on July 27, 2024

OTHER BUSINESS

NEXT MEETING - Wednesday, September 25, 2024

ADJOURNMENT

The meeting adjourned at 8:02 p.m.

MINUTES CERTIFIED CORRECT:

Robert Mazzarolo, Chair

Julia Power, Committee Clerk

TCLIP Strategic Priorities



Immigrant Labour Market Integration

Projects include:

- Mentorship Pilot Program with the City of Coquitlam. ✓
- Inclusive mentorship podcast. ⌚
- Cultivating Community: Un-networking event. ✓
- Workplace inclusion video. ⌚
- Partnership with WES through #ImmigrantsWork ⌚
 - Communications Campaign, Employer Training, and Employer Navigator.



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Insights from the Mentorship Program

- Both mentors and mentees saw this program as a two-way street where growth happens on both sides. Mentees sought professional development, and mentors were motivated by personal growth and sharing expertise.
- Mentees believe they brought valuable experience to the table, ranging from international experience to project management and stakeholder management. Mentees saw themselves as active participants, contributing their unique perspectives to the mentor-mentee relationship.
- Time management and communication were recurring themes for both groups, with both mentees and mentors identifying these as challenging areas.
- Providing more resources, such as peer support networks or additional training for mentors, could help them feel better equipped to handle challenges and mentor more effectively.



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Access to Community Information and Services

Projects include:

- Anti-Racism Tool translation into seven languages. ✓
- Revise TCLIP's communication plan: social media and newsletter. ✓
- Settlement services and resources directory. ⌚
- TCLIP Community Forum. ⌚
- Pre-forum community dialogues. ⌚



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Social and Civic Inclusion of Newcomers

Projects include:

- From Hate to Hope event with BC's Office of the Human Rights Commissioner. ✓
- Building Bridges: Supporting Refugees Amidst Global Crises event. ⌚
- Development and implementation of law enforcement capacity-building curriculum. ✓
- LINC instructors training – based on TCLIP's LINC Guide. ⌚



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Trends in the Settlement Sector

- Seniors on fixed incomes struggle to afford rising costs for food and other essential needs.
- Many families are being forced to move into shelters due to the shortage of affordable housing.
- Many young newcomers express a preference for employment support over participation in youth programs, seeking help in finding jobs.
- There is a rising need for mental health support in the community.
- Almost all the candidates who ran in the recent BC election for the Tri-Cities area were white, highlighting a lack of diversity that does not reflect the community.
- Since the pandemic, there has been a high turnover of LINC instructors, with many new to teaching settlement language.



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COMMUNITY DIALOGUE

Building Bridges: Supporting Refugees Amidst Global Crises

Date
November 18th, 2024

Time
10:00 - 11:30 AM

Location
Virtual via Zoom



Pathways to Belonging: Inclusive Support for Newcomers of All Abilities and Ages

DEC 5, 2024

Beyond Barriers: Empowering Newcomers with Disabilities

Caring for Our Elders: Navigating Services for Newcomer Seniors

DEC 11, 2024



Save the Date

Community Forum: Services Beyond Settlement

The forum will discuss services beyond settlement, specifically in relation to Youth and Health Services, and empower service providers by enhancing their understanding of the wide range of community services available to newcomers.



Date: January 23, 2025.

Time: 9:00 AM - 12:00 PM.

Location: Inlet Theatre - Port Moody.



Thank You

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Introductions

- **City Staff:**
 - Michelle Frilund (she/her), Acting Senior Manager of Equity, Diversity and Inclusion
 - Kate Brown (she/they), Accessibility and Inclusion Specialist
- **Support from External Consultants: Urban Matters**

City's Equity, Diversity and Inclusion (EDI) Foundations

- EDI is an overarching theme in Business and Strategic Plan
- Historical prioritization of accessibility and inclusion principles in EDI work:
 - Recreation Inclusion initiatives for community
 - Technology upgrades and process enhancements
- Existing and long-standing accessibility committee: Accessibility and Inclusion Advisory Committee
- Existing *Recruitment and Retention EDI Action Plan*
 - Guidelines to Support Trans and Non-Binary Staff in the Workplace



Accessible BC Act

- Accessible BC Act came into effect in 2023
- Applies to over 750 public-serving organizations
- Tasks organizations with identifying, removing and preventing barriers to ensure full and equal participation of people with disabilities
- Requires three things:
 - Create an accessibility committee;
 - Create an accessibility plan;
 - Create a feedback mechanism on this plan

Coquitlam's Accessibility and Inclusion Plan

- Focus on Accessibility **and** Inclusion
- Key focus areas: employment, transportation, information & communication, delivery of services, built environment, procurement
- Developed with community voices:
 - People with lived and living experience
 - Accessibility and Inclusion Advisory Committee
 - Additional Council Advisory Committees (Multiculturalism, Sports and Recreation)
 - Organizations supporting people with accessibility and inclusion needs
 - Government organizations (school district, health authority)
 - City Staff

Barriers to accessibility and inclusion

- **Social / Cultural:** People face stigma and discrimination because others don't understand their experiences or culture.
- **Physical / Geographic:** Some places are hard to reach or enter because of how they are designed or because they are far away.
- **Technology:** Some people can't access or use technology because they don't have the right tools or need specific features.
- **Communication / Language:** People may struggle to understand or be understood because of language differences or how they process information.
- **Structural / Systemic:** Policies may be unfair because they don't consider the challenges faced by equity-deserving groups like time and money.
- **Sensory:** Some environments are difficult for people because of things like bright lights, loud sounds, or strong smells.

Where do these barriers show up?

- **Physical Spaces (built environment):** city buildings, parks, meeting rooms, etc.
- **Services and Programs:** help desk, recreation programs, events, etc.
- **Information and Communication:** Website, applications, engagement, etc.
- **Transportation:** sidewalks, bike paths, trails, bus stops, road crossings, etc.
- **Employment:** applications, hiring process, training, etc.
- **Procurement:** City purchasing of goods and services

Round Table Discussion



Question 1

What programs or services related to accessibility and inclusion are working well in the community?

Question 2

What barriers do you feel are most important to address in this Plan?

Question 3

What changes do you think would make the most significant impact on those barriers?

Your Feedback

- Your feedback will inspire the main features of the Accessibility and Inclusion Plan, including goals, action items and priorities
- We will finalize our What We Heard report over the next month
- We will review key findings with the Accessibility and Inclusion Advisory Committee and Council
- The What We Heard Report will guide drafting the Plan

Public Survey

Everyone who lives, works, studies, recreates or visits Coquitlam is encouraged to provide feedback in our public survey!

The survey will be available until **November 17**. Visit letstalkcoquitlam.ca/accessibilityplan or scan the QR code for a link to the survey.



Timeline



Thank you!

Contact:
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coquitlam.ca/EDI



