

## MULTICULTURALISM ADVISORY COMMITTEE

DATE: Wednesday, September 6, 2023  
TIME: 7:00 p.m. to 9:00 p.m.  
PLACE: Council Committee Room, Coquitlam City Hall

### CALL TO ORDER

### ADOPTION OF MINUTES

1. **Minutes of the Multiculturalism Advisory Committee Meeting held on Wednesday, June 21, 2023**

*Recommendation:*

That the Minutes of the Multiculturalism Advisory Committee Meeting held on Wednesday, June 21, 2023 be approved.

### NEW BUSINESS

2. **Glen Park – Phase 3 (Presentation by the Parks Planner 2)**  
7:05 – 7:35 p.m. (30 minutes)
3. **2023 Equity, Diversity and Inclusion Update (Presentation by the Manager Equity, Diversity and Inclusion)**  
7:35 – 8:05 p.m. (30 minutes)
4. **Cultural Understanding Project Sub-Committee Update (Discussion Led by the Sub-Committee Lead)**  
8:05 – 8:35 p.m. (30 minutes)
5. **Committee Members' Roundtable / Multicultural Communities and Emerging Issues (Standing Agenda Item)**  
8:35 – 9:00 p.m. (25 minutes)

### OTHER BUSINESS

**NEXT MEETING DATE – Wednesday, October 18, 2023**

### ADJOURNMENT



**MULTICULTURALISM ADVISORY COMMITTEE****Wednesday, June 21, 2023**

A Regular Meeting of the Multiculturalism Advisory Committee convened on Wednesday, June 21, 2023 at 7:00 p.m. in the Council Committee Room, City Hall, 3000 Guildford Way, Coquitlam, BC, with the following persons present:

**COMMITTEE MEMBERS:** Councillor Brent Asmundson, Chair  
Councillor Robert Mazzarolo, Vice Chair  
Simin Ahmadian, Citizen Representative  
Shannon Alves, Citizen Representative  
Silvia Camolese, Citizen Representative  
Honore Gbedze, Citizen Representative  
Arun Ghag, Citizen Representative  
Ann Johannes, Citizen Representative  
Nikki Kasravi, Citizen Representative  
Bita Rezaei, Citizen Representative (left at 8:53 p.m.)  
Lucie Wee, Citizen Representative

**ABSENT:** Carolina Echeverri, Citizen Representative  
Ching Hang Ng, Citizen Representative

**STAFF:** Graham Stuart, Director Corporate Planning  
Wendy Rogers, Director Intergovernmental Relations  
Zeralynne Te, Community Social Development Manager  
Helen Patterson, Indigenous Relations Manager  
Mark Thompson, Project Manager Corporate Planning  
Caley Amundsen, Committee Clerk

**CALL TO ORDER****ADOPTION OF MINUTES**

**1. Minutes of the Multiculturalism Advisory Committee Meeting held on Wednesday, April 19, 2023**

The Minutes of the Multiculturalism Advisory Committee Meeting held on Wednesday, April 19, 2023 were approved.

**NEW BUSINESS**

**2. City of Coquitlam Territorial Acknowledgement**

The Director Intergovernmental Relations and the Indigenous Relations Manager provided the

Committee with an on-screen presentation entitled “Territorial Acknowledgement” and a YouTube video entitled “The Story of kwikwəłəm” that covered the following topics:

- The purpose and usage of the City of Coquitlam’s territorial acknowledgement
- The process of creating and implementing a territorial acknowledgement
- The territorial acknowledgement’s role in relation to Reconciliation
- First Nations who traditionally lived and occupied the land within and surrounding Coquitlam’s present boundaries
- Map of kwikwəłəm’s traditional territory
- kwikwəłəm’s story including its history, culture, relationship with non-Indigenous peoples, and past and present living conditions on its reserve
- Update on reconciliation efforts by the City and relationship-building with kwikwəłəm

Discussion ensued relative to the following:

- The meaning of the word “kwikwəłəm”
- Council priority to work on the evolving relationship with kwikwəłəm
- Housing and other infrastructure developments on kwikwəłəm’s reserve
- səmiqʷəʔelə and consultations between the Province and kwikwəłəm regarding the site’s future
- Service agreements between the City and kwikwəłəm

### 3. **2024 – 2027 Strategic Plan Renewal: Opportunity for Input**

The Director Corporate Planning and the Project Manager Corporate Planning provided the Committee with an on-screen presentation entitled “2024 – 2027 Strategic Plan Renewal” that covered the following topics:

- Overview of the City’s Strategic Plan (hereon “The Plan”)
- Key objectives for the Plan’s renewal process
- Synergy between the Plan and other City corporate plans
- Timeline of the renewal process
- The Plan’s core components and components that will be updated in 2024 and 2028
- Engagement opportunities that include in-person events, online surveys and formal meetings with various committees
- Key themes identified by the annual Business Plan and Ipsos survey
- How the Committee’s feedback will be reported to Council and used to develop actionable items

