



City of Richmond

Report to Committee

To: Planning Committee **Date:** January 27, 2020
From: Kim Somerville **File:** 01-0100-30-RIAD1-01/2020-Vol 01
 Director, Community Social Development
Re: **Richmond Intercultural Advisory Committee 2019 Annual Report and 2020 Work Program**

Staff Recommendation

That the staff report titled "Richmond Intercultural Advisory Committee 2019 Annual Report and 2020 Work Program," dated January 27, 2020, from the Director of Community Social Development, be approved.

Kim Somerville
 Director, Community Social Development
 (604-247-4671)

Att. 2

REPORT CONCURRENCE	
CONCURRENCE OF GENERAL MANAGER	
<i>Wayne G. for Joe Erceg</i>	
SENIOR STAFF REPORT REVIEW	INITIALS:
	<i>CT</i>
APPROVED BY CAO	
<i>[Signature]</i>	

Staff Report

Origin

The Richmond Intercultural Advisory Committee (RIAC) was established in 2002 to act as a resource and to advise City Council by providing information, options and recommendations regarding intercultural issues and opportunities referred to the RIAC.

This report supports Council's Strategic Plan 2018–2022 Strategic Focus Area #3 – One Community Together:

Vibrant and diverse arts and cultural activities and opportunities for community engagement and connection.

This report supports the Social Development Strategy 2013–2022 Strategic Direction #6 – Support Community Engagement and Volunteerism:

26.2 *Mechanisms for ensuring that committees are best positioned to provide helpful and timely advice to City staff and elected officials including:*

- *Work programs that reflect Council Term Goals*

This report supports the Cultural Harmony Plan 2019–2029 Strategic Direction #2 – Collaboration and Partnerships:

2.1 *Continue to work with Richmond Intercultural Advisory Committee (RIAC) members to implement the RIAC Intercultural Strategic Plan and Work Program.*

Analysis

On February 27, 2017, City Council adopted the RIAC Intercultural Strategic Plan 2017–2022 to help guide the RIAC in achieving its mandate of enhancing intercultural harmony and strengthening intercultural cooperation in Richmond. The City supports the RIAC by providing an annual operating budget, a Council Liaison and a Staff Liaison.

2019 Annual Report

Below are activities undertaken by the RIAC as outlined in the 2019 Annual Report (Attachment 1). Highlights of the Committee's work include:

- Contributed to the development of the Council-adopted Cultural Harmony Plan by providing significant input on the strategic directions and priority actions and participated in the public consultation process for the draft Cultural Harmony Plan;
- Provided feedback on proposed updates to the Newcomer's Guide, including content and delivery options for newcomer and settlement-related information;
- Supported the 2019 Diversity Symposium by participating in the planning of the Symposium and providing on-site support during the event; and

- Received information from RIAC organizational members and guest speakers regarding programs, services and initiatives available for Richmond residents, including:
 - Career Paths for Skilled Immigrants – overview of programs and services;
 - City of Richmond Emergency Programs – overview of City’s emergency programs;
 - Canadian Blood Services – overview of the general blood donation process and ways organizations can support new donor growth;
 - Vancouver Coastal Health and Intercultural Strategies – overview of the Richmond Community Action Team;
 - Vancouver Coastal Health – overview of the current primary care landscape in Richmond and proposed improvements to health care standards across the city;
 - Richmond Public Library – overview of the library’s newcomer programs and services; and
 - Kwantlen Polytechnic University – overview of various programs available at the different campuses.

2020 Work Program

On January 15, 2020 the RIAC approved for City Council’s consideration the proposed 2020 Work Program (Attachment 2). This year the RIAC will give priority to:


- Participating in initiatives related to the implementation of the Council-adopted Cultural Harmony Plan, as appropriate;
- Supporting and promoting initiatives that address incidents of racism and discrimination in the community;
- Assisting City staff with the planning and implementation of the 2020 Diversity Symposium;
- Inviting presentations from RIAC organizational representatives and guest speakers that build on RIAC members’ knowledge of intercultural issues; and
- Acting as a resource to the City on issues relating to intercultural harmony in Richmond, as opportunities arise.

Financial Impact

None.

Conclusion

The Richmond Intercultural Advisory Committee 2019 Annual Report provides a summary of the activities undertaken by the Committee during the 2019 calendar year. The RIAC 2020 Work Program outlines the Committee's priorities in the coming year to continue to fulfill its mandate of enhancing intercultural harmony and strengthening intercultural cooperation in Richmond. Staff recommend that the Richmond Intercultural Advisory Committee 2019 Annual Report and 2020 Work Program be approved.


Dorothy Jo
Inclusion Coordinator
(604-276-4391)

Att. 1: Richmond Intercultural Advisory Committee 2019 Annual Report
2: Richmond Intercultural Advisory Committee 2020 Work Program

Richmond Intercultural Advisory Committee 2019 Annual Report

Introduction

The Richmond Intercultural Advisory Committee (RIAC) was established by City Council in February 2002 to act as a resource and provide advice to City Council in support of enhancing and strengthening intercultural harmony and cooperation in Richmond. The RIAC also provides information and recommendations regarding intercultural issues and opportunities referred to the RIAC by Council.

In 2019, the RIAC was comprised of 16 Council-appointed members with representatives from Richmond Community Services Advisory Committee, Richmond Seniors Advisory Committee, RCMP, Richmond School District, Vancouver Coastal Health, Richmond Centre for Disability, and individual citizen appointees.

The RIAC's 2019 Work Program is intended to complement the prioritized actions of the City of Richmond's Council Strategic Plan and Social Development Strategy. The RIAC 2017–2022 Intercultural Strategic Plan lays out a vision "*for Richmond to be the most welcoming, inclusive and harmonious community in Canada*" and outlines four strategic directions to help guide the RIAC's work program:

- Address language, information and cultural barriers that interfere with building a welcoming community;
- Address the perception and reality of racism and discrimination in the community;
- Work to explore areas of alignment between the intercultural vision recommended in this plan and other governmental and stakeholder systems, policies and planning processes; and
- Support the development and integration of Richmond's immigrants.

The 2019 RIAC Annual Report is prepared for City Council in accordance with the Terms of Reference. This document serves as a summary of the RIAC's activities during the 2019 calendar year and is based on input from the RIAC members with support from the Staff Liaison.

Major Projects for 2019

Cultural Harmony Plan

The RIAC has been an important contributor to the development of the Council-adopted Cultural Harmony Plan. On March 20, 2019, RIAC members were asked to provide feedback on a draft version of the Strategic Directions and Priority Actions. Committee members were divided into groups to provide comment and input to each strategic direction, objective and outcome. On September 18, 2019, the RIAC was again asked to provide feedback on the draft Cultural Harmony Plan contributing valuable input that shaped the final Cultural Harmony Plan that City Council adopted on November 25, 2019.

City of Richmond Diversity Symposium

The Diversity Symposium is presented by the City in collaboration with community partners, including the RIAC. It is a free one-day conference focused on sharing best and emerging practices in creating diverse, equitable, and inclusive communities. The theme for 2019 was *Working with Diversity: The Value of Difference*. A number of RIAC members participated in the steering committee, providing strategic direction and on-site support on the day of the event. This year's Symposium was held on October 25, 2019 at City Hall with over 170 registered participants. There were keynote and closing presentations, and 9 concurrent workshops offered throughout the day. In addition, 18 community agencies were represented at community resource tables which facilitated networking opportunities.

Newcomer's Guide

As part of the ongoing review of the Newcomer's Guide, which was developed in 2011, the RIAC was consulted on the proposed updates to the content and potential delivery options for newcomer and settlement-related information. The Newcomer's Guide has become a valuable resource for newcomers to Richmond and has been used widely by those who work with recent immigrants. The RIAC will continue to be consulted during the review. Limited copies of the print edition are available at Richmond City Hall and the online edition is available on the City website at www.richmond.ca/newcomers.

Age-Friendly Project

The City of Richmond received a \$25,000 Age-Friendly Communities Grant from the Union of BC Municipalities to advance the work towards making Richmond an age-friendly community. Joan Page is the RIAC's representative to the Age-Friendly Project Stakeholder Group and has been providing the RIAC with updates on the project on an on-going basis.

Activities for 2019

Guest Speakers and Organizational Presenters

Throughout 2019, the RIAC invited guest speakers and organizational representatives to present on current initiatives that support the integration of Richmond's residents. In addition, the RIAC members also provided feedback and suggestions on various initiatives that fall within the RIAC's mandate.

February

- Michaela Fengstad, Richmond Community Services Advisory Committee representative, presented on the Career Paths for Skilled Immigrants program where she worked as a Community Outreach Specialist and Mentorship Coach. Career Paths is an employment support program that provides occupation-specific resources and support to help immigrant jobseekers move into careers that match their qualifications.

March

- Norman Kotze, Manager of Emergency Programs, City of Richmond, provided an overview of the City's emergency programs and discussed ways the City engages diverse communities in emergency preparedness.

April

- Karen Garcia, Territory Manager of Canadian Blood Services, provided information on blood donations in Richmond and the general blood donation process. She also discussed ways that community organizations can support new donor growth in Richmond.

May

- Dr. Meena Dawar, Medical Health Officer, Vancouver Coastal Health, and Jesse Sutherland, Intercultural Strategies, provided an overview of the opioid crisis in Richmond and discussed the creation of the Richmond Community Action Team, which seeks to decrease stigma of drug use in Richmond and enhance existing peer support networks through the Belonging Matters project.

June

- Susan Walters, Chief Librarian, and Anne Bechard, Manager of Community Engagement with the Richmond Public Library, presented on the library's services for youth and the importance of collaboration between organizations to aid youth in the Richmond community.

September

- Carole Gillam, Vancouver Coastal Health representative and Director, Public Health and Primary Care, presented on the current primary care landscape in Richmond and the service plan proposal to improve health care standards across the city.

October

- Alexandra Korotchenko, Head of Newcomer and Volunteer Services, Richmond Public Library, provided an overview of the library's newcomer programs and services.

November

- Dominic Wan, Student Recruitment Coordinator, Kwantlen Polytechnic University, discussed the various programs available at the different campuses.

Members of the 2019 Richmond Intercultural Advisory Committee

Citizen Appointees

1. Rod Belleza
2. Naresh Chopra
3. James Hsieh
4. Michael Ma
5. Joan Page
6. Kanwarjit Sandhu
7. Linda Sum

Organizational Representatives

1. Rebeca Avendano, Richmond School District
2. Phyllis Chan, Richmond Community Services Advisory Committee (BC Responsible and Problem Gambling Program)
3. Michaela Fengstad, Richmond Community Services Advisory Committee (YWCA)
4. Carole Gillam, Vancouver Coastal Health
5. Alan Hill, Richmond Centre for Disability
6. Jill Lee, Richmond Community Services Advisory Committee (S.U.C.C.E.S.S.) (September to December)
7. Jenna Park, Richmond Community Services Advisory Committee (S.U.C.C.E.S.S.) (January to August)
8. Nigel Pronger, RCMP
9. Ashok Rattan, Richmond Community Services Advisory Committee (Richmond Multicultural Community Services)

Council Liaison

Councillor Linda McPhail

Staff Liaison

Dorothy Jo, Inclusion Coordinator

Financial Summary

As a voluntary Advisory Committee to City Council, the RIAC's activities are fully supported by the City's operating budget.

Revenue	
City funding	\$2,500.00
Expenses	
Refreshments	(\$2,009.11)
Balance	\$490.89

Conclusion and Acknowledgements

The RIAC has established a forum for meaningful exchange among citizens and organizational representatives regarding intercultural issues in the community. The RIAC members build on and improve their knowledge of intercultural issues through various presentations from City staff, organizational representatives and partners, as well as discussions and information sharing among members during the meetings. This has resulted in a better-informed Committee that has been able to provide an intercultural lens to City strategies and initiatives.

This year, the RIAC was pleased to have the opportunity to provide significant input into the development of the Council-adopted Cultural Harmony Plan, which informs the City's approach to fostering and enhancing cultural harmony among Richmond's diverse population through a vision, five strategic directions and 27 actions to be completed over a ten-year period. It fulfills

the RIAC's mandate of acting as a resource and providing advice to City Council in support of enhancing and strengthening intercultural harmony and cooperation in Richmond.

The RIAC held a total of nine monthly meetings in 2019 as scheduled in its 2019 Work Plan. We acknowledge the significant commitment and contributions of outgoing members in 2019, namely Joan Page (citizen), Rod Belleza (citizen), Alan Hill (Richmond Centre for Disability), Jenna Park (Richmond Community Services Advisory Committee), and Rachel King (Richmond Seniors Advisory Committee). We are pleased to have a youth representative on the RIAC this year, Michael Ma, and have appreciated the perspective that he has brought to the discussions.

We would like to take this opportunity to thank Councillor Linda McPhail for her support of the RIAC and her regular Council updates on a range of City initiatives. We also express our appreciation to Dorothy Jo, Staff Liaison, for her work in supporting the Committee's needs. We look forward to another fruitful and productive year in 2020.

Respectfully submitted by:

A handwritten signature in black ink, appearing to read 'Linda Sum', written over a horizontal line.

Linda Sum
Chair, Richmond Intercultural Advisory Committee

**Richmond Intercultural Advisory Committee
Proposed 2020 Work Program**

The Richmond Intercultural Advisory Committee (RIAC) acts as a resource and provides advice to City Council in support of enhancing and strengthening intercultural harmony and cooperation in Richmond. In addition, the RIAC responds to Council requests as they arise.

This work program supports Council's Strategic Plan 2018–2022 Strategic Focus Area #3 – One Community Together:

Vibrant and diverse arts and cultural activities and opportunities for community engagement and connection.

3.1 *Foster community resiliency, neighbourhood identity, sense of belonging, and intercultural harmony.*

3.4 *Celebrate Richmond's unique and diverse history and heritage.*

This work program supports the Social Development Strategy 2013–2022 Strategic Direction #5 – Build on Richmond's Cultural Diversity:

15 *Implement, monitor and update the Intercultural Strategic Plan and Work Program.*

This work program supports the Cultural Harmony Plan 2019–2029 Strategic Direction #2 – Collaboration and Partnerships:

2.1 *Continue to work with Richmond Intercultural Advisory Committee (RIAC) members to implement the RIAC Intercultural Strategic Plan and Work Program.*

2020 RIAC Budget

RIAC annually receives an operating budget of \$2,500.

Richmond Intercultural Advisory Committee (RIAC) Proposed 2020 Work Program

Initiative	RIAC Actions	Expected Outcome
1. Act as a resource to the City on issues relating to intercultural harmony in Richmond.	<p>1.1 Participate in consultation on City plans, updates, strategies, projects, and new policies relating to intercultural harmony.</p> <p>1.2 Provide input to City staff on improving the access of information to newcomers in Richmond, i.e. Newcomer's Guide.</p> <p>1.3 Respond to Council requests and provide advice on issues relating to intercultural harmony in Richmond, as requested.</p>	1.1.1 RIAC members will be able to provide an intercultural lens to City strategies and advise City Council, as needed.
2. Build on and improve RIAC members' knowledge of intercultural issues through information sharing, guest speakers, and educational opportunities.	<p>2.1 Invite guest speakers to present on intercultural issues facing the community.</p> <p>2.2 Present on intercultural initiatives from own organizations and/or affiliated groups that can inform the City's policies or practices.</p> <p>2.3 Monitor intercultural issues and emerging trends.</p> <p>2.4 Include an environmental scan on relevant items and media coverage as a standing item on the RIAC agenda.</p>	<p>2.1.1 A summary of key findings from the various speakers is included in the RIAC Annual Report.</p> <p>2.1.2 Members are better informed and well equipped to provide an intercultural lens to City strategies and initiatives, as requested.</p>
3. Support and promote initiatives that address incidents of racism and discrimination in the community.	3.1 Identify and participate in anti-racism initiatives and relay relevant information back to the RIAC.	3.1.1 RIAC members provide information on best practices from other organizations and/or municipalities that could be applied in Richmond.

Richmond Intercultural Advisory Committee (RIAC) Proposed 2020 Work Program

Initiative	RIAC Actions	Expected Outcome
<p>4. Participate in external committees that align with RIAC's goals and objectives.</p>	<p>4.1 Continue to participate in external committees and provide updates to the RIAC.</p> <p>4.2 Promote the RIAC's role as an advisory body to the City and its contributions to fostering intercultural harmony in the city.</p>	<p>4.1.1 Community partners are aware of the RIAC's role in fostering intercultural harmony in Richmond.</p> <p>4.1.2 RIAC members are informed of other committee/group activities and are able to report back to the RIAC.</p>
<p>5. Participate in initiatives related to the implementation of the Cultural Harmony Plan in Richmond, as appropriate.</p>	<p>5.1 Support the distribution and promotion of the City's Cultural Harmony Plan 2019–2029 to key community partners and organizations in Richmond.</p> <p>5.2 Provide advice on other actions related to the Cultural Harmony Plan as requested.</p>	<p>5.1.1 RIAC members are involved in the implementation of actions listed in the Cultural Harmony Plan.</p>
<p>6. Assist Staff Liaison with the planning and implementation of the 2020 City of Richmond Diversity Symposium.</p>	<p>6.1 Provide RIAC representatives to sit on the 2020 Diversity Symposium Advisory Committee to develop ideas for themes and topics, review options for keynote speakers and presenters, and select final presenters for the workshop sessions.</p> <p>6.2 Provide event support, including promoting the event to Richmond-based community organizations, acting as session hosts, networking, and representing the RIAC at a community resource table.</p>	<p>6.1.1 The RIAC members actively participate in the planning and implementation of the 2020 Diversity Symposium program.</p>

Richmond Intercultural Advisory Committee (RIAC) Proposed 2020 Work Program

Initiative	RIAC Actions	Expected Outcome
7. Participate in an orientation of the Richmond Intercultural Advisory Committee.	7.1 Members receive an orientation to the RIAC and the City of Richmond and learn about the roles and responsibilities of advisory committee members, meeting process, and the RIAC Terms of Reference.	7.1.1 Members are aware of the role of the Intercultural Advisory Committee and the RIAC's Intercultural Strategic Plan, Terms of Reference, Code of Conduct, Social Development Strategy and Council Term Goals.