



Establishment of a Diversity, Equity, and Inclusion Advisory Committee

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| Date | June 16, 2021 |
| To | Executive Committee |
| From | City Clerk's Office |
| Service Area | Office of the City Clerk- Council Reports |
| Item No. | EX21-43 |

RECOMMENDATION

The Executive Committee recommends that City Council:

1. Establish a Diversity, Equity and Inclusion Advisory Committee (Advisory Committee).
2. Approve the composition of the Advisory Committee as outlined in Appendix A.
3. Approve the Advisory Committee's terms of reference as outlined in Appendix A.
4. Instruct the City Solicitor to prepare the necessary bylaw amendments to *Bylaw No. 2009-40, The Committee Bylaw, 2009* as further described in Appendix A, to be brought forward to the meeting of City Council following approval of the recommendation in this report by City Council.
5. Remove items CR18-105(2) and MN20-21 from the list of outstanding items for City Council.
6. Approve these recommendations at its meeting on June 23, 2021.

ISSUE

City Council approved, in principle, the establishment of a Diversity, Equity and Inclusion Advisory Committee in August 2020 and directed that a report on the Advisory Committee be prepared for consideration by Executive Committee and City Council.

IMPACTS

Policy/Strategic Impact

City Council has a stated goal of ensuring that Regina is an inclusive city that welcomes the input and participation of many diverse communities.

The terms of reference provide the authority under which the newly established advisory committee will operate and report through to the Community Wellness Committee of Council. They will facilitate the Advisory Committee's work to assist City Council in addressing the issues, challenges and opportunities to advance diversity, equity and inclusion in our city.

There are no financial, accessibility, environmental, legal/risk or other impacts arising from this report.

OTHER OPTIONS

1. Approve the establishment of the Advisory Committee but refer the terms of reference back to Administration to return with revised terms of reference.
2. Not approve the establishment of the Advisory Committee.

COMMUNICATIONS

The report respecting the recommendation of Executive Committee will form part of the public agenda for further discussion at City Council.

Once considered and approved by Council, the terms of reference of the advisory committee will be included in amendments to *The Committee Bylaw, bylaw No. 2009-40* and will also be outlined on Regina.ca.

Upon approval of the establishment of the committee and the recommended terms of reference, the Office of the City Clerk would include a Call for Nominations in the annual advertisement for appointments to City agencies, boards and commissions in September 2021.

Appointments would take effect on January 1, 2022. If Council prefers, the advertisement for applications can be issued in July with appointments taking effect in September or October of 2021 and expiring at the end of 2022.

DISCUSSION

In August 2020, Council considered item MN20-21: Creation of a Diversity, Equity and Inclusion Advisory Committee and approved, in principle, its establishment. Included in this decision was direction to:

- Undertake consultations with Black, Indigenous and other visible minority residents and representative organizations, including the LGBTQ+ community to determine the mandate, goals and objectives of the Committee;
- Assess best practices for developing a Diversity, Equity and Inclusion Advisory Committee combating racism from other Canadian cities that currently have committees dedicated to diversity and inclusion; and
- Consult with visible minorities and new Canadians to ensure they are involved in the policy-making process to ensure an inclusive, intersectional and culturally responsive approach to the creation of principles, City policies, program and practices.

In light of the work undertaken by the Office of the City Clerk to oversee and deliver the November 2020 Municipal/School Board Election, work on this initiative did not begin until early 2021. Subsequent to this, the onset of COVID-19 and related restrictions for public gatherings and engagement have resulted in limited consultation with groups noted above. Notwithstanding, considerable research has been undertaken to determine and compare similar advisory committees across Canada (see Appendix B).

City Council has expressed its interest in establishing a Diversity, Equity and Inclusion Advisory Committee as a vehicle by which the Black, Indigenous, Visible minority, 2SLGBTQIA+, Newcomer, youth and aged communities can provide feedback and input into City programs and services.

It is proposed that terms of appointments be staggered for up to 3 years.

The initial meeting of the Advisory Committee, to be held immediately after appointments are made by City Council, would outline a plan for consultation with Administration and any related public engagement respecting matters outlined in the terms of reference, with the objective of ensuring an

inclusive and culturally responsive approach to the creation of principles, City policies, programs and practices.

DECISION HISTORY

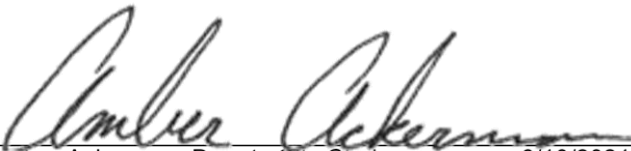
At its meeting on August 26, 2020, City Council considered motion MN20-21: Creation of a Diversity, Equity and Inclusion Advisory Committee. The following motion MN20-21 was passed:

That:

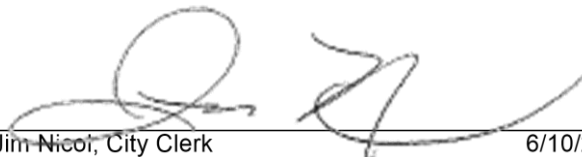
- 1. City Council approve, in principle, the establishment of a Diversity, Equity, and Inclusion Advisory Committee;*
- 2. The City of Regina undertake extensive consultations with Black, Indigenous, and other visible minority residents and representative organizations, including the LGBTQ+ community, to determine the mandate, goals and objectives of the Committee;*
- 3. During public consultation, the City of Regina assess best practices for developing a Diversity, Equity, and Inclusion Advisory Committee combating racism from other Canadian cities that currently have committees dedicated to diversity and inclusion;*
- 4. The City of Regina consult with visible minorities and new Canadians to ensure they are involved in the policy-making process to ensure an inclusive, intersectional and culturally responsive approach to the creation of principles, City policies, programs and practices; and*
- 5. A report on the Advisory Committee be prepared for Executive Committee and City Council as soon as possible.*

Respectfully Submitted,

Respectfully Submitted,


Amber Ackerman, Deputy City Clerk

6/10/2021


Jim Nicol, City Clerk

6/10/2021

Prepared by: Jim Nicol, City Clerk

ATTACHMENTS

Appendix A
Appendix B