



MINUTES – WELCOMING CITY ADVISORY COMMITTEE

February 7, 2023, 5:03 P.M.
via Microsoft Teams

The City of Victoria is located on the homelands of the Songhees and Esquimalt People

- PRESENT: Sandra Hough in the Chair, Maureen Sawa, Nora Butz, Florentien Verhage, Daniela dos Santos Pinto
- ABSENT: Karen Hira, Jerome Thomas, Jibril Mohamed, Agnes Myhre, Kareece Whittle-Brown
- STAFF PRESENT: A. Galiev – Equity Diversity & Inclusion Lead, S. Mangué – Equity, Diversity & Inclusion Coordinator, S. Stoltz – Committee Secretary
- GUESTS: Vrindy Spencer – Inclusive Internship Program Consultant, Billie Tes – Sport for Life Manager of People and Culture, Kabir Hosein – Sport for Life Consultant

1. **Welcome and Land Acknowledgement**

Acting Chair Sandra Hough called the meeting to order at 5:03 p.m. and acknowledged that the City of Victoria is located on the homelands of the Songhees and Esquimalt First Nations communities.

2. **Newcomer Sport and Recreation Initiative presentation**

The Committee received a presentation from Kabir Hosein and Billie Tes from Sport for Life regarding recommendations to identify and reduce systemic barriers to sport and physical activity for new families to Greater Victoria. The presentation outlined how Sport for Life aims to help provide understanding of potential barriers such as financial, transportation, language, or racism, and providing solutions. Sport for Life deliver a final presentation to Council on March 23, 2023.

Committee discussed the following:

- *Accessing and sharing the Sport for Life materials such as posters and links for resources in different languages*
- *Staff sending the link for materials via email to the Committee after the meeting*
- *Ideas regarding communications and engagement for the Sport for Life proposal; the importance of understanding every group's journey*
- *The importance of fostering meaningful partnerships with the community; the need for stakeholders in the community to foster growth*
- *The fact that understanding the barriers and solutions is a huge part of this Committee's mandate*

- *The connection between sports and having a sense of belonging in a community*

3. Inclusive Internship Program

Committee received information from Vrindy Spencer regarding the inclusive internship program at the City of Victoria for a paid internship program that has a focus on inclusion. Benefits of the internship include increasing local experience for potential newcomers to Victoria, increasing the diversity of City staff, and increasing civic engagement in the public by learning more about local government.

Committee discussed the following:

- *Employment challenges within Greater Victoria*
- *Potential barriers to newcomers working at the City of Victoria, such as finances, a lack of Canadian experience, or prior qualifications not translating*
- *The need for new perspectives within government work*
- *The fact that the internship is both for newcomers and upper management to gain valuable experience on how beneficial diversity and new perspectives are for the City*

4. Committee Roundtable

The Committee discussed the following:

- *Whether or not a Council Liaison will be joining the committee; the fact that this could potentially happen, but it would likely be in a few months at the earliest*
- *The desire to have a Councillor join the WCC meetings*
- *Scheduling for the Committee*

Moved By F. Verhage

Seconded By S. Hough

That the minutes from the meetings held October 3, 2022 and November 7, 2022 be adopted.

CARRIED UNANIMOUSLY

5. Adjournment

The Welcoming City Committee Meeting adjourned at 6:30 p.m.