



**To:** Planning Committee  
**From:** Mike Kirk  
Deputy Chief Administrative Officer  
**Re:** 2010 Annual Report and 2011 Work Program:  
Richmond Intercultural Advisory Committee

**Date:** January 26 , 2011  
**File:** 01-0100-20-RIAD1-  
01/2011-Vol 01

**Staff Recommendation**

That the Richmond Intercultural Advisory Committee 2011 Work Program be endorsed, as outlined in the staff report dated January 26, 2011 from the Deputy Chief Administrative Officer, entitled *2010 Annual Report and 2011 Work Program: Richmond Intercultural Advisory Committee*.

Mike Kirk  
Deputy Chief Administrative Officer  
(604-276-4142)

Att. 1

<b>FOR ORIGINATING DEPARTMENT USE ONLY</b>		
<b>CONCURRENCE OF GENERAL MANAGER</b>		
<b>REVIEWED BY TAG</b>	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
<b>REVIEWED BY CAO</b>	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>

## Staff Report

### Origin

The mandate of the Richmond Intercultural Advisory Committee (RIAC), as outlined in its terms of reference, is to “enhance intercultural harmony and strengthen intercultural co-operation in Richmond”.

This report presents the Richmond Intercultural Advisory Committee 2010 Annual Report to Council, describing RIAC activities and accomplishments for the year 2010, and the proposed RIAC 2011 Work Program and Budget (**Attachment 1**). It supports the following Council Term Goal:

*Improve the effectiveness of the delivery of social services in the City through the development and implementation of a Social and Community Service Strategy that includes:*

- *The development of civic engagement and capacity growing programs that supplement grant programs for addressing social service issues.*
- *The development and implementation of an effective lobbying strategy in partnership with community groups that targets the Province for funding for social service needs.*
- *The assignment of a staff person responsible for social services planning.*
- *The facilitation/development of an effective cross-service network that includes both intergovernmental and community agencies (RCSAC) supporting / working together cooperatively.*
- *The facilitation of leadership mentoring between groups to make them more effective.*

### Analysis

#### I. 2010 Annual Report

In 2010, RIAC members pursued a range of initiatives to enhance intercultural harmony and understanding in Richmond. Highlights of this work, as identified in **Attachment 1**, included:

- Contributing to the updated Official Community Plan and the drafting of a formal submission on the City of Richmond Social Planning Strategy.
- Hosting an interactive youth forum in partnership with Richmond Multicultural Concerns Society and the Richmond in 3D Theatre Group, and
- Co-hosting a forum on the theme of trust building and community development in partnership with Initiative of Change (IofC).

#### II. Proposed 2011 Work Program

2011 will mark the end point of the “2004 – 2010 Richmond Intercultural Strategic Plan and Work Program”. A key focus for RIAC during this coming year will be to review and evaluate accomplishments made in implementing the Strategic Plan over the last six years and identify proposed strategy adjustments and future work priorities based on this review.

RIAC will also continue to contribute to the Official Community Plan update, the Social Planning Strategy, and other major City planning initiatives that may ensue. In addition, RIAC

will continue to secure sponsorship for further translations of the Newcomers' Guide, while exploring how to make the Guide financially sustainable (e.g., sponsorship, partnership with Volunteer Richmond Information Services). Another 2011 major priority will be following up on the Youth Roundtables with the implementation of further youth orientated initiatives.

**III. Proposed 2011 Budget**

RIAC had requested a continuation of its annual operating budget of \$2,500 to cover committee and operational expenses.

**Financial Impact**

There is no financial impact.

**Conclusion**

RIAC's 2011 Work Program presents steps to further achieve the Council approved vision for intercultural life in the City, "for Richmond to be the most welcoming, inclusive and harmonious community in Canada".

Staff recommend support for RIAC's proposed 2011 Work Program and the 2010 Annual Report.



Alan Hill  
Cultural Diversity Coordinator  
(604-276-4391)

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Attachment 1	RIAC Report 2010/11 Final Version	REDMS # 3093904
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## **Richmond Intercultural Advisory Committee**

### **2010 Annual Report 2011 Work Program and Budget**

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#### **1. INTRODUCTION**

The Richmond City Council established the Richmond Intercultural Advisory Committee (RIAC) in February 2002 to assist the City in working toward its Corporate Vision of making Richmond the “most appealing, liveable, and well-managed city in Canada”. The mandate of RIAC, as outlined in its terms of reference, is to “enhance intercultural harmony and strengthen intercultural co-operation in Richmond”. In 2010 RIAC continued to work to achieve its goals as laid out in the 2004 - 2010 Richmond Intercultural Strategic Plan and Work Program. Throughout the year the Committee invited guest speakers who presented on current intercultural issues in our city, and organised events and activities with the aim of assisting diverse cultures in integrating and to assist communication between communities and City of Richmond staff and elected officials.

Newly appointed members who replaced the outgoing members were welcomed and the collaboration between the new and the continuing members made 2010 a successful year.

In keeping with the committee’s rotational system, Chairs and Vice-Chairs were elected in January for three-month terms in 2010.

#### **2. RIAC’s 2010 ACTIVITIES**

##### **2.1 Issues Discussed and Support Given to Guest Speakers**

###### **2.1.1 Social Planning Strategy**

John Foster, Manager, City of Richmond, Community Social Development, presented an overview of the Social Planning Strategy including the planning process - City’s role, how the public can contribute and the next steps. Points of discussion included the meaning of social sustainability, ensuring the representation of ethno cultural makeup of Richmond within the City workforce, preventing ghettoization of cultural communities, connecting with community leaders, the use of translation/interpretation services, the consideration of population projections, and the appropriateness of a 10-year time frame for the Social Planning Strategy itself.

###### **RIAC’s Input to the City’s Social Planning Strategy**

RIAC intensively discussed and supported the City of Richmond’s initiative of developing its Social Planning Strategy. RIAC submitted a formal submission on this strategy to the City in September 2010 and this submission is attached as ‘Appendix One’.

### **2.1.2 Greenhouse Emission Reduction**

Alastair Moore, Community Energy Manager, City of Richmond presented an update on the City's ongoing work of planning towards community wide greenhouse emissions reduction. He reported on the process of determining City wide greenhouse gas emission targets. Alastair also spoke on the events planned for March 27 'Earth Day' and made posters available for distribution in the community.

### **2.1.3 Richmond Family Place**

Rekha Naik, Multicultural Family Support Worker at Richmond Family Place presented information about the Early Years Bridging Project. The program provides support to recently arrived Federal Government sponsored refugee families living in Richmond with children 0-6 years of age. Rekha spoke of the value of the program and encouraged committee members to provide her contact information to anyone who would benefit. The program provides culturally relevant information and support to refugees to assist them access mainstream services and help them with successful settlement.

### **2.1.4 Support to Richmond Civic Engagement Network**

RIAC actively provided support to the Richmond Civic Engagement Network's forum on the topic of an "An Inter-Faith Dialogue – Diversity and Integration" which was held in April 2010 at Richmond City Hall. Representatives from various religious organizations in Richmond discussed the question of how organised religions can bring diverse groups together and help us live more harmoniously. A number of RIAC members attended this forum.

## **2.2 Youth Workshop on Multiculturalism and Diversity**

The RIAC Youth Integration Subcommittee facilitated a successful youth workshop on the theme of multiculturalism and diversity. This workshop was a follow up to a 2009 event when twelve youth gathered at City Hall for a roundtable to brainstorm ideas on what they would like to see happen in their community. The workshop on multiculturalism and diversity was an outcome of the youths' wishes and had the support of all RIAC members.

RIAC facilitated this workshop with the help of a local theatre group known as the 'Richmond in 3D', funded through a Federal and Provincial Government grant program. This group's mandate is to connect individuals to their communities through interactive workshops that act out real life scenarios incorporating cultural differences and similarities. Through this improvised theatre, storytelling and sharing ideas, groups of people from all walks of life are encouraged to think globally of their contributions to their communities and to think of concrete actions that they can become more involved in their community. Over 25 youth around Richmond committed to the event and by all accounts it was a huge success.

The feedback from all the participants was very positive and the theatre group was thrilled with the turnout and the participation of the students. With the ideas gathered from the group, a poster was made which expressed the views of the youth discussed at the workshop. Thank you notes were sent to all of the participants and the 'Richmond in 3D'.

### **2.3 “Trust Building in the Community” Seminar**

RIAC, in partnership with the Initiative of Change (IofC), organized the “Trust Building in the Community” seminar in October 2010 at Richmond City Hall. The seminar was presented by Rob Corcoran,, an internationally known speaker on honest conversations and trust building amongst the world’s diverse ethnic, racial and religious groups. Rob spoke about his experiences of working in a distinctly segregated town of Richmond, Virginia, and how he and his wife got involved in bringing black and white communities together. Approximately 40 people attended this seminar and there was an interesting Q&A session after Rob’s presentation.

### **3. RIAC SUB-COMMITTEES**

The following sub-committees are actively working on issues pertaining to their areas (please see sub-committee reports in **Appendix 1**):

- Newcomers Guide
- Media Watch
- Civic Engagement/Intercultural Vision and Outreach
- Youth Integration

### **4. MEMBERSHIPS WITH OTHER AFFILIATIONS**

We continue to be an associate member of the Affiliation of Multicultural Societies and Service Agencies of B.C. (AMSSA) and its Collaborative Committee on Multiculturalism.

### **5. RIAC 2011 WORK PROGRAM**

Though the official "2004 - 2010 Richmond Intercultural Strategic Plan and Work Program" has ended in 2010 but RIAC will continue to implement its strategic principles and programs to support the City in working toward its corporate vision of making Richmond the "most appealing, liveable and well-managed city in Canada", by undertaking activities that will strengthen this vision (**Appendix 2**). In 2011, RIAC plans to conduct a strategy session to discuss whether this "2004 - 2010 Richmond Intercultural Strategic Plan and Work Program" should be updated or should develop new visionary guidelines that would govern the workings of RIAC in coming years.

### **6. RIAC 2011 Proposed Budget**

RIAC would like to receive an operating budget of \$2500 for 2011. This will cover costs incurred by meetings, forums, interpretation/translation of materials and consultant fees (should these be required) associated with the implementation of the 2011 Work Program.

## **7. Acknowledgements**

I would like to take this opportunity to thank all RIAC members who have worked so diligently with great enthusiasm throughout the year, Mayor and Council for their ongoing support and Councillor Bill McNulty (RIAC Council Liaison) for attending the meetings and supporting us. I would also like to extend our greatest appreciation to the City Social Planner, Lesley Sherlock and Alan Hill, Cultural Diversity Coordinator, for undertaking extensive work to ensure that committee needs are met and its goals reached.

Prepared by:  
Nick Chopra  
Chair, Richmond Intercultural Advisory Committee  
January 2011

### **RIAC 2010 Membership**

#### **Citizen Appointees**

Ning Alcuitas-Imperial  
Joe Greenholtz  
Shawkat Hasan  
Diane Jubinville  
Lawrence Lim  
Jake Pogoson  
Bhupinder Sihota (Youth)  
Christopher Chan

#### **Organizational Representatives**

Shashi Assanand, Ministry of Children & Family Development  
David Purghart, RCMP Richmond Detachment  
Wendy Gao, Richmond Community Services Advisory Committee  
Mohinder Grewal, Richmond Seniors Advisory Committee  
Daphne McMillan, School District #38  
Nick Chopra, Richmond Community Services Advisory Committee  
Parm Grewal, Richmond Community Services Advisory Committee  
Patti Tan, Richmond Health Services  
Jocelyn Wong, Richmond Community Services Advisory Committee  
Viet Vu, Richmond Centre for Disability

## **RIAC 2010 SUBCOMMITTEE REPORTS**

### **NEWCOMER'S GUIDE**

After the introduction of the English and Mandarin Editions of the Richmond Newcomer's Guide, this popular Guide was distributed to the community with the help of the City of Richmond and our partners. The Guide was very well received and all the copies were distributed.

During the year, we approached our two major sponsors, seeking their financial support for a reprint. This is a financially sustainable approach as it will be much cheaper as our printer has the plate of the original Editions. One of these existing sponsors declined yet and the other sponsor will be willing to entertain a renewed sponsorship. We were hoping to have both reprints of both English and Chinese editions, again, to lower the printing cost. In the end, we decided to postpone the reprint till 2011.

We have, so far, been unable to locate any sponsors for the Guide to allow it to be published in other community languages than English or Chinese.

The work plan of this Committee for 2011 is to approach the sponsors again and to locate other financial sponsors for a reprint of the English and Mandarin Edition. There will also be targeted strategies to identify sponsors for the other ethnic language editions. The Committee will continue work to ensure that the current Edition is kept up to date and relevant to the users.

Lawrence Lim  
Chair, Newcomer's Guide Subcommittee

### **MEDIA WATCH**

A decision was made at the September meeting of RIAC to disband the Media Watch Committee.

Although there have been articles, stories, etc., from time to time touching on intercultural issues reporting appears to be balanced and culturally sensitive. Since the media themselves have not been found to be reporting in an irresponsible manner it was the considered opinion of the committee and of RIAC as a whole that the media no longer needed a committee dedicated to monitoring their activities.

Members of the Media Watch Committee will redistribute themselves to other committees.

Joe Greenholtz  
Chair, Media Watch Subcommittee

### **YOUTH INTEGRATION**

For the year 2010, The Youth Integration Subcommittee of RIAC had as one of its objectives to help facilitate events for Richmond youth in their efforts to make Richmond a welcoming and inclusive community. In 2009, twelve youth gathered at City Hall for a roundtable event to brainstorm ideas on what they would like to see happen in their community. This year's event was an outcome of the youth's wishes and we were happy to support them.



The Richmond in 3D project is a theatre group funded through a federal and provincial grant program. Its mandate is to connect individuals to their communities through interactive workshops that act out real life scenarios incorporating cultural differences and similarities. Through improvisation theatre, storytelling and sharing ideas, groups of people from all walks of life are encouraged to think globally of their contributions to their communities and to think of concrete actions that they can become more involved in their community.

Our subcommittee was fortunate to be put in touch with the theatre group and after an initial contact meeting, outlining how the group works with students we were able to advertise to Richmond youth through our various contacts. We had over 25 youth around Richmond commit to the event and by all accounts it was a huge success. It is also a component of the 3D process to have a focus group before the presentation but our timeline was short so this did not happen. However, they were able to get some youth together after the event to measure a shift in attitudes and perspectives.

The feedback from all the participants was very positive and the theatre group was thrilled with the turnout and the participation amongst the students. With the ideas gathered from the group there was a poster made which expressed the views of the youth. Please see attached.

We sent out thank you notes to all of the participants and we heard back from 'Richmond in 3D'. They were able to measure the shift in attitudes and perspectives to some degree. Please see their report.

Diane Jubinville  
Chair, Youth Integration Subcommittee

## **CIVIC ENGAGEMENT/INTERCULTURAL VISION AND OUTREACH**

In 2010 Civic Engagement sub committee fully realized its objectives. The people of Richmond rolled up their sleeves and signed up for volunteer work that turned the city into a hive of activity. The sub committee performed its work to a backdrop of an energized and motivated community excited to be part of the 2010 Vancouver Olympics. The City of Richmond took into account advice given to it by the community that thus assisted it in being a successful host City and in welcoming people from around the world.

During the Olympic Games Richmond residents from all ethnic and religious groups interacted with each other and enjoyed the opportunity of a lifetime to work together and help others.

Soon after the games were over, the RIAC sub-committee in partnership with the Initiative of Change Society (IofC) organized a public lecture that was held at City Hall (October 13<sup>th</sup>) and which was well attended. Mr. Rob Corcoran, an international speaker on community dialogue and trust building, addressed a group of Richmond residents on how to make Richmond's diverse cultural community a rich and living environment for all residents. RIAC sub- committee for Civic Engagement /Vision Outreach will continue its efforts in keeping Richmond the most livable city in Canada.

Shawkat Hasan  
Chair, Civic Engagement/Intercultural Vision & Outreach Subcommittee

## RIAC 2010 SUBCOMMITTEES

Committee/RIAC Actions	Members
<p><b>Media Watch</b></p> <ul style="list-style-type: none"> <li>- Monthly monitoring of Richmond News/Review, Vancouver Sun, etc., &amp; non-English media as members' language capacity permits</li> <li>- Summary report at each RIAC meeting</li> <li>- Recommend RIAC position (no public statements will be made)</li> <li>- Recommend if advice to City Council is necessary</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Joe Greenholtz</b></li> <li>- Jake Pogoson</li> <li>- Shashi Assanand</li> <li>- Mohinder Grewal</li> </ul>
<p><b>Civic Engagement</b></p> <ul style="list-style-type: none"> <li>- Participation in governance:</li> <li>- Advise RIAC re: research and information</li> <li>- Advise RIAC re: research initiatives</li> <li>- Advise Council as appropriate</li> <li>- Information re: rights and responsibilities</li> <li>- Advise RIAC and community partners re: existing awareness materials and information campaigns</li> <li>- Advise Council as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Shawkat Hasan</b></li> <li>- Jake Pogoson</li> <li>- Shashi Assanand</li> <li>- Nick Chopra</li> <li>- Lawrence Lim</li> <li>- Ning Alcuitas-Imperial</li> </ul>
<p><b>Intercultural Vision and Outreach</b></p> <ul style="list-style-type: none"> <li>- Expand on civic engagement exercise in partnership with community civic groups</li> <li>- Annual meeting with Richmond newcomers</li> <li>- Annual meeting with help providers for newcomers in need in Richmond. Better statistical and evaluation processes will be encouraged.</li> <li>- Promote a more "open door" policy among community religious and ethnic groups</li> <li>- Direct community feedback to Council, recommendations as appropriate</li> </ul>	
<p><b>Newcomer's Guide</b></p> <ul style="list-style-type: none"> <li>- Continue updating the Newcomers' Guide</li> <li>- Seek corporate sponsorship and governmental support for translation (e.g., Punjabi, Tagalog)</li> <li>- Seek corporate sponsorship and governmental support for 2<sup>nd</sup> edition of English and Chinese versions</li> <li>- Explore possible role for Volunteer Richmond Information Services (VRIS) and advise Council</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Lawrence Lim</b></li> <li>- Nick Chopra</li> <li>- Mohinder Grewal</li> <li>- Jocelyn Wong</li> <li>- Daphne McMillan</li> </ul>
<p><b>Youth Integration</b></p> <ul style="list-style-type: none"> <li>- Continue to explore opportunities for youth to participate in open and respectful dialogue in a variety of venues</li> <li>- Support and promote access to information that addresses the understanding of intercultural issues in the community</li> <li>- Encourage access to cultural events for youth and their families</li> <li>- Advise Council as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Daphne McMillan</b></li> <li>- Lawrence Lim</li> <li>- Jocelyn Wong</li> <li>- Parm Grewal</li> <li>- Diane Jubinville</li> <li>- Bhupinder Sihota</li> </ul>

Proposed RIAC 2011 Work Program

Strategy/Initiative	RIAC Actions/Steps	Expected Outcome of RIAC Actions	Indicator of RIAC Success	RIAC Lead/Sub-ct	Partners	Status
<p>1. Ensure that City &amp; stakeholder systems, policies and planning processes are aligned with the Intercultural Vision recommended in this plan and use 'best practice' methods to make decisions and prevent cross-cultural misunderstanding and antipathy</p> <p>2. Develop Opportunities for Intercultural Experiences</p> <ul style="list-style-type: none"> <li>- Encourage reference to Intercultural Vision and Principles in City and stakeholders' Terms of Reference, where appropriate</li> <li>- Research opportunities for community forums</li> </ul>	<ul style="list-style-type: none"> <li>- Expand on civic engagement exercise in partnership with community civic groups</li> <li>- Annual meeting with Richmond newcomers</li> <li>- Annual meeting with help providers for newcomers in need in Richmond. Better statistical and evaluation processes will be encouraged.</li> <li>- Promote a more "open door" policy among community religious and ethnic groups</li> <li>- Direct community feedback to Council, recommendations as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- Community forums held</li> <li>- Collaboration with community partners</li> <li>- Meetings with newcomers</li> <li>- Council advised</li> </ul>	<ul style="list-style-type: none"> <li>- RIAC advising community partners and Council re: building bridges and promoting social integration among Richmond residents</li> </ul>	<p>Shawkat, Shashi, Nick, Lawrence, Jake, Ning</p>	<p>All Stakeholders</p>	<p>See Youth Roundtables (#5 below)</p>
<ul style="list-style-type: none"> <li>- Develop and implement a participatory planning process to evaluate the 2004-2010 Richmond Intercultural Strategic Plan and plan out RIAC future work priorities.</li> </ul> <p>3. Continue support for newcomers through current City and stakeholder programs and partnerships</p> <ul style="list-style-type: none"> <li>- Welcome newcomers to Richmond through stakeholder partnerships (e.g. hosting an annual event, brochure, letter of welcome)</li> </ul>	<ul style="list-style-type: none"> <li>- Workshop to be held with RIAC members, key City staff and Council representatives.</li> </ul>	<ul style="list-style-type: none"> <li>- RIAC future strategic directions and work plan priorities identified.</li> </ul>	<ul style="list-style-type: none"> <li>- Workshop report produced and distributed to Council and RIAC membership.</li> </ul>	<p>RIAC</p>	<p>All RIAC members and Council representatives</p>	
<ul style="list-style-type: none"> <li>- Welcome newcomers to Richmond through stakeholder partnerships (e.g. hosting an annual event, brochure, letter of welcome)</li> </ul>	<ul style="list-style-type: none"> <li>- Continue updating the Newcomers' Guide</li> <li>- Seek corporate sponsorship and governmental support for translation (e.g., Punjabi, Tagalog)</li> </ul>	<ul style="list-style-type: none"> <li>- Guide updated</li> <li>- Guide translated</li> <li>- Guide re-printed</li> <li>- Draft approved for translation, publication and distribution</li> </ul>	<ul style="list-style-type: none"> <li>- Guide used by more newcomers through additional translations</li> <li>- Guide widely distributed</li> <li>- Partnership with VRIS established to ensure a sustainable publication</li> </ul>	<p>Lawrence, Nick, Mohinder, Jocelyn, Daphne</p>	<ul style="list-style-type: none"> <li>- School Board</li> <li>- Other levels of Gov't.</li> <li>- RCMP</li> <li>- Business</li> <li>- Media</li> </ul>	<p>Approach potential sponsors for a reprint of the Newcomers' guide in English, Mandarin and Punjabi languages</p>

Proposed RIAC 2011 Work Program

Strategy/Initiative	RIAC Actions/Steps	Expected Outcome of RIAC Actions	Indicator of RIAC Success	RIAC Lead/Sub-ctc	Partners	Status
	<ul style="list-style-type: none"> <li>- Seek corporate sponsorship and governmental support for 2<sup>nd</sup> edition of English and Chinese versions</li> <li>- Explore possible role for Volunteer Richmond Information Services (VRIS) and advise Council</li> </ul>	<ul style="list-style-type: none"> <li>- VRIS role endorsed by Council</li> </ul>			<ul style="list-style-type: none"> <li>- NGO's</li> <li>- Religious/ethnocul-tural groups</li> <li>- VRIS</li> </ul>	
<ul style="list-style-type: none"> <li>- Develop awareness of immigrant employment needs and best practice around immigrant recruitment and retention.</li> </ul>	<ul style="list-style-type: none"> <li>- Dialogue on best practice to be held between RIAC members and City staff.</li> </ul>	<ul style="list-style-type: none"> <li>- RIAC recommendations to Council on Immigrant retention and recruitment.</li> </ul>	<ul style="list-style-type: none"> <li>- Report written and presented to Council</li> </ul>	<p>Shawkat, Shashi, Nick, Lawrence, Jake, Ning</p>	<ul style="list-style-type: none"> <li>- City,</li> <li>- Other levels of Gov't</li> <li>- Immigrant settlement agencies.</li> </ul>	
<p>4. Address Participation Gaps in Events &amp; Electoral Processes</p> <ul style="list-style-type: none"> <li>- Analyze available research &amp; information about barriers to participation in governance, etc. and make recommendations</li> </ul>	<ul style="list-style-type: none"> <li>- Monitor research and information, as necessary</li> <li>- Invite speakers re: research initiatives</li> <li>- Hold public meetings to address the importance of electoral participation (see #2 &amp; 3 above)</li> <li>- Advise Council as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- RIAC informed about participation gaps</li> <li>- Council advised</li> </ul>	<ul style="list-style-type: none"> <li>- Recommendations made to remove barriers to participation</li> </ul>	<p>Shawkat, Shashi, Nick, Lawrence, Jake, Ning</p>	<ul style="list-style-type: none"> <li>- NGO's</li> <li>- Religious/ethnocul-tural groups</li> <li>- Institute for Canadian Citizenship</li> <li>- others</li> </ul>	Ongoing
<ul style="list-style-type: none"> <li>- Develop awareness materials and information campaign for different populations re: their rights and responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>- Advise community partners re: existing awareness materials and information campaigns</li> <li>- Advise Council as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- Materials and information campaigns prepared or enhanced by partners</li> <li>- Council advised</li> </ul>	<ul style="list-style-type: none"> <li>- improved materials and information campaigns prepared</li> </ul>	as above	as above	Ongoing

Proposed RIAC 2011 Work Program

Strategy/Initiative	RIAC Actions/Steps	Expected Outcome of RIAC Actions	Indicator of RIAC Success	RIAC Lead/Sub-cte	Partners	Status
5. Programs for Integrating Youth - Identify programs and partnerships that support an understanding of intercultural issues and a sense of belonging in Richmond's youth	<ul style="list-style-type: none"> <li>- Continue to explore opportunities for youth to participate in open and respectful dialogue in a variety of venues</li> <li>- Support and promote access to information that addresses the understanding of intercultural issues in the community</li> <li>- Encourage access to cultural events for youth and their families</li> <li>- Advise Council as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- Partnerships enhanced</li> <li>- Youth 'voice' at RIAC meetings</li> <li>- Greater participation by youth in civic dialogue and events</li> <li>- Council advised</li> </ul>	<ul style="list-style-type: none"> <li>- Greater numbers of youth participating in a variety of RIAC Forums</li> <li>- Youth perspective and suggestions incorporated into RIAC Work Programs</li> </ul>	Daphne, Lawrence, Jocelyn, Parm, Diane, Bhupinder	All Stakeholders	Ongoing
6. City Planning Processes (Priority)						
- Official Community Plan	- Participate in the Official Community Plan consultation process	- Intercultural perspective incorporated into the OCP	- Intercultural harmony promoted through OCP	TBD	City staff	Ongoing
- Social Planning Strategy	- Participate in the Social Planning Strategy consultation process	- Intercultural perspective incorporated into the Social Planning Strategy	- Intercultural harmony and cooperation strengthened through the Social Planning Strategy	TBD	City staff Stakeholders	Ongoing