

Diversity Committee

MINUTES

June 11, 2008 – 11:30 a.m. – 1:00 p.m.
FACS Training Room

Present:

Anne McCoy, Ontario Provincial Police
Vik Nowak, Family & Children Services
Christine Denby, Fort Frances Chamber of Commerce
Jim Cumming, Fort Frances Times
Linda Plumridge, Fort Frances Times Limited
Sheila McMahon, United Native Friendship Centre
Anne Renaud, Confederation College
Grace Silander, RR Valley Safety Coalition, Riverside
Margaret Sedgewick, Fort Frances Public Library
Diane Ross, Rainy River District School Board

Regrets:

Wayne Woods, Riverside Healthcare
Roy Avis, Town of Fort Frances
Lori Maki, Riverside Healthcare
Mary-Catherine Kelly, Northwest Catholic District School Bd.
Nancy Daily Fulton, Canadian Mental Health
Roy Avis, Town of Fort Frances
Heather Campbell, Rainy River District School Board
Jack McMaster, Rainy River District School Board
Ashlee Grimard – Canadian Mental Health Association

Ideas/policies/information that organizations might have to encourage Diversity

Anne Renaud

- Respect Campaign – this was launched in Thunder Bay, and come from the students. Promoted by Jim Lees
- Has posters/pamphlets/buttons
- It has become part of the culture, in a survey 90% of students are aware of the campaign
- Students teaching students
- More information on the Confederation college web site
- If people are being offended and we are not aware of it, how do we not offend.
- Cultural sensitivity 2 day workshop, 75 people currently going through it, It could be adapted to the business community

Vic Nowak

- Was introduced to the Confederation College program
- FACS has 11 values on the wall, and they wanted to breath life into these
- Chose 3 to work on currently, Respect, Inclusiveness, Positive attitude, to incorporate into daily work plan
- Created Walk the Walk committee – to create posters, vignettes and diversity sensitivity. (if you see disrespectful things – how can you act)
- Be proactive in promoting respect, positive attitude and diversity.
- Give people the resources to behave differently

Sheila McMahon

- UNFC has several initiatives, youth and family violence, abuse against women
- Held consultations with youth re: violence – it's impacts, roots, what is working, asked them what are the 3 most important things, who can you turn to, what can be done
- Provincial government initiative delivered through Friendship Centres
- Advice from youth – Don't just talk, do something
- Programs – "I am a kind man program" men against violence against women
- "Taking Care of Each Other's Spirit" – designed as a community program- need to get community groups together. Hope to launch this fall with the help of other agencies, and media
- they are in the process of looking for youth role models to go into schools (with help of mentors) to talk about family violence, what is or isn't acceptable, how to stop it, etc

Grace Silander

- Program currently out of Australia called "The Dreaming Trail" brings together multicultural youth, who are taught about the beliefs and sensitivities of each other's cultures and then are challenged to find risks to all and then find out who to address the problems to, and go about solving them. More information to come.
- Riverside is currently doing cultural sensitivity sessions, and violence and harassment sessions. Health care facilities are high with regard to violence and they are working on ways to improve for staff and patients.

Christine Denby

- The chamber currently does not have a policy or program in place other than membership pamphlet
- "We continue to seize opportunities for the area and stay ahead of the curve in promoting economic vitality and quality of life through business and community development."
- Want to work with committee to affect change
- 2009 will be 100 anniversary of Chamber.
- Chamber currently undergoing strategic planning and will incorporate ideas

Margaret Sedgewick

- The Library currently caters to a diverse population – it is their job to make all people comfortable within their walls
- Teens use the library as a safe haven in the evening
- They have collections of books, on bullying, violence, cultures, etc

- They are a neutral ground for information, and a resource for programs

Jim Cumming

- Interesting listening here
- Social agencies have good programs in place. It is the challenge to take these beyond the immediate organization into community.
- “how do we get each individual to adopt these into daily life
- Do the people in our area understand how the simplest things can be offensive to other people

Dianne Ross

- This is a journey that people are on.
- RRDSB has 3000 students and 600 employees
- They have policy and procedures – guidelines on how to live and work together
- 7 habits of highly effective people
- new teacher orientation including boundaries and respect
- Strategic planning, 7 core values to live and work with
- STAR program 9 safety, teaching, attitude, and respect
- Young women’s conference – productive way to talk about issues that will affect women. Young women bring information back to schools
- 7 grandfather teachings
- So much to do/ where to begin

Anne McCoy

- Enjoyed the opportunity to listen to different programs
- Will contact Jim Lees of Con. College Respect Program as guest speaker for next meeting
- Challenge to group to come up with an name for Committee over the summer
- Asked everyone to search for and invite one other person to Committee meeting in September, we’re seeking for someone who might be interested in Chairperson position
- Will look for funding for the committee over the summer
- O.P.P. will host next meeting September at the Fort Frances Municipal Building Board Room – date to be announced in September
- Meeting was very positive

Questions to ponder over the summer....

- 1) How can we bring the programs beyond the agencies into the general public
Funding for programs – is there funding, or someone to run them.

2) New Concept Idea as a result of today's meeting; "Respect lives here" - we need everyone working together to bring it to the community.

Please look around your organizations, or community for someone you think would be interested in participating and acting as Chairperson.