Discussion ensued relative to the following:

- Safe and complete neighbourhoods theme, including lighting at night, inclusive neighbourhoods and road safety
- Local economy and local jobs theme, including provision of rental space for commercial activity, opportunities, supports and recertification for newcomers, economic development opportunities for youth, and support for local banks and credit unions
- Healthy community and active citizens theme, including inclusive communication of City activities and programs, affordable programs and services, promotion of community gardens and local produce, and outdoor exercise or community space during winter months
- Sustainable services, environment and infrastructure theme, including affordable and

accessible childcare facilities, maximizing natural light in facilities, installation of electric vehicle stations, Equity, Diversity and Inclusion (EDI) lens for accessible community facility design and the BC Energy Step Code

- Excellence in City governance theme, including providing opportunities for community engagement and feedback, making information accessible and affordable for residents, accountability of Council and staff and increased representation within the local government
- Welcome to Coquitlam event
- Challenges of information reaching residents who are isolated
- Coquitlam's Community Engagement Framework
- The desire for more covered outdoor community spaces
- The possibility of a City-run local radio station to broadcast information to residents
- The possibility of the City publishing a monthly newsletter
- The present challenge of housing unaffordability
- The possibility of the City publishing a newcomers guide

#### **4. Cultural Understanding Project Sub-Committee Update**

The Sub-Committee Lead provided the Committee with an on-screen presentation entitled "Cultural Understanding Project" that covered the following topics:

- Overview of the Project
- Timeline of work performed by previous committees and sub-committees
- Community feedback and dialogue results
- Barriers and challenges of social integration among multicultural communities
- The objective of fostering a more integrated and inclusive community
- Challenges that impacted sub-committee activities in the past
- The possibility of utilizing diverse communication mediums to disseminate the Project's information to community
- The necessity of City resources and staff support being allocated for the Project
- The necessity of collaboration with diverse community groups for the Project
- Completed and outstanding action items and performance indicators

Discussion ensued relative to the following:

- Key focus of acceptance and inclusion of diverse communities
- The desire for Committee members to raise awareness of the Project among their networks
- The desire to operationalize the Project's actions and develop a schedule for providing information to Council
- The importance of bridging gaps and breaking down barriers between diverse communities
- Residents being socially isolated due to lack of cultural integration and impact of language barriers
- The desire to see the City work with School District No. 43 (SD43) to communicate English language learning programs with newcomers
- The desire for multicultural gathering spaces where residents can exchange cultural information and knowledge
- The possibility of sporting events being utilized to bridge cultural gaps

- Possible ideas for social events that the Project could eventually organize and run
- The desire to encourage socialization among seniors to bring them out of isolation
- The City's Meaningful Meals for Seniors Program
- The purpose of the Sub-Committee's activities and its mandate for the Project
- The intention to bring a draft plan to the Committee later this year or next year before it is received by Council
- Lack of funding and resources being the most significant challenge for the Project
- The necessity to acquire relevant facts and statistical information before providing a report to Council

## 5. **Canada Day 2023 – MAC Booth**

The Community Social Development Manager provided introductory comments on the Committee's booth at Canada Day that covered the following topics:

- Details of the booth's activities and information that will be circulated at the Canada Day event on July 1, 2023 at Town Centre Park
- Purpose of the booth at Canada Day
- Staff's desire for Committee members to volunteer at the booth for select times throughout Canada Day

Discussion ensued relative to the following:

- Possibility of providing a feedback opportunity for the Cultural Understanding Project at the booth
- Concern regarding the phrasing of a guiding question for the "Map of the World" activity at the booth
- Clarification regarding the "Map of the World" activity's purpose and intention
- Possibility of the Cultural Understanding Project Sub-Committee returning to the Committee after Canada Day to receive feedback regarding the event
- The present status of the Welcome to Coquitlam event

## 6. **Committee Members' Roundtable / Multicultural Communities and Emerging Issues**

The Chair invited Committee members to share details regarding upcoming events or emerging issues in their communities.

Bitia Rezaei left the meeting at this time (8:53 p.m.).

The following information was shared:

- Multicultural Connections event at Town Centre Park on July 8, 2023
- Provincial Anti-Racism Data Act (ARDA) and the ongoing public consultation that ends on September 30, 2023
- Tirgan Festival at Town Centre Park on July 15, 2023
- Coquitlam Pride 2023 event at Evergreen Cultural Centre on July 15, 2023
- Caribbean Days Festival at Town Centre Park on July 29 – 30, 2023

**OTHER BUSINESS**

**NEXT MEETING – Wednesday, July 19, 2023**

**ADJOURNMENT**

The meeting adjourned at 8:59 p.m.

**MINUTES CERTIFIED CORRECