

Belonging Steering Group Meeting Minutes

Date:	February 24, 2014	Location:	Conestoga Room, Kitchener City Hall
Time:	1:30– 3:30pm		
Present:	Tom Reitz, Lorie Fioze, Dan Vandebelt, Bojana Savic, Lisset Jacinto, Iman Arab, Laura Reidel (Vice Chair), Fauzia Mazhar (Chair), Janice Ouelette, Diana Palmerin Velasco		
Regrets:	Jim Bowman, Kelly Kipfer, Dianne Boston Nyp, Suzan Snaggs Wilson, Ash Nandrajog, Asma Al'wahsh, Romany Arnold, Joseph Oywak, Dina Etmanskie, Sarah Chen		
Staff:	Janet Howitt, Nicole Francoeur , Sandra Ribes		

Welcome

- Introductions
- Regrets shared
- Four community members retiring from the table – Z Sonia Worotynech (moving to California), Maria Lambour (working fulltime), Maha Selfo (personal issues), Mary Heinen Thorn (interested in action group membership)
- **Decision : To review Terms of Reference considering membership at next meeting**

Review Agenda and Purpose of Meeting

- On January 22/14 Council approved the Belong Community Action Plan Strategic Directions and Priorities, today group to determine priority activities for the next 6 – 12 months
- A draft Implementation Plan is due to Council for April 2/14 for their next Council meeting
- Roles of Chair, Vice Chair, Janet Howitt is Community Engagement Coordinator with the Belong Pillar, Nicole Francoeur will facilitate the CAP section of the agenda today
- **Discussion** – CAP meeting November 5th did not have facilitation at tables, some ideas not fully formed and expressed – going forward need to have facilitation to ensure all voices heard
- **Discussion** – Role of Chair and Vice Chair and communication with Council. Chair or Vice Chair to attend all Council meetings on behalf of the Belong

Steering Group as well as meetings of the Leadership Team as needed. Our draft Implementation Plan will be presented to Council on April 16 by our Chair and staff support (Janet)

- Council wants standardized (where possible) Terms of Reference for each Steering Group and Council, and standardized agenda items
- **Decision: To review Terms of Reference and Agenda items at our next meeting**

Community Updates

- Compass Kitchener/City of Toronto – Janice: Compass Kitchener is an advisory group that wants to increase voter turnout, they are connecting with Kitchener Multicultural Centre to meet with ethno cultural groups to explore civic engagement; as well, they will be approaching Kitchener City Council to ask them to endorse a motion to extend the vote in municipal elections to Permanent Residents. Toronto has endorsed this. The province will consider for 2018 elections and the options are no, yes to a pilot in Toronto only, yes and it is mandatory for all municipalities in Ontario, yes and it is voluntary for all municipalities in Ontario. Toronto has created myth busters social media campaign (with partners i.e. OCASI).
- KW Art Gallery – Janice: wants to increase participation from immigrant communities and has asked Janice to meet – if anyone else is interested connect with Janice
- CCORIC – Fauzia: planning underway for World Refugee Day (month) in June 2014; meeting to discuss the idea of Waterloo Region becoming a Sanctuary City (as Toronto and now Hamilton have voted) and planning a community meeting in April
- KW Coalition of Muslim Women – Fauzia: March 29/14 gala for women only
- Bridging Resources - Jassy: Money received from United Way and KW Community Foundation to develop leadership curriculum and program for members of Bridging Resources – group starting March 2014 and email sent out to look for potential candidates
- Focus for Ethnic Women – Jassy: grant received for Immigrant Women and Employment program and new community program on Women as Community Builders starting
- City of Kitchener – Bojana: planning community consultations on Strategic Plan to meet people where they are already meeting

Community Action Plan

- Thanks to everyone who participated in this process over the past couple of months. Thanks for your energy and insights

- Nicole reviewed work to date: Sept 23, Oct 21, Nov 4, Dec 2, Dec 9
- Parameters
 - Council has approved CAP (Strategic Directions and Priority Action Areas) January 22/14 and the draft Implementation Plan (outlining prioritized preferred activities) from each steering group is due April 2/14
 - Funding is unknown at this time, work as if there is possible monies
 - Look for opportunities for partnership and working with community
 - Workbook identified 3 Strategic Directions, 8 Priority Areas and 24 possible activities the group had identified
 - We are expected to action all the Priority Areas by 2016
- Today we will rate our top 3 – 5 activities that could be worked on in the next 6 to 12 months
- Council will be updated on a regular basis on activities, measurements, outcomes, challenges
- Top rated actions in both importance and prioritization for the BSG and IP members present included:
 - Develop and implement a public education campaign to increase cultural sensitivity
 - Create/enhance leadership development programs
 - Support organizations to enhance, develop and/or implement inclusive Practices
- Discussion:
 - What items from past work and action groups have been brought forward? What happened to past work? Information shared on Sept 23 and Nov 4 on what was accomplished and what was not actioned. i.e., Mental Health is part of the Settle Steering Group CAP – was it part of the Belong workplan in the past? Counts project, leadership development...
 - **Decision to set up a specific meeting to review past work, how it informs or is implied in current CAP and how to bring closure to some of our work**
 - We should apply the belong framework of family, community and systems be applied to our decision making and implementation discussions

- Priority Setting Exercise Voting Results for Belong Steering Group -
 Activities for Action in the Next 6-12 Months**

Priority Action Area	Preferred Activity	# of votes
8.1 Develop and implement a public education campaign to increase cultural sensitivity	Say Hi-inspired campaign	8
10.1 Support organizations to enhance, develop and/or implement inclusive practices	Explore organizational incentives to implement inclusive hiring practices <i>(collaborate with Work Pillar)</i> Profile organizations who have demonstrated inclusive practices (education, municipal, public service, private sector and non-profit sectors)	6
10.3 Strengthen partnerships with school boards to ensure that immigrant children are welcomed and encouraged	Explore existing school board diversity plans/strategies Support the development or enhancement of school board diversity plans/strategies, as necessary	5
9.1	Information sessions, tours, meeting	4



Develop an initiative to increase immigrant awareness of services provided by Municipal/Regional government and the school systems	councillors Host events at City Halls and Councils with immigrants to learn about the civic structure (e.g., Citizenship Ceremony)	
10.2 Share strategies and develop initiatives for parenting in a new society	Collaborate with family service providers and families	4

New Business

- New Story Group Update
 - Deferred to future meeting

Next Meeting

- 1) **Set up meeting to discuss past work of the Belong Steering Group and Action Groups and bring closure or bring work forward – date to be determined and shared**
- 2) **Set up meeting to discuss draft implementation plan – doodle poll to be sent to determine date – must be completed before April 2/14 to create draft plan for submission**

Belonging Steering Group Meeting Minutes

Date:	April 28, 2014	Location:	Waterloo Public Library, John Harper Branch/ Stork Family YMCA
Time:	1:30– 3:30pm		
Present:	Laura Reidel (Vice Chair), Asma Al'wahsh, Dianne Boston Nyp, Kelly Kipfer, Jassy Narayan, Janice Ouelette, Diana Palmerin Velasco, Tom Reitz, Suzan Snaggs Wilson Guests: Mark Perry, Intern Volunteer Action Centre		
Regrets:	Fauzia Mazhar (Chair), Iman Arab, Romany Arnold, Jim Bowman, Sarah Chen, Dina Etmanskie, Lorie Fioze, Lisset Jacinto, Ash Nandrajog, Bojana Savic, Bashir Shabaz, Dan Vandebelt		
Staff:	Janet Howitt, Nicole Francoeur		

Welcome

- Laura welcomed the group. It was shared that Fauzia was unable to attend.
- The purpose of the meeting was reviewed.
- Kelly Kipfer provided an overview of the meeting space at the John Harper Branch. The branch opened in October 2011 is the third in Waterloo Public Library's system. It is co-located with Stork Family YMCA allowing for many unique partnerships. Library is also a site of the Library Settlement Program where KW Multi-Cultural Centre staff provides settlement services and support on site

Declaration of Conflict of Interest

- Members are expected to declare any conflict of interest for any agenda item in which they, or an organization/group that they may represent, would have a direct financial or vested interest in a specific outcome. In the event of a declaration of a conflict of interest, the member will not actively take part in the discussion or the final decision for that agenda item and, at the Chair's discretion, may be asked to leave the room for the discussion.
- The group asked for an example of when this situation may apply.
- No conflict of interest was noted.

Review March 26th minutes

- Approved minutes posted on Immigration Partnership website
- Update on discussion on hate crimes from last meeting. The report was originally published a year ago. Christiane Sadeler from the Crime Prevention Council spoke to it at the last Council meeting.
 - In 2005 the Uniform Reporting Survey (which is how police report crime data) was modified to better enable the identification of hate crime.
 - The police reported hate crime statistics are virtually meaningless when comparing between jurisdictions. The presence of a dedicated hate crime unit or community programs that draw attention to crime and related factors tend to lead to higher reporting. For example, Thunder Bay reported 0 hate crimes in 2010 and 1 in 2011; Saskatoon went from zero, in 2008 to 19 incidents in 2009, then 3 incidents in 2010 and 10 in 2011
 - Regardless, 40 hate crimes in Waterloo Region in 2011 is a cause for concern
- CPC is also looking to develop a myth busting fact sheet on hate crimes and would like to partner with the Immigration Partnership on this work.
- The group discussed inviting someone from OW to the BSG to discuss statistics available on the number of immigrants/refugees accessing OW/ODSP, languages, etc.

Decision/Action:

- **Meeting minutes were approved as presented.**
- **Janet to invite CPC to next BSG meeting to discuss hate crimes report and possible fact sheet**
- **Janet to invite an OW representative to upcoming BSG meeting to discuss statistics.**

Council Update

- The group was reminded that the last BSG meeting was dedicated to developing a draft implementation plan for the BSG activities in the CAP. This draft implementation plan was presented by Fauzia and Janet at the Council meeting on April 16th. At that meeting, Fauzia also presented some of the challenges and uniqueness of the BSG, noting that it may take the group more time to get clarity.
- Council provided feedback around the importance of providing tangible outcomes and Fauzia will be providing quarterly progress updates to Council (due June 6, September 3, November 3) on the BSG activities



- Jo-Anne has emailed the approved **Governance Document** to the Pillar Groups which includes an extensive Advocacy Protocol. BSG members were asked to review in detail and come prepared to share feedback at the next meeting. A Council member could be asked to attend a future meeting to discuss it in more depth

Decision/Action:

- **BSG to provide feedback on advocacy protocol at next BSG meeting.**
- **Janet to invite a Council member to talk further about the advocacy protocol, if required**

Community Updates/Emerging Ideas

- June is World Refugee Month. A draft schedule of events has been prepared. Janet to send out along with the link to the website once finalized.
 - The launch of World Refugee Day is taking place on **June 1st at THEMUSEUM in downtown Kitchener from 2 – 4 pm.**
 - Kelly - WPL has partnered with KPL to do a film series each week in June dedicated to the experiences of refugees as part of World Refugee Day.
- Dianne - Ambush the Arts, a free event for youth is taking place on Friday. **May 9th from 6-9pm** at Kitchener City Hall.
- Dianne - EPCY Initiatives will host 100 youth and 50 adult community leaders to discuss the intersection of social innovation, entrepreneurship and community growth in Waterloo Region on **May 13th from 4-9pm** at THEMUSEUM. The event provides proactive young people with an opportunity to not only talk about ideas, but also determine the possible solutions for issues in our community and have the opportunity to collaborate on bringing these solutions into actuality. **Contact Dianne if you are interested in attending or facilitating a group.**
Dianne@volunteerkw.ca
- Dianne - Change the World Campaign to highlight youth engagement is taking place as part of youth week. This has been on-going for 7 years. **Please send Dianne a list of names of youth from grade 8 to first Year University or youth serving groups that may be interested in participating.**
- Jassy - Multicultural Centre and KW Counselling have recently begun running a 10-week leadership training program for newcomers. In this program, 28 people are being asked how they built community in their country of origins. The goal is to encourage immigrants to use the same skills here and build bridges. See <http://www.kwcounselling.com/bridging-resources/>
- Jassy - Focus for Ethnic Women and Multicultural Centre received a grant for 'Improving Prosperity for Immigrant Women' bringing immigrant women together with employers, financial institutions and training institutions to try and



understand the barriers that prevent immigrant women from achieving their employment goals. See www.few.on.ca/programs .

- Lorie - the Region would like to ensure that people can see themselves and that diversity is represented in its publications. As such, they will be having a photo shoot on **May 16th**. Please pass along if you know of anyone that may be interested in participating. lfioze@regionofwaterloo.ca

Decision/Action:

- **Noted - It is important that community initiatives designed to support immigrants and refugees are recognized by the Immigration Partnership**
- **Janet to send out WRD schedule to BSG.**
- **Let Dianne know if you are interested in attending or facilitating a group of the EPCY Initiatives.**
- **Please send Dianne a list of names of youth from grade 8 to first Year University or youth serving groups that may be interested in participating in the Change the World Initiative.**
- **Contact Lorie for more information on participating in photo shoot for the Region**

CAP implementation discussion for next 6 – 12 months

Priority Action Area	Activity	Lead
8.1: Develop and implement a public education campaign to increase cultural sensitivity	Say Hi-inspired campaign	BSG
<p><u>What would the community look like if we had a successful public awareness campaign?</u></p> <ul style="list-style-type: none"> • The community would recognize/capitalize from the benefits that immigrants bring to the community (focus on schools) • There would be increased understanding in the community around the importance of immigrant inclusion in all aspects of civic life (e.g., voting) • Immigrant recognition in our community would go beyond food and music. Immigrants need to be recognized for being intuitive, creative, smart and powerful as well. • Community would recognize the <i>diversity</i> of immigrants. • It would go beyond saying hi... what comes after hi? <p><u>Outcomes:</u></p> <ul style="list-style-type: none"> • Could be measurable through stories • Ask CPC for outcome measures they use in Say Hi • How many businesses are owned by immigrants? • How many people who are not Latino attended Latino events (an example) • Level of recognition based on which recognition awards exist, how many immigrants have been recognized. • Short term metrics are easy to measure, but longer term metrics are more challenging to 		

determine (this will be an on-going struggle)

What would the campaign look like?

- Would be longer term (Say Hi is 9 years old)
- Diversity is Prosperity, Prosperity is Diversity
- Say Hi campaign could be included in the school setting. This is a simple way of breaking the ice for students. Families also need to be engaged.
- Malls and Community Centres are good places to raise awareness.
- Strengthen allies with members of the School Board and work with their diversity committees to expand and replicate current initiatives that have been working well.
- Recognize/profile success stories of immigrants and businesses and how they have made a difference in the community in a variety of sectors (e.g., kids in school, neighbourhoods, industry, health, technology, service). Need also to understand what the community values.
- Incorporate stories from World Refugee Month.
- Create bite-size pieces of information to demonstrate immigrant contributions in Waterloo Region. This could then be a prompt to action. (see below – Did you Know)

Possible next steps?

- **Identify resources required.**
- **Develop key messages**
- **Inquire into existing recognition awards and deadlines in Waterloo Region and create a list. Tom will make a list of all the civic awards in the community with corresponding deadlines.**
- **Is it possible to have a Refugee Champion Award as part of World Refugee Day?**
- **Could create an application template as many applications for awards are similar**
- **Create a database of stories (could be available on website)**

Priority Action Area	Activity	Lead
10.1: Support organizations to enhance, develop and/or implement inclusive practices	Profile organizations who have demonstrated inclusive practices (education, municipal, public service, private sector and non-profit sectors)	BSG
10.3: Strengthen partnerships with school boards to ensure that immigrant children are welcomed and encouraged (link to 8.1)	Explore existing school board diversity plans/strategies <ul style="list-style-type: none"> • Include with 10.1 	BSG

Possible next steps:

- **Develop question template: What is your organization’s diversity strategy, what has been the benefit of having this strategy, which other organizations should we talk to? Interview**
- **Invite cities and organizations represented at BSG, KDCHC, plus Library Settlement Program, newcomers, etc.**
- **Bring examples of a few stories collected to June BSG meeting.**
- **Compile a list of ‘Did you Knows’? (e.g., ‘Did you know that the KDCHC Board of Directors is a culturally integrated board?’)**
- **Issue media flash where a ‘Did you Know’ gets sent out every day from IP. Although**

only a small percentage of these stories will get attention, it will be interesting to see what is important and what gets picked up (this could link to outcomes). Will also allow us to be responsive to misconceptions. We need to pay attention to stories that are not factual.

- **Remaining stories get posted to the website.**

9.1: Develop an initiative to increase immigrant awareness of services provided by Municipal/Regional government and the school systems	Information sessions, tours, meeting councillors Host events at City Halls and Councils with immigrants to learn about the civic structure	Municipalities on BSG
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- Lorie connected with Region of Waterloo Clerks Office who agreed to facilitate **'Region 101'** in the fall for the newcomer community to meet part of this strategy and is looking for people to help plan the event.
- Janice shared that the City of Kitchener offers **'City Hall 101'** for high school Civics class students. There could be a possibility to expand this session to existing immigrant groups, if this was important to the BSG. Could BSG members and other volunteers help to deliver the session? How could we to connect with various groups? (e.g., ESL groups). Janice would like to meet with a few BSG members to talk about what would be important to share about the City of Kitchener.

Possible next steps:

- **Janet to coordinate initial municipal planning discussion with reps from both tiers and interested BSG members – goal to consider content, audience, marketing, participation of BSG and timing – each municipality would have their own work**
- **Follow up - Janet to coordinate meeting with Clerks and interested BSG members to plan Region 101.**
- **Follow up - Janet to coordinate meeting with Janice and interested BSG members to plan City Hall 101 curriculum.**
- **Janet to connect with Jim Bowman re City of Waterloo**

Priority Action Area	Activity	Lead
10.2: Share strategies and develop initiatives for parenting in a new society	Initial Research	Immigration Partnership staff

- Often parents are isolated, have language challenges and are not aware of which resources are available. Generational power shifts can also be complex.

Possible next steps:

- **Janet will do some initial research over the next 6 months to compile information on strategies/programs that exist. It was suggested that she look into KW Counselling and the work happening at Sunnyside as a starting point and**



Next steps:

No consensus on setting up Action Groups or meeting again in May.

Janet to follow up via email with members, coordinate meetings as required.

2014 Belong Steering Group meeting dates and locations

- **June 23, 2014 at the City of Kitchener: 1:30-3:30 pm**
- September 22, 2014
- November 24, 2014

- (For 2015 schedule would be – January, March, May, (maybe an extra June meeting) then Sept, Nov= 6 meetings of BSG a year)

Draft Belong Steering Group Meeting Minutes
Date: June 23, 2014 Time: 1:30– 3:30pm
Location: Kitchener City Hall, Conestoga Room

Present:

Laura Reidel (Vice Chair), Romany Arnold, Dina Etmanskie, Janice Ouelette, Lorie Fioze, Dan Vandebelt, Jassy Narayan, Tom Reitz, Kelly Kipfer, Lisset Jacinto, Sarah Chen, Dianne Boston Nyp, Suzan Snaggs Wilson, Janet Howitt (Staff)

Regrets: Fauzia Mazhar (Chair), Jim Bowman, Bojana Savic, Asma Al'wahsh, Diana Palmerin Velasco, Ash Nandrajog, Iman Arab, Bashir Shabaz

Welcome and Review Agenda, Purpose of Meeting, Conflict of Interest

- Two additions – one as update and one reflected in Advocacy discussion
- No conflicts of interest declared for this meeting

Minutes of Meetings April 28, 2014

- Minutes distributed and discussed
- Discussed Hate Crime data for KW. Crime Prevention Council is preparing a fact/information sheet for distribution and posting. They still could attend a future meeting to discuss the report
- Recommendation that CPC and the Immigration Partnership officially respond to the Hate Crime report – post on websites, through social media. Comments that event though the report is old, the discussion is current and creates fear and worry for newcomers and potential newcomers to our communities. Official response would allay fears.
- We should learn from reaction to this and note the need for official responses and reactions.

Decision: minutes approved, Janet to follow up with CPC and Council for response

Council/Immigration Partnership Update

- Belong Steering Group Implementation Plan Progress Report shared with Council on June 18th. Next 2014 reports due, September 3, December 3
- Summer edition of Newsletter to be released soon – Focus on Refugees
- Discussion: Updates needed on Immigration Partnership happenings and past plans i.e., interpreter services at hospitals
- **Decision: Janet to bring CAP updates for Settle and Work to Belong meetings**

Advocacy Protocol Review

- Laura reviewed Partnership Governance Document Advocacy Protocol
- Protocol includes questions to complete or consider for Advocacy items, it is up to the Steering Group (s) to research and frame an issue and determine what they are asking Council for. Council then makes a determination. If item is between Council meetings (Council now meets four times per year), the Leadership Team could be asked to meet. Protocol also includes examples of issues with completed question set. See Governance Document attached



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5204-v9-Immigration

Community Updates/Emerging Issues

- Janice – Compass Kitchener- recent annual report card gave Kitchener C - for Diversity. Grant applications available for Neighbour Matching Fund, Neighbourhood Fund the difference between these grants is one is for geographical neighbourhoods and the group must match the funds in some way. The other is for community building and connection and safety but it can be any group including cultural groups and communities of interest. Festival of Neighbourhoods Grant (\$25,000) – contact Janice.ouellette@kitchener.ca
- Lorie - Region of Waterloo is finalizing Organizational Structure Review which will change reporting structures. **Looking for diverse photo models for Regional materials on website and in print. Photo dates, June 25 and July 14th. If interested - Contact lfioze@regionofwaterloo.ca**
- Jassy – recommend highlighting partner events and programs at table, on website and in newsletter. i.e., library/settlement service partnership. 47th Multicultural Festival held in Victoria Park
- Dan – Public Health will be updating the Immigrant fact sheets on various topics, they are waiting for customized data sets for Waterloo Region neighbourhoods, as household survey (2011) was voluntary and collected data differently from previous Census (2006) it is difficult to do year to year data comparison
- Janet – World Refugee Day KW 2014 wrapping up by June 27th see www.worldrefugeedaykw.ca
- Suzan – Neruda Productions hosting Kultrun World Music Festival July 11/12th at Civic Square, Waterloo
- Suzan – Wanting to follow up on Financial Literacy for New Canadians, banks have to provide service for accounts. From a lens of belonging, is there a concern or an advocacy issue? There are some programs at KW Counselling, YMCA and KW Multicultural Ctr.
- Tom – OMNI TV has 'English for Newcomers' programs - model of simple language presentations

Community Action Plan progress discussion for next 6 to 12 months

Priority Action Area	Activity	Lead
8.1: Develop and implement a public education campaign to increase cultural sensitivity	Say Hi-inspired campaign	BSG
<u>Update:</u> <ul style="list-style-type: none"> • Tom created initial list of civic, provincial and federal awards, others have added as well – need to produce in excel and create links for nomination information and dates. Could create an application template as many applications for awards are similar • World Refugee Day KW 2014 held inaugural Awards for newcomers and refugees in our community. Will consider a refugee champion award • Municipal funding application completed with Ontario of Citizenship and Immigration (MCI) to assist with campaign, hiring a marketer etc. Decision expected end of July • Need additional meetings or ad hoc to clarify idea, outcomes and activities 		
10.1: Support organizations to enhance, develop and/or implement inclusive practices	Profile organizations who have demonstrated inclusive practices (education, municipal, public service, private sector and non-profit sectors)	BSG
10.3: Strengthen partnerships with school boards to ensure that immigrant children are welcomed and encouraged (link to 8.1)	Explore existing school board diversity plans/strategies <ul style="list-style-type: none"> • Include with 10.1 	BSG
<u>Update:</u> <ul style="list-style-type: none"> • Ideas have been shared at previous meetings but we need to clarify direction and determine actions. Action Group or additional meeting would be helpful • Need to determine question set, medium, list of organizations we want to hear from • World Refugee Day partnerships have provided opportunities to connect with WRDSB and WCDSB ESL program staff 		
9.1: Develop an initiative to increase immigrant awareness of services provided by Municipal/Regional government and the school systems	Information sessions, tours, meeting councillors Host events at City Halls and Councils with immigrants to learn about the civic structure	Municipalities on BSG
<u>Update:</u> <ul style="list-style-type: none"> • Ad hoc meeting held June 3/14 with representatives from Region of Waterloo and cities of Waterloo and Kitchener and Belong Steering Group members to discuss what currently is happening and how to advance this action area. Minutes sent to Steering Group • Different levels of knowledge required: basic civics 101, parents in the school system, more involved information – how to engage in community, voting, running for office, partisan and non-partisan politics. Also, Municipal election to be held in October, 2014. Ideas: Could offer different things such as: • Information Sessions – Basic starting Fall of 2014 <ul style="list-style-type: none"> ○ Planned Information Session to the Public 4 times per year, rotating Kitchener, Waterloo, Cambridge, Regional Headquarters (Townships?) ○ These sessions could cover history, role of municipalities, services, access, fees, locations, taxes ○ Evaluations could discern what else would be helpful ○ Co-presented by Region and City it is in with similar content for all sessions. In 		

<ul style="list-style-type: none"> o Council Chambers o Meet Mayor/Regional Chair, some councillors o Belong Steering Group to promote and assist at sessions • Multi Session Offering <ul style="list-style-type: none"> o Series that would have five sessions, topical guest speakers, more in-depth information o Rotate locations across the Cities (community centres, other municipal spaces) and offer certificate at end o Potentially a project to complete or presentation o Need a partner to plan with i.e. Leadership Waterloo Region, KW Community Foundation Engage KW, YMCA Step Up to Leadership • Voter Turnout – can only vote when a Citizen <ul style="list-style-type: none"> o Work on Booklet for first time voters refresher of basic information as well as practical tools for how to vote, ballots, importance of voice o Help to get the vote out o Booklet to be available for sessions related to elections – Maybe have facilitated table sessions with Belong Steering Group at tables, Peer Helpers • Could municipal walking tours be part of this series? • Need information on school bursaries and municipal funding pots • How do we promote looking at municipal issues (i.e., build into campaign) as many people focus on global issues • Next steps planning second meeting on July 3 from 10 – 12 noon, connecting with City of Cambridge. Plan first event for fall 2014 		
<p>10.2: Share strategies and develop initiatives for parenting in a new society</p> <ul style="list-style-type: none"> • Often parents are isolated, have language challenges and are not aware of which resources are available. Generational power shifts can also be complex. 	<p>Initial Research</p>	<p>Immigration Partnership staff</p>
<p><u>Update:</u></p> <ul style="list-style-type: none"> • Janet gathering information and will prepare report for September 		

Next Steps:

- **Group consensus for Janet to create doodle poll to set up additional meeting in July 2014 for group to specifically focus on Action Plan items**
- **September meeting will be held Monday, September 22, 2014 from 1:30 – 3:30 pm**

Belong Steering Group Meeting Minutes
Date: July 15, 2014 Time: 1:30– 3:30pm
Location: Waterloo City Hall, Thiele Room

Present:

Fauzia Mazhar (Chair), Dina Etmanskie, Janice Ouelette, Tom Reitz, Dianne Boston Nyp, Anisha Mohil (Guest), Bojana Savic, Janet Howitt (Staff)

Regrets: Laura Reidel (Vice Chair), Romany Arnold, Jim Bowman, Iman Arab, Diana Palmerin Velasco, Lisset Jacinto, Kelly Kipfer, Lorie Fioze, Dan Vandebelt, Suzan Snaggs Wilson

Absent: Ash Nandrajog, Bashir Shabaz, Sarah Chen, Jassy Narayan, Asma Al'wahsh,

Welcome and Review Agenda, Purpose of Meeting

- Meeting to review Community Action Plan items and prioritized activities: 9.1, 8.1, 10.1
- Meeting date determined through doodle poll

Community Action Plan progress discussion for next 6 to 12 months

Priority Action Area	Activity	Lead
8.1: Develop and implement a public education campaign to increase cultural sensitivity	Say Hi-inspired campaign	BSG
<ul style="list-style-type: none"> • Reviewed past notes • Campaign components to date: 		
'Did You Know'	Mythbusters	Awards
Build awareness and understanding, recognition, challenge/reframe misperceptions Encourage welcome and inclusion	Challenge misperceptions, stereotypes	Recognition, Awareness
Should be positive Name/branding could reflect our rationale i.e. 'Diverse Waterloo Region' Public Service Spots using social media,	Need to be careful as this starts with/stress a negative Would be a nuanced part of PSA's and 'Did You Know's'	List of government awards (all levels), community etc. Could we focus on a few awards each year to ensure nominations are

<p>mainstream media ... Sent out regularly – weekly, monthly? Long term project. Say Hi is in it's 9th year Key messages: Could be based calendar, linking 'did you know' to other events i.e. world refugee day, Ramadan Diverse history of area Who is arriving now? Accomplishments and contributions of immigrants and refugees Importance of diversity Radio 'local heros' could be built in</p>	<p>Can fall flat, and haters might not follow the logic Any publication could be used as a conversation starter with community groups and presentations.</p>	<p>completed How do we know immigrants are not being nominated now? Needs clarity. Need rationale for why we push on this How do we guard against nepotism if the Belong group nominates people? Better to compile and share awards information with broader partnership and groups and encourage nominations. If kept in one spot, living document that is easy access to award rationale, dates, forms etc Encourage everyone to nominate their volunteers for provincial awards</p>
<p>Next Steps:</p> <ul style="list-style-type: none"> • Decision on Funding application due late July • If funded will be looking for a marketer/communication strategist • If not funded need to build that expertise on our group – recruit for action group • With funding decision Janet to send call for action group and doodle poll for meeting 		
<p>10.1: Support organizations to enhance, develop and/or implement inclusive practices</p>	<p>Profile organizations who have demonstrated inclusive practices (education, municipal, public service, private sector and non-profit sectors)</p>	<p>BSG</p>
<p>10.3: Strengthen partnerships with school boards to ensure that immigrant children are welcomed and encouraged (link to 8.1)</p>	<p>Explore existing school board diversity plans/strategies</p> <ul style="list-style-type: none"> • Include with 10.1 	<p>BSG</p>
<ul style="list-style-type: none"> • Discussed various ideas – hear from people/organizations at BSG, hear form other groups, create a question template, invite to present or have interviews with them • Compile information where and why <p>Discussion</p> <ul style="list-style-type: none"> • If too drawn out can lose interest (i.e. would take a long time to hear from lots of people) and people miss meetings so could lose information • Overriding strategy is promote organizational change so hearing about best practices is to recognize good practise, inform 		

others, share learnings, create a tool box/publication

- A question or content template/guidelines is a good idea i.e., employer tool from Opportunities 2000
- Could we have a day long seminar, invite across pillars, and have groups respond to question set on best practices
- A community conversation format where presentations made to community guests/groups who want to change
- Have best practices from all sectors including for profit – look at recruiting and hiring practices, retention/internal staffing practices, board recruitment, development and retention
- How do we nominate, determine best practise? Call for nominations? Should highlight partners at various pillars and Council (broad cross section)
- Could we ask for external/corporate monies to underwrite event?
- Event in Spring

Next steps

- On agenda for Sept 22 meeting for large group to discuss
- Plan for an action group

9.1: Develop an initiative to increase immigrant awareness of services provided by Municipal/Regional government and the school systems

Information sessions, tours, meeting councillors
Host events at City Halls and Councils with immigrants to learn about the civic structure

Municipalities on BSG

- Looking for input on content and design for information session on municipal services an access, how to get involved and information on voting

Discussion

- Session needs to be fun, slides seem dry, engaging facilitation is key
- Seems we are missing information on other levels of government – would including this confuse the issue. Province funds Welcome to Ontario program
- Outreach is important, how will this be done, should sessions be held in the community? i.e., what about the Townships. Lang’s Farm bused people to all candidates meetings in Cambridge
- Initial target for fall is first time voters, lens on new Canadians but not exclusive, could go to ESL classes CLB level 6 and above, through CIC, agencies, citizenship preparation classes, ethno cultural groups ... City Halls are important spaces for newcomers
- Presentation should be 30 – 45 minutes with lots of time for interaction, questions, activities and speakers
- Should it be three distinct sessions in one evening where people can choose to join topic tables? OR offer one presentation and then have tables about the three areas where there is more information and opportunity for

<p>questions in smaller groups, opportunity to share personal stories?</p> <ul style="list-style-type: none"> • Need takeaways and hand outs • Elections create job/volunteer opportunities – can we highlight this. • Need to pick a day and get a save the date information out • Evaluate sessions to determine content for future sessions; is there a civics class at ESL? • Don't forget overarching strategy and how this fits with Belong <p>Next step</p> <ul style="list-style-type: none"> • Municipal ad hoc group will take planning from here and update steering group • Group to meet mid August, Janet to send doodle poll with dates 		
<p>10.2: Share strategies and develop initiatives for parenting in a new society</p> <ul style="list-style-type: none"> • Often parents are isolated, have language challenges and are not aware of which resources are available. Generational power shifts can also be complex. 	<p>Initial Research</p>	<p>Immigration Partnership staff</p>
<ul style="list-style-type: none"> • No discussion 		

#1671401

Belonging Steering Meeting Minutes

Date:	September 22, 2014	Location:	150 Frederick St, Kitchener, room 110
Time:	9:30-11:00am		
Present:	Fauzia Mazhar (Chair), Lorie Fioze, Diana Palmerin Velasco, Bashir Shabaz, Tom Reitz, Dina Etmanskie		
Guests:	Anthony Piscitelli (Crime Prevention Council)		
Staff:	Janet Howitt, Tara Bedard		

Welcome and Purpose of Meeting

- Welcome all, no additions to agenda
- No conflict of interest declared
- Approve July 15, 2014 minutes

Presentation on Hate Crimes in Waterloo Region

- Anthony handed out and reviewed a fact sheet prepared by the Crime Prevention Council
- http://preventingcrime.net/userContent/documents/RapSheet_HateCrimes0714v9.pdf
- Anthony's blog on Hate Crimes from CPC website
<http://www.smartoncrime.ca/blog/2014/08/numbers-hate-crimes-waterloo-region>
- Waterloo Region had the highest reported hate crimes in Canada in 2009, conversely many communities reported 0 hate crimes in 2009
- Waterloo Region Police Service made a commitment to capture hate crimes accurately
- Police determine if crime is classified as a hate crime Hate crimes are subject to varied classification across police forces so cross comparisons are difficult
- Hate crimes are highest among people under 25 years of age as victims (40%) and offenders (57%)
- Statistically males commit more hate crimes and the majority of reported hate crimes are non-violent
- Since 2009 the reported number of local hate crimes has continually reduced – now 1/3 of 2009 total
- Generally only 1/3 of crimes are reported to police

KW Coalition of Muslim Women have trained 18 community volunteers to work with women who report hate crimes and incidents. Fauzia will connect lead to Anthony

ACTION: Can the Belong Steering Group public education campaign include and share information on hate crimes – reduced numbers, supports etc.

Council Update

- Tara Bedard is the new Manager of the Immigration Partnership
- Council met September 17th dynamic meeting with lots of discussion:
 - Evaluation of partnership – scope of work prepared and Tara will be contracting an external evaluator
 - Expression of Interest will be coming for a new council member

- Discussion on practice and action of advocacy protocol – role of council, how decisions made, what does advocacy look like: position paper completed for Settle Steering Group identified concern with Bill C585 – effecting income security for people with refugee status

ACTION: Position Paper on Bill C585 will be released today and asking for whole partnership to endorse

ACTION: ideas for external evaluator to Tara by September 26 tbedard@regionofwaterloo.ca

Presentation on Region of Waterloo Guidelines for Interpretation and Translation

- Lorie handed out and reviewed Region's proposed guidelines
- Lorie leads the Diversity and Inclusion Initiative at the Region of Waterloo, 3 pronged approach: within the Region, led by Human Resources; within the Region building a culture of inclusion, led by Lorie; external, how services for residents are inclusive to the community
- Accessing interpreters is vital to accessing service for many in our community
- Ability to access service and interpreters needs consistency across Regional departments
- Region now has call centre, one point access for information
- Language Line – 24 hour interpretation service – outlined in guidelines – has been used by some departments (Social Services, Public Health) want to expand to Housing and Transit usage
- **ACTION: review document and bring questions and comments to Belong Steering Group meeting on Nov 24, 2104**



ROWInterpreter
Guidelines.docx

Progress Updates

9.1 – Develop an Initiative to increase immigrant awareness of services provided by Municipal/Regional government and school boards

- Action group has formed and been meeting throughout the summer
- Sessions planned with Kitchener, Waterloo and Cambridge – promotional poster has been sent via email to members of Belong, Settle, Work and Council and broader constant contact list
- Cities and Region have posted on website and sent to their networks
- Fauzia has posted it to facebook – **all facebook postings need to be set as an event**
- Diana will have some posters at the Cambridge International Festival on Saturday
- Each session will have moderator, presentation from a local politician, presentation from municipal staff, question and answer, refreshments and time to ask more questions, view displays
- Will have a list of candidates and a map of the city at each session so people can identify their ward, also information on school board trustees and how to get on the voters list
- Immigration Partnership newsletter (early October) will include results of a survey of all candidates responding to question 1) do they support permanent residents being able to vote in municipal elections 2) if elected, what would they do to include diverse groups and support an inclusive community
- Full results will be on the Partnership website
<http://www.immigrationwaterlooregion.ca/immigration-partnership/>
- Evaluation being developed

ACTION: all Belong Steering Group members asked to attend one or more sessions and to volunteer. Need people to moderate, greet attendees, register people, be available to speak with attendees at mingling time to support Belong initiatives. Follow up with Janet asap. Think about signing up for the session for your community:

So far: Cambridge: Diana, Janet

Waterloo: Jassy, Janet

Kitchener: Fauzia, Dina, Janet

ACTION: Janet to print posters for distribution in the community

8.1 Develop and implement a public education campaign to increase cultural sensitivity

- Funding application to MCI denied, action group establishing
- Decided to have 8 members only and to invite both Settle and Belong to send a member to join. From our group – Fauzia, Tom, Diana, Jassy at this point confirmed. Need Chair for this group
- We also will need support from communications and marketing expert/expertise – possibly a staff support from a member agency?
- Want to collaborate with existing campaigns and initiatives: WR Museum has launched a campaign to run in the Record every Saturday for 52 weeks. ½ page spread with information on events, the collection and a ‘did you know’ section (approx. 70 words) to highlight people and groups in our community – historical and current; London IP has ‘I am London’ nominating and recognizing 10 leaders in the community; Open Doors KW – annual event to be welcomed into new spaces, often faith communities, this year Reception House welcomed 300 visitors on Sept 20/14; Local Heroes radio campaign and Say Hi campaign with Crime Prevention
- Fauzia noted that there is more diversity in the candidate pool in this election – can this be recognized, people who have come as newcomers and who could be role models

ACTION: Lorie will reach out to Region’s communication team to see if they can act as consultant

- Next meeting of the action group is October 1/14

10.1 Support organizations to enhance, develop and/or implement inclusive practices – profile organizations who have demonstrated inclusive practices (education, municipal, public service, private sector, and non-profit). Aligns with 10.3 explore school board diversity plans/strategies

- Discussed ways to begin to action this strategy
- Who are we interested in hearing from and why: i.e., learn about good practise, hold groups accountable
- We have organizations around our table with Diversity and Inclusion strategies, and we can invite presentations from other groups with promising practices

ACTION: First step: invite both school boards to attend and present on their work to date, invite to separate steering group meetings, give ample time to present and ask and respond to questions, Janet

ACTION: Have members submit some questions ahead to help frame presentations, Janet to coordinate

ACTION: Invite Settle Steering group members to join us for these sessions, Janet

- Goal to have first meeting in January/new year

10.2 Share strategies and develop initiatives for parenting in a new society

- Gathering of initial information still underway, there are many programs offered by formal and informal programs. There is no listing of 'parenting in a new society' providers. Parenting is a component of many workshop based programs (i.e. one session in a series)
- There are many existing partners/collaborations in this work in the community
- Issues related to lack of sustainable funding – programs are offered as they can be; accessibility – child care, location, transportation, language, no central list; marketing and referral – parenting is a delicate issue, relationships with presenters matter
- Comments that an informal support group that respects cultural differences and beliefs would be helpful
- Positive Parenting Community Committee – facilitated by Public Health looking to research and design a comprehensive approach and invite groups that work with parents and children to age 18 to the table
- Multicultural Sector is an area they want to engage

ACTION: Janet has tentative connection to Positive Parenting Committee and can share learnings to date and discuss ways the multicultural community is involved and can be involved.

ACTION: Evaluation of 3 year Celebrating Diversity Project to be released in October (included parenting in new society sessions with ESL classes) Janet to invite presenter for our next meeting

Community Updates/ Emerging Ideas

- Cambridge International Festival September 27/14 at Riverside Park, Cambridge from 11-7 pm
As part of Culture Days, Cambridge, ON will celebrate its first annual International Festival on September 27th at Riverside Park – celebrating Cambridge's increasing cultural diversity through dance, music and stories of new Canadians at the live Performance Stage. FREE event
www.cambridgeinternationalfestival.ca
- Dina is representing the Belong Steering Group at the New Story Group as the focus on belonging and will bring an update to the next meeting. <http://www.johnlord.net/belonging-lens-3/>

Next Meeting

- **Monday, November 24, 2014 from 1:30 – 3:30**
- **Location: to be determined**
- **Guest: KW Community Foundation reviewing their recent 'Belonging report'**
- **Guest: Celebrating Diversity Report evaluation presentation**

Belonging Steering Meeting Minutes

Date:	November 24, 2014	Location:	Waterloo Region Museum, 10 Huron Rd, Kitchener
Time:	1:30-3:30 pm		
Present:	Fauzia Mazhar (Chair), Lorie Fioze, Diana Palmerin Velasco, Bashir Shabaz, Tom Reitz, Jassy Narayan, Kelly Kipfer, Janice Ouelette, Laura Riedel (Vice Chair), Dianne Boston-Nyp,		
Regrets:	Dan Vandebelt, Iman Arab, Lisset Jacinto, Dina Etmanskie, Romany Arnold, Bojana Savic		
Guests:	Rosemary Smith, KW Community Foundation; Jenny Flager-George Phd; Vanessa Lopak, Region of Waterloo; Jennifer Ardon, CCORIC; Marc Langlois, Evaluation Consultant; Barbara Stephaniuk, Volunteer Action Centre		
Staff:	Janet Howitt, Tara Bedard		

1) Welcome and Introductions

2) Presentation on KW Community Foundation and 'Belong' Research Report

- Rosemary Smith reviewed the history, current programming of the KW Community Foundation and findings of the 'Belong' report <http://www.kwcf.ca/>
- First community foundation in Canada in 1921, in KW 1984. Goal to increase quality of life in community through investment and leadership. Produce annual Vital Signs indicators report.
- Current programming: Centre for Community Knowledge, Random Acts of Kindness Day, Engage
- Reviewed Building Belonging methodology and report – research completed by Overlap Associates/ Looking at KW and Woolwich
- Building blocks of belonging: authentic interactions, feeling welcome, shared experiences
- Bonding (relationships) and bridging (leverage relationships- connecting) is important to social capital – our community is better at bonders than bridging
- Discussion: be curious about how and where people are connected, how do I/we become connectors, how do we diversify boards, consensus of appreciation for the research and leadership of the community foundation
- Our definition of belonging , 'an essential human need to be accepted and valued by others in order to reach one's full potential in connecting, participating, integrating and thriving in the community'

ACTION: link to report sent with agenda, review and bring additional discussions, alignment with our CAP to next meeting

ACTION: Add Belong Report link on Immigration Partnership website

3) Presentation on Celebrating Diversity Research Project and findings

- Jenny Flager-George, a researcher working with University of Waterloo's Sociology Department on the local 3 year Celebrating Diversity project - project completed, reviewed objectives and outcomes http://celebratingdiversitywr.uwaterloo.ca/who_we_are.html
- Partners: Worldwide Opportunities for Women(WWOW) <http://www.wwow.org/index.html/> and African Women's Alliance (AWA) www.afrowomen.org - project focussed on local African communities
- Project activities: Bullying Toolkit – for parents of children not familiar with school system, especially newcomer parents; parenting in a new society workshop taught at local ESL classes as part of 8 session series

ACTION: link parenting in new society research to CAP 10

ACTION: Add Bullying Toolkit link on Immigration Partnership website

4) Follow Up on Region of Waterloo Guidelines for Interpretation and Translation

- Vanessa Lopak reviewed the rationale for the Guidelines and asked for feedback from the group
- Bashir had followed up with staff at Reception House and submitted feedback prior to the meeting
- Consensus: Appreciate leadership that the Region is showing in the community to provide accessible service across departments; Accessing interpreters is vital to accessing service for many in our community; Ability to access service and interpreters needs consistency across Regional departments; interpretation is a service accommodation not unlike wheelchair access and AODA legislation – necessary so **all** community members can access service
- Lorie advised that Belong Steering Group initiated this discussion and creation of the guidelines through past feedback
- **ACTION: if you have any other feedback on proposed Guidelines connect with Vanessa before the end of December VLopak@regionofwaterloo.ca**

5) Presentation on World Refugee Day (WRD) 2015

- Jennifer Ardon, Chair of Community Coalition on Refugee and Immigrant Concerns (CCORIC), reviewed letter sent to Belong Steering Group
- CCORIC has coordinated past local recognition of annual UN World Refugee Day (June 20th), event has grown in 2013 and 2014 <http://worldrefugeedaykw.ca/>
- Staff from Kitchener Downtown Community Health Centre supported CCORIC and WRD – with staff change, no longer receiving the extent of support, coordination and leadership
- Feels WRD aligns with Belong CAP 8.1 - public awareness and education, i.e. June has a refugee focus
- Partnerships currently exist: Community partners ready to host events, overall coordination is needed
- Four interested CCORIC members would continue as part of a steering committee
- Considerations - impact on staff time as Janet is part time, could we have a student or other support; and CAP priorities, i.e., will something come off the table to accommodate this planning?
- Further consideration is timing, community partners need to start planning now – can we agree one time and evaluate? What is governance and process – is this a decision for Council?

ACTION: Endorse in principle - General interest in participating and agreement to approve this request and ask Janet and Tara of Immigration Partnership to advise on next steps

6) Progress Updates

- Sent as an attachment with agenda, not reviewed

ACTION: direct any questions to Janet, Janet to follow up on specific requests from the updates

7) Member Recognition, Laura Reidel

- Romany Arnold has stepped off the committee after being with the Belong Steering Group since 2011 and the Immigration Partnership discussions and formation since 2009. She continues to be a champion for people who have the experience of being immigrants and refugees in our community. Through her work with Joy of Living she supports people to feel and to be included, accepted and valued. Romany was not able to attend today.

ACTION: Certificate and thank you card will be presented to Romany on behalf of group.

- Diana Palmerin-Velasco has been with the Belong Steering Group since September 2013; she is the Diversity Engagement Specialist with the YMCA located in Cambridge and was an organizer and vital partner in the very successful Cambridge International Festival this past summer. We will only be saying goodbye for awhile as she is taking maternity leave to welcome a new baby girl. Diana's interim replacement will be joining our table in the future - Not goodbye but thank you and congratulations
- Fauzia Mazhar, our current Chair and a local community visionary, leader and activist, ran for Kitchener Ward 7 Councillor in the recent municipal elections. Fauzia had an energized team with countless volunteers, many who had never participated in a municipal campaign or even voted in previous elections. She ran on a platform of building and supporting welcoming, safe, inclusive, liveable neighbourhoods and cities, and transparent and participatory government and leadership. Her candidacy was ground breaking, demonstrating the very roots of the work of the belonging group – civic engagement, participation, recognition of diversity in leadership. Thank you Fauzia!

8) Approval of past meeting minutes

ACTION: Janet to follow up with group for approval

9) Community Highlights

- The Volunteer Action Centre 10th annual Impact Awards: nomination **deadline February 1/15** and Gala is April 8/15. This is an opportunity to recognize inspiring individuals, organizations and businesses in KW and surrounding areas. Nominations for the awards come from members of the community. Click [here](#) for nomination flyer. Click [here](#) for printable version of the nomination form.
- Volunteer Action Centre Open House for International Volunteer Day on **Dec 5/14 from 2 – 6 pm** at 251 Frederick St, Kitchener 3rd floor rsvp Dianne Dianne@volunteerkw.ca http://www.volunteerkw.ca/vac/images/IVD_Open_House_2014.pdf
- June Callwood Award for Volunteerism. **Deadline December 5/14**. Iman Arab has suggested nominating Marg Hennig, community volunteer, past member of the Belong Steering Group <http://www.citizenship.gov.on.ca/english/citizenship/honours/junecallwood.shtml>

10) Next Meeting

- **Monday, January, 26, 2015 from 1:30 – 3:30**
- **Location: to be determined**