

Request for Decision City Council



Type of Decision									
Meeting Date	June 30, 2005				Report Date	June 22, 2005			
Decision Requested		Yes	<input checked="" type="checkbox"/>	No	Priority	<input checked="" type="checkbox"/>	High		Low
	Direction Only				Type of Meeting	<input checked="" type="checkbox"/>	Open		Closed

Report Title
City of Greater Sudbury Diversity Plan

Policy Implication + Budget Impact	
<input type="checkbox"/>	This report and recommendation(s) have been reviewed by the Finance Division and the funding source has been identified.
<p>The Plan will recommend for Council's consideration specific policies and actions to make Sudbury a more welcoming and diverse community to Aboriginal, Multicultural and Francophone people as well as any new people who wish to make their home here.</p> <p>Council has already approved annual funding for this project. The Panel will work in partnership with other organizations in the community and will be applying for funds from the provincial and federal government.</p>	
<input checked="" type="checkbox"/>	Background Attached

Recommendation
<p>Whereas the Diversity Thrives project has consulted extensively with the community in the preparation of the Diversity plan; and</p> <p>Whereas the Council of the City of Greater Sudbury considers that making Sudbury a welcoming and inclusive community for <u>all people</u> particularly the Aboriginal, Francophone and Multicultural groups are key to the social and economic future of our community;</p> <p>Therefore be it resolved that Council adopts the Diversity Plan as presented by the Diversity Advisory Panel; and</p>
<input checked="" type="checkbox"/> Recommendation Continued

Recommended by the General Manager
<p>Catherine Matheson General Manager, Community Development</p>

Recommended by the C.A.O.
<p>Mark Mieto Chief Administrative Officer</p>

Report Prepared By
<p>Carlos Salazar Coordinator , Corporate Strategy and Policy Analysis</p>

Division Review

Further that the Diversity Advisory Panel be requested to coordinate the implementation of the Diversity plan; and

Further that the term of current members of the Panel be extended to December 2006.

BACKGROUND

The Mission of the Diversity Advisory Panel as adopted by Council is to develop a Cultural Diversity Plan that will ensure Sudbury is a welcoming and inclusive community for *all people* particularly the Aboriginal, Francophone and Multicultural groups. City Council at its meeting on January 26, 2005, requested the Cultural Diversity Advisory Panel to create a Cultural Diversity Plan for the City of Greater Sudbury and present it to City Council by the end of June 2005.

Diversity Advisory Members and Staff

Chair and lead public spokesperson: Kerry Assiniwe

Council representative: Ted Callaghan

- Dr. Andrew Adegbite
- Nancy Cada
- Jim Eshkawkogan
- Scott Fisher
- Tom Fitzgerald
- Genevieve Gibbons
- Rosie Graffi
- Josée Guimond
- Shirley Honyust
- Terra MacPhail

- David Mensour
- Niranjan Mishra
- Harvey Petahtegoose
- Nancy Recollet
- Polly Rutenberg
- Marc Tassé
- Rob Thirkill
- Juliette Wemigwans
- Dr. Rayuda Koka
- Staff:
- Carlos Salazar
- Tara Barrett
- Nancy Beynon (to March31, 2005)

Public Participation

(Please refer to the Plan Document for more details)

The Mayor's Diversity Community Working Group was established and nine community focus groups were held in the winter of 2003. Funding was obtained through Canadian Heritage, the City of Greater Sudbury and the Social Planning Council

The *Diversity Thrives Hear!* project was launched on May 14, 2004. A Web Site was created: www.SudburyDiversity.ca to ensure that the public had access to all the information and reports produced by the Panel.

The project consisted of four phases:

- Assessing the Situation
- Preparing for a Coalition
- Planning for Action
- Diversity Plan Preparation

Phase 1: Assessing the Situation:

Community members were able to offer their views on diversity through 20 conversation cafés, the mapping of community services and a capacity building forum. All told, 160 people participated in this phase.

Phase 2: Preparing for a Coalition:

The goal was to address the need for cultural awareness and to build coalitions. A dialogue was held between Aboriginals and non-Aboriginals. Young people participated in ten youth workshops. A forum on coalition building was organized. All told, 130 people participated in this second phase.

Major themes emerged from these two phases

- Public education and relationship building
- Economic growth, employment barriers and needs
- Youth participation
- Cultural acceptance and celebration
- Welcome, settlement and becoming part of the community
- Leadership and organizational development
- Roles of the City of Greater Sudbury
- Community-based governance structure

Phase 3: Planning for Action

A **Cultural Diversity Summit** was held in order to develop a vision as well as the actions necessary for the creation of a Cultural Diversity Plan. More than 40 people were identified as champions and 20 of them became part of the Cultural Diversity Advisory Panel created by Council in January of this year.

Phase 4: Diversity Plan Preparation

This phase also included key elements such as agreeing on priorities; transforming those priorities into action plans; sourcing funding possibilities and proposing, completing and presenting a **Cultural Diversity Plan** to City Council by June 30, 2005.

Sub committees of the Panel met almost weekly and reached out to other members of the community for comments. The Subcommittees worked on each of the themes that emerged from the Summit including a proposed governance structure.

Additional consultations were called for as the Draft Diversity Plan was presented at the following meetings.

- Three public meetings in June (Valley East, Walden, Sudbury)
- Three sector meetings (Aboriginal, Francophone and Multicultural)

Diversity Plan Recommendations

The Diversity plan for the City of Greater Sudbury contains recommendation in the following eight areas:

- Governance
- Role of the City of Greater Sudbury
- Education, Marketing and Relationships
- Economic Growth and Employment
- Youth Involvement
- Cultural Acceptance/Celebration
- Immigration and Settlement
- Leadership and Capacity-Building

The Panel considers time is of the essence and that it would be more effective and efficient for the current community volunteers to design and execute the implementation of some of the recommendations to December 2006. Therefore, the panel recommends to Council that current membership be extended to December 2006. After the 2006 municipal elections, the new Committee structure as recommended in the Plan will take effect.

Diversity Plan under separate cover.