City of Richmond

Report to Committee

To:	Planning Committee	**Date:**	January 3, 2012
From:	Cathryn Volkering Carlile General Manager - Community Services	**File:**	
Re:	2011 Annual Report and 2012 Work Program: Richmond Intercultural Advisory Committee		

Staff Recommendation

That, as per the General Manager, Community Services report dated January 3, 2012 entitled "2011 Annual Report and 2012 Work Program: Richmond Intercultural Advisory Committee", the Richmond Intercultural Advisory Committee 2011 Annual Report and 2012 Work Program (**Attachment 1**) be approved.

Cathryn Volkering Carlile
General Manager - Community Services

Att. 1

FOR ORIGINATING DEPARTMENT USE ONLY			
CONCURRENCE OF GENERAL MANAGER			
REVIEWED BY TAG		YES ☑	NO ☐
REVIEWED BY CAO		YES ☑	NO ☐

Staff Report

Origin

This report presents the Richmond Intercultural Advisory Committee (RIAC) 2011 Annual Report to Council, describing RIAC activities and accomplishments for the year 2011, and the proposed RIAC 2012 Work Program and Budget.

Findings Of Fact

1. RIAC 2011 Annual Report: The highlights of RIAC's 2012 activities are described in **Attachment 1**.

2. Proposed RIAC 2012 Work Program/Budget: The proposed RIAC 2012 Work Program and Budget are also described in **Attachment 1**.

Analysis

1. 2011 Annual Report

Highlights of the 2011 Annual Report include:

- The developing of a "2012-2015 RIAC Intercultural Strategic Plan and Work-Program"

- Advising the City on inclusive arts programming.

- Liaising with City Clerks Department to identify best practice on working with multicultural communities and engaging these communities in Municipal Elections.

- Giving feedback to Richmond Fire and Rescue (RFR) on creating cultural change and maintaining inclusive work place environments.

2. Proposed 2012 Work Program

RIAC has identified four strategic directions from the "2012 – 2015 Richmond Intercultural Strategic Plan and Work Program", and specific initiatives pertaining to each, to implement in 2012. Planned initiatives include:

- Contributing to City Planning Processes, specifically the Official Community Plan and the Social Planning Strategy, as priorities,

- Securing sponsorship for further translations of the Newcomers' Guide, and launching a second version.

- Devising a lecture series on the principles of multiculturalism and promoting the City of Richmond's intercultural vision and values.

City staff will support the RIAC 2012 Work Program as City policies, work programs, staff time and resources permit.

3. Proposed 2010 Budget

RIAC has a proposed budget for 2012 of $2,500

Financial Impact

There is no financial impact.

Conclusion

RIAC's 2012 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 2012 Work Program.

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

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Richmond Intercultural Advisory Committee

2011 Annual Report
2012 Work Program and Budget

1. INTRODUCTION

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 2011 the 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 organized events and activities with the aim of assisting diverse cultures in integrating and assisting communication between communities and City of Richmond staff and elected officials. The Committee also engaged in a major strategic planning exercise to revisit its mandate and vision and review and update the 2004-2010 Strategic Plan to cover the 2012-2015 period.

Newly appointed members who replaced the outgoing members were welcomed and the collaboration between the new and the continuing members made 2011 a successful year.

In keeping with the committee's rotational system, Chairs and Vice-Chairs were elected in January for three-month terms in 2011.

2. RIAC's 2011 ACTIVITIES

2.1 Issues Discussed and Support Given to Guest Speakers

2.1.1 Intercultural Dialogue and Community Building

Sheldon McRae of the Richmond Multicultural Community Services (RMCS) presented an update and overview of their work on the BC Government funded 'Welcoming and Inclusive Communities and Workplaces Program' (WICWP). Richmond projects included the second annual "I Am Richmond Diversity Diologue Conference" and free community based workshops on the promotion and creation of diversity in the workplace. Information on WICWP was distributed to the committee for sharing with networks and community leaders.

2.1.2 Inclusive City Arts Programming

Camyar Chaichian, Arts Coordinator, City of Richmond presented to the committee on the nature and extent of intercultural arts programming taking place at the Richmond Arts Centre. Camyar spoke of the City's vision and commitment in this area and gave detailed examples of innovative intercultural programming. He also presented opportunities for RIAC members to be involved in helping to shape future arts focussed events and activities.

2.1.3 Children's Rights in an Intercultural Environment

Helen Davidson, Community Coordinator, Richmond Children First presented to the committee on the development of the Richmond's Children's Charter, a community vision/statement of rights for Richmond children. Helen invited RIAC to assist by co-hosting a forum to procure input in the charter from across the community. Helen's presentation led to a group discussion on the nature of children's rights in multicultural environments and different cultural based definitions of the concept of children's rights held amongst and within different cultural communities.

2.1.4 Youth Involvement in Civic and Community Affairs

Run Tao Gong, Secretary General BCMUM Richmond spoke to the committee on his work starting a model United Nations project in Richmond and the work of the BCMUM to assist with development and training of young people in community affairs. Run Tao explained the model UN concept and its benefits for both the youth participating and the wider community.

2.1.5 Municipal Elections and Community Involvement

David Weber, Director, City Clerks Department spoke to the committee on what the City is doing to make sure that there is full involvement across all cultural communities in Richmond in the 2011 Civic Election. David spoke on the many City initiatives in this area, including translated election guides, staff at poling stations that speak a range of community languages and placing voting booths in convenient locations for the community e.g.: shopping malls. David received feedback form the committee on these initiatives and the committee brainstormed ideas around voting and involvement that the City may be able to incorporate in future elections.

2.1.6 Inclusive Service Delivery and HR Practices.

Kim Howell, Deputy Fire Chief, Richmond Fire Rescue (RFR) presented to the committee on the diversity training being undertaken to create more inclusive service delivery in RFR. She also spoke in depth to what has been done to create cultural change within the hiring and work practices of RFR. The committee assisted Kim with feedback and advised that it will assist RFR in this ongoing work

2.2 Development of RIAC Intercultural Strategic Plan 2012-2015

A major work undertaken in 2011 was the participatory development of a 2012-2015 Intercultural Strategic Plan. This was necessary, as the 2006-2010 RIAC Strategic Plan had come to an end. Planning took place with the advice and assistance of staff at Simon Fraser University and Mike Redpath, Senior Manager, City of Richmond Parks Division. A workshop took place in May 2011 in which the RIAC mandate, vision and values were revisited and re-endorsed. The strategic directions of the 2006-2010 plan were revaluated and assessed in terms of continued relevance and accuracy and reconfigured accordingly. Ten strategic directions were reconfigured and four in a manner which made them more focussed and implementable. In the months following this workshop a working team of RIAC members worked to identify and attach specific work actions to each of the four strategic directions and incorporated timelines and identified potential implementing partners. This process took place in a way that fully involved all members of the committee.

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
- Civic Engagement/Intercultural Vision and Outreach
- Youth Integration

4. MEMBERSHIPS WITH OTHER AFFILIATIONS

RIAC continues 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 2012 WORK PROGRAM

The 2012 work program is based on an extensive evaluation and review of the 2006-2010 RIAC Intercultural Plan. Though the official "2004-2010 Richmond Intercultural Strategic Plan and Work Program" ended in 2010, RIAC continued 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 conducted a participatory planning process which created a new Intercultural Strategic Plan to cover the 2012-2015 period. The main focus areas of this new plan are civic engagement and fulfilment of the RIAC intercultural vision and these priorities are reflected in the 2012 Work program.

6. RIAC 2012 Proposed Budget

RIAC is requesting an operating budget of $2500 for 2012. 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 2012 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 Alan Hill, Staff Liaison, for undertaking extensive work to ensure that committee needs are met and its goals reached.

Prepared by:
Christopher Chan
Chair, Richmond Intercultural Advisory Committee
December 2011

RIAC 2011 Membership

Citizen Appointees

Ning Alcuitas-Imperial
Joe Greenholtz
Shawkat Hasan
Diane Jubinville
Lawrence Lim
Jake Pogoson
Jamie Makutra (Youth)
Christopher Chan
Mohinder Grewal

Organizational Representatives

Shashi Assanand, Ministry of Children & Family Development
David Purghart, RCMP Richmond Detachment
Juliana Leung, Richmond Community Services Advisory Committee
Shams Jilani, Richmond Seniors Advisory Committee
Diane Tijmam, 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 2011 SUBCOMMITTEE REPORTS

NEWCOMER'S GUIDE

The year 2011 has seen the Newcomers Subcommittee work towards producing a second, updated version, of the Newcomers Guide. It is hoped to launch this in the Spring of 2012. Progress to date on this second version has included the finishing of a complete review and update of the Guide content with new content being collected and incorporated from a wide range of partner organisations. The second version of the Guide will continue to be produced in English and a number of other community languages, including Chinese, Tagalog and Punjabi. Sources of corporate sponsorship for all versions, except Punjabi, have been identified. The City Production Department are in the process of designing the new version of the Guide, which will be presented to the full RIAC committee as a draft in January 2012 .

Lawrence Lim
Chair, Newcomer's Guide Subcommittee

YOUTH INTEGRATION

The Youth Integration Committee has not been functioning in 2011 as Subcommittee members have been actively involved in the planning sessions for the 2012-2015 RIAC Strategic Plan. The full involvement in the development of this plan will ensure that issues of Youth Integration continue to be central to the work of RIAC.

Diane Jubinville
Chair, Youth Integration Subcommittee

CIVIC ENGAGEMENT/INTERCULTURAL VISION AND OUTREACH

In 2011 all the Subcommittees efforts were put into taking forward the planning of the new RIAC 2012-2015 Strategic Plan. Issue of civic engagement, vision and outreach will be central to the work of RIAC in the next three years.

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

RIAC 2011 SUBCOMMITTEES

Committee/RIAC Actions	Members
Civic Engagement *Participation in governance:* - Advise RIAC re: research and information - Advise RIAC re: research initiatives - Advise Council as appropriate *Information re: rights and responsibilities:* - Advise RIAC and community partners re: existing awareness materials and information campaigns - Advise Council as appropriate **Intercultural Vision and Outreach** - Expand on civic engagement exercise in partnership with community civic groups - Annual meeting with Richmond newcomers - Annual meeting with help providers for newcomers in need in Richmond. Better statistical and evaluation processes will be encouraged. - Promote a more "open door" policy among community religious and ethnic groups - Direct community feedback to Council, recommendations as appropriate	- **Shawkat Hasan*** - Jake Pogoson - Shashi Assanand - Nick Chopra - Lawrence Lim - Ning Alcuitas-Imperial
Newcomer's Guide - Continue updating the Newcomers' Guide - Seek corporate sponsorship and governmental support for translation (e.g., Punjabi, Tagalog) - Seek corporate sponsorship and governmental support for 2nd edition of English and Chinese versions - Explore possible role for Volunteer Richmond Information Services (VRIS) and advise Council	- **Lawrence Lim** - Nick Chopra - Mohinder Grewal - Jocelyn Wong
Youth Integration - Continue to explore opportunities for youth to participate in open and respectful dialogue in a variety of venues - Support and promote access to information that addresses the understanding of intercultural issues in the community - Encourage access to cultural events for youth and their families - Advise Council as appropriate	- **Diane Jubinville** - **Jocelyn Wong** - Parm Grewal - Lawrence Lim

*Sub Committee Chairs

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Proposed RIAC 2012 Work Program

Strategy/Initiative	RIAC Actions/Steps	Expected Outcome of RIAC Actions	Indicator of RIAC Success	RIAC Lead/Sub-cte	Partners	Status
1. Address language and information and cultural barriers.						
The provision of training in public participation for all groups.	RIAC host a skills forum/workshop on public participation	Public participation enhanced	Number of Richmond residents who have a greater ability to participate in public life	Civic Engagement	Richmond Civic Engagement Network/City Community services	Ongoing
The continuing development, printing distribution translation and updating of the Richmond Newcomers Guide	Guide reprinted in English and Chinese versions. Punjabi version of the guide produced.	Immigrants informed and empowered	Number of newcomers to Richmond who know where to go to get information and assistance	Newcomers	City/ Corporate Sponsors/VCH/SD38 SUCCESS/RMCS	Second version text updated and corporate sponsorship identified
The encouragement of dialogue and discussion with immigrants on involvement in civic life.	RIAC to work with partners to devise lecture series on principles of multiculturalism	Intercultural perspective and vision explored and understood	Lecture series devised and greater number of immigrants involved in civic life	Civic Engagement	City/VCH/SD38 SUCCESS/RMCS Richmond Civic Engagement Network	Ongoing
The identification of barriers faced by newcomers- articulation of barriers and needs.	RIAC to work with partners to hold annual new immigrants clinic	Barriers identified and delivery of City services enhanced	Barriers faced by newcomers identified and articulated	Civic Engagement	City/VCH/SD38 SUCCESS/RMCS Richmond Civic Engagement Network	Ongoing
2. Address racism and misconceptions.						
A dialogue on racism implemented with Richmond residents	RIAC to facilitate a dialogue on racism/ hold a public workshop	Racism explored and perspectives incorporated into RIAC work plans	Dialogue report written with recommendations made	Civic Engagement	City/VCH/SD38 SUCCESS/RMCS RCMP	Ongoing

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Proposed RIAC 2012 Work Program

Strategy/Initiative	RIAC Actions/Steps	Expected Outcome of RIAC Actions	Indicator of RIAC Success	RIAC Lead/Sub-cte	Partners	Status
The development of programs that focus on commonality rather than difference and the organizing of cultural events to eliminate silos between communities	RIAC to meet with City Parks and City Recreation programmers to discuss intercultural programming opportunities	Parks and Recreation programming reflecting RIAC intercultural Vision and values.	Number of intercultural programming opportunities identified	Civic Engagement	City/Arts Community/SD38	Ongoing
The support and implementation of interfaith dialogues	RIAC to dialogue with partners to identify opportunities for creating interfaith dialogue or supporting existing programs	Outcomes of interfaith dialogues incorporated into RIAC work plans	Workshop report produced and opportunities for inter faith dialogue identified	Civic Engagement	RMCS/SUCCESS/ RCSAC/VCH/SD38	Ongoing
More intercultural events at community centers and schools	Liaison with SD38 and other relevant community partners	Stronger partnerships between RIAC/City and SD38 around intercultural programming	Number of intercultural events held at schools in Richmond or being planned	Youth	City/SD38	Ongoing
3. Ensure that City & other governmental and stakeholder systems, policies and planning processes are aligned with the Intercultural Vision						
Review key City policies and procedures to ascertain if they are reflective of the Intercultural Vision.	RIAC review undertaken of key City policies and procedures.	Intercultural values influencing the development of City policies and procedures	Number of policies reviewed and incorporating intercultural vision and values.	Civic Engagement	City	Ongoing

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Proposed RIAC 2012 Work Program

Strategy/Initiative	RIAC Actions/Steps	Expected Outcome of RIAC Actions	Indicator of RIAC Success	RIAC Lead/Sub-cte	Partners	Status
4. To support the development and integration of Richmond's immigrants while doing this in a way that respects family and cultural traditions.						
The encouragement and endorsement of cultural programming to celebrate diversity and cultures and highlight best practice in culturally inclusive programming.	RIAC forum with City Parks and Recreation department, Community Services Department, School District and youth serving agencies to explore intercultural and cross-generational programming opportunities.	City and Partner organization programming reflecting RIAC intercultural Vision and values.	Report written and submitted to Council	Civic Engagement/ Youth	City/ SD38	Ongoing
The encouragement of cross-generational and intercultural programming (e.g.; the roots of empathy	Explore the creation of a 'Richmond Day', an annual day event to celebrate diversity in the whole of Richmond.	Intercultural value and vision incorporated in City and partners major intercultural event planning.	Report written and submitted to Council	Youth	City/ SD38	Ongoing

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