

Office of the City Clerk

B. Zeinabova, City Clerk
E. Prior, Acting Deputy City Clerk

INTER-OFFICE MEMORANDUM

TO: CHAIR AND MEMBERS
SOCIAL PLANNING COMMITTEE

DATE: 2021 JULY 29

FROM: ACTING DEPUTY CITY CLERK

FILE: 02410-20

**SUBJECT: CITY OF DELTA – MAYOR’S TASK FORCE ON DIVERSITY, INCLUSION
AND ANTI-RACISM**
ITEM 3.2. COUNCIL CORRESPONDENCE TO 2021 JULY 22 AND
NEW BUSINESS, COUNCIL 2021 JULY 26

Burnaby City Council, during the New Business portion of the 2021 July 26 Council meeting, made reference to Item 3.2. of the Council Correspondence package, received up to 2021 July 22, from the City of Delta regarding Mayor’s Task Force on Diversity, Inclusion and Anti-Racism.

Arising from discussion, Councillor Wang requested that this item be referred to the Social Planning Committee.

For your reference, a copy of the correspondence is attached.

for

Eva Prior
Acting Deputy City Clerk



To: **Delta Council**

From: **Mayor George V. Harvie**

Date: **September 2, 2020**

Delta's Efforts to Promote Diversity

▪ **RECOMMENDATIONS:**

- A. THAT a Mayor's Task Force on Diversity, Inclusion, and Anti-Racism be established, generally in accordance with the Terms of Reference included as Attachment 'A'.
- B. THAT a consultant be retained to conduct a review of the City of Delta's policies and actions taken related to diversity and inclusion and provide a report card and recommendations for improvement.

▪ **PURPOSE:**

The purpose of this report is to update Council on the City of Delta's recent efforts to promote diversity and seek support for the establishment of a Mayor's Task Force on Diversity, Inclusion, and Anti-Racism and an external review of the City of Delta's policies pertaining to diversity.

▪ **BACKGROUND:**

The City of Delta is dedicated to inclusion, acceptance, and diversity and opposed to racism, hate, and discrimination. Under Council's leadership, for many years, the City has taken the issue of diversity very seriously and continues to work to ensure that these values are reflected in the organization and throughout the community. The virtual townhall meeting on July 16, 2020 discussed the issues of diversity, race, and inclusion at the City of Delta and in the community.

▪ **DISCUSSION:**

For many years, the City of Delta has undertaken a variety of measures to support diversity and inclusion, both in the community at large and within the organization. These efforts have included active participation in Pink and Orange Shirt Day events, collaboration with Tsawwassen First Nation on servicing agreements and issues of mutual interest, and key planning documents like the Official Community Plan and Social Plan that include objectives supporting diversity.

More recently, over the past year and a half, Council has led an increased focus on the City of Delta's efforts to promote diversity in the community. While there is still much more that can be accomplished through continuing to listen and learn, the City of Delta has undertaken initiatives that have led to positive change, including:

- Installation of Diversity and Inclusion rainbow benches at City facilities.
- Flying the Pride flag at City Hall in June to honour the LGBTQ+ community.
- Participation in the Tsawwassen Harmony Initiative Society (THIS) community forum 'THIS Is Your Voice' on August 5, 2020.
- Participation in the Organizing Against Racism and Hate (OARH) Committee, Progressive Intercultural Community Services Society (PICS), and Delta Local Immigration Partnership (DLIP) by staff.
- Building a stronger relationship with the Musqueam Council through an event at the Musqueam Cultural Centre Gallery.
- Providing financial support to local non-profit organizations that work on diversity issues.
- Supporting and working with the organizers of the recent anti-racism march in Ladner.
- Installing lights at City Hall that can be used to show support for various organizations, special days, and causes, including diversity and anti-racism.
- The #DifferentTogether pledge to uphold the values of inclusivity and diversity and to speak up to oppose racism and hate in all its forms.
- Internal initiatives and policies, such as:
 - A respectful workplace policy that confirms zero tolerance for discrimination in the workplace and includes mandatory training for staff.
 - Successfully obtaining grant funding for a pending program for Indigenous cultural safety and cultural humility training with a local Indigenous leader.
 - A diversity and inclusion training program planned by Human Resources further to Council's resolution in July 2019 (see Attachment 'B').

Through these and other efforts, it should be clear that the City of Delta absolutely and unequivocally condemns racism, hate, and discrimination. The City is dedicated to inclusion, acceptance, and diversity and continues to take steps and undertake initiatives to help lead this change, both within the organization and more broadly in the community. Beginning this month, the City Manager will lead a regular 'Delta Talks' livestream discussion for staff, providing the opportunity to hear stories from people of a variety of backgrounds and participate in a meaningful ongoing discussion about diversity, gender, inclusion, race, disability, poverty, and more.

Of course, more can be done and policies and actions can be reviewed to ensure they meet the goals of Council and the community. Therefore, it is recommended that a consultant be retained to conduct a review of the City of Delta's policies and actions

taken related to diversity and inclusion and provide a report card and recommendations for improvement.

At the July 16, 2020 virtual townhall, the establishment of a Mayor's Task Force on Diversity, Inclusion, and Anti-Racism was announced. The recommendations from the consultant's review of the City of Delta's policies and actions would be provided to the Task Force for its review and subsequent recommendations to Council for consideration. The Task Force will include Mayor Harvie, Councillor Guichon, Councillor Kruger, representation from the community and include staff from relevant departments as required. See Attachment 'A' for proposed Terms of Reference for the Task Force.

Combatting racism and fostering a community that fully embraces diversity is a challenge that spans generations. The Mayor's Youth Council will be considering this issue and raising new ideas for consideration. The virtual townhall meeting on July 16, 2020 focused on this important topic, gaining perspective and thoughts from special guests and people participating online. Through the new Mayor's Task Force on Diversity, Inclusion, and Anti-Racism and ongoing efforts in these areas, the City of Delta is committed to listening and learning from a broad spectrum of people on the issues of racism and discrimination, while remaining steadfastly committed to promoting diversity at the City of Delta and throughout the community.

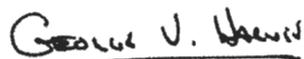
Implications:

Financial Implications – Funding for the external review of the City of Delta's policies and actions taken related to diversity and inclusion will be from existing budgets.

Foundation for the Future Implications – Diversity and inclusion are overarching core values in the City of Delta's Foundation for the Future.

▪ **CONCLUSION:**

The City of Delta stands strongly in opposition to racism, hate, and discrimination while taking active steps to promote diversity, inclusion, and acceptance. Work continues as the organization seeks to listen and learn to further address these issues. Over the past year and a half, the City of Delta has undertaken some important measures to promote diversity in the community. Further measures can be pursued, including a new Mayor's Task Force on Diversity, Inclusion, and Anti-Racism and an external review of the City of Delta's policies and actions pertaining to diversity and inclusion.



George V. Harvie
Mayor

▪ **ATTACHMENTS:**

- A. Mayor's Task Force on Diversity, Inclusion, and Anti-Racism Terms of Reference
- B. "Promoting Diversity and Inclusion in Delta" Staff Report dated July 17, 2019

MAYOR'S TASK FORCE ON DIVERSITY, INCLUSION, AND ANTI-RACISM

PURPOSE:	To provide recommendations to Council on actions and initiatives to support diversity and inclusion and combat racism and discrimination at the City and in the community.
GUIDING PRINCIPLES:	<p>The Task Force shall operate under the following Guiding Principles:</p> <ul style="list-style-type: none"> • Recognize that racism and discrimination exists in Delta. • Ensure that the views and perspectives of all members and contributors are treated with respect and are thoughtfully considered. • Work collaboratively with the community when appropriate to inform recommendations to Council. • Seek to listen, learn, and recommend meaningful actions.
MANDATE:	<p>The Task Force will, consistent with the general purpose described above and in conjunction with the work by a consultant to review the City of Delta's policies and actions taken related to diversity and inclusion, provide advice to Council on the following:</p> <ol style="list-style-type: none"> 1. Recommended actions to promote anti-racism in the community. 2. Recommended measures to improve diversity at the City. 3. Recommended initiatives to increase community engagement around the issues of diversity, inclusion, and anti-racism. 4. Other items as directed by Council.
MEMBERSHIP:	<p>The Committee shall consist of:</p> <ul style="list-style-type: none"> • The Mayor (Chair) • Councillor Kruger • Councillor Guichon • Members of the community appointed by the Mayor, who shall serve without compensation <p>The Task Force shall consist of staff representation from the following departments as required:</p> <ul style="list-style-type: none"> • City Manager • Director of Public Engagement and Intergovernmental Affairs • Human Resources • Corporate Services
Meeting Schedule:	The Committee shall meet every other month and/or at the call of the Chair for a period of approximately 18 months.



City of Delta
COUNCIL REPORT
Regular Meeting

To: **Mayor and Council**

From: **Corporate Services Department**

Date: **July 17, 2019**

Promoting Diversity and Inclusion in Delta

The following report has been reviewed and endorsed by the City Manager.

▪ **RECOMMENDATIONS:**

- A. THAT Delta take steps to promote diversity and inclusion, both corporately and within the community, including:
- i. raising awareness by acknowledging community inclusion events and celebrations in accordance with applicable Delta policies;
 - ii. reviewing and updating Delta corporate policies and forms and offering sensitivity and language training to advance Delta as an inclusive work environment; and
 - iii. installing four rainbow benches at key community facilities as follows: Winskill Aquatic and Fitness Centre, Ladner Leisure Centre, Sungod Recreation Centre and the new North Delta Arts Centre / North Delta Recreation Centre.
- B. THAT ongoing funding for the promotion of diversity and inclusivity in Delta be considered as part of the 2020 Business Plan Workshop.

▪ **PURPOSE:**

The purpose of this report is to bring forward recommendations for promoting diversity and inclusion in Delta.

▪ **BACKGROUND:**

At the March 4, 2019, Regular Meeting, Council received a report on LGBTQ+ inclusion. This report responded to two requests received from Delta residents asking Delta to take more proactive steps to promote and recognize diversity in our community. Council

asked for a report back on this issue following referral and feedback from the Community Liveability Advisory Committee (CLAC).

▪ **DISCUSSION:**

Diversity is the range of human differences that can be defined by a wide range of parameters including race, ethnicity, gender, age, sexual orientation, social class, physical ability, religious or ethical values, national origin, and political beliefs. Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized and respected. An inclusive community, therefore, is one where everyone has the right to, and can participate fully in, social, economic, political and cultural life.

At its inaugural meeting of May 16, 2019, CLAC discussed the report 'Welcoming Diverse Communities', as referred by Council. Committee members felt that it was important to acknowledge diverse communities during appropriate times of the year, such as Pride Week, as well as through more long-term commitments that demonstrate support for diversity and inclusion throughout the year. The Committee noted that outwardly visible symbols of support must be reinforced with a long-term commitment to promoting awareness, understanding and acceptance.

In July, staff brought back to CLAC a draft council report that incorporated suggestions and comments from the May committee meeting. CLAC supported the draft report with the addition of the recommendation that annual funding of up to \$15,000 be provided to support initiatives that promote diversity and inclusivity in Delta. Committee members also suggested that more could be done to recognize Indigenous people in Delta.

Feeling included and seeing oneself reflected in society increases a person's self-worth, sense of belonging and overall mental health. Visible reminders within a community that diversity is something of value are important to support the development of a welcoming and inclusive city. It is also important to send a message that intolerance and acts of hate will not be tolerated. On June 5, 2019, Delta raised the Pride flag in front of City Hall in support of the LGBTQ+ community after the Pride flag at Ladner United Church was defaced.

There are more than 43 cities across BC that have incorporated rainbow crosswalks or other visual representations in the built environment in support of diversity, including LGBTQ+ communities. Most recently, Burnaby and Richmond City Councils voted in favour of painting rainbow crosswalks at various locations in their communities. It is recommended that Delta take the following steps to more proactively promote diversity and inclusion, both corporately and within the community:

- raise awareness by acknowledging community inclusion events and celebrations in accordance with applicable Delta policies;
- review and update Delta corporate policies and forms, and offer sensitivity and language training to advance Delta as an inclusive work environment;
- install four rainbow benches at key community facilities as follows: Winskill Aquatic and Fitness Centre, Ladner Leisure Centre, Sungod Recreation Centre and the new North Delta Arts Centre / North Delta Recreation Centre; and
- recognize Indigenous people in Delta.

Installing rainbow benches rather than rainbow crosswalks will allow Delta to save significant costs at the outset as four benches will cost ~\$12,000 vs. ~\$6,500 per 12m for crosswalks. Staff will work with Parks, Recreation and Culture staff to identify further savings opportunities when benches are being installed or changed out as part of the regular parks infrastructure replacement cycle. In addition, since the benches will be located at major municipal facilities, opportunities for vandalism will be decreased and long-term maintenance costs will likely be lowered. These benches will be located at city facilities to encourage opportunities for engagement and education.

The installations would be used and experienced by residents and visitors of all ages, for example while waiting for a ride or transit after a swim class or enjoying a peaceful moment in the park. As many other municipalities in British Columbia and across Canada have installed rainbow crosswalks, rainbow benches in our community would make a unique statement about Delta's commitment to diversity and inclusion.

Implications:

Financial Implications – the estimated cost of installing four rainbow benches at key community facilities as recommended in this report is ~\$12,000. This cost can be satisfied from the annual Parks, Recreation and Culture Maintenance budget. It is recommended that ongoing funding for the promotion of diversity and inclusivity in Delta be included in the 2020 Business Planning Workshop discussions.

▪ **CONCLUSION:**

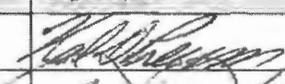
To promote Delta as a diverse and inclusive city, staff recommend implementing specific measures including raising awareness by acknowledging community inclusion events and celebrations, taking steps to advance Delta as an inclusive work environment, installing four rainbow benches at key community facilities and establishing annual funding to promote diversity and inclusivity.



For: Mel Cheesman
Director of Corporate Services

Department submission prepared by: Gillian McLeod, Social Planner
G.M./g.m.

This report has been prepared in consultation with the following listed departments.

Concurring Departments		
Department	Name	Signature
Finance	Karl Preuss	
Parks, Recreation & Culture	Ken Kuntz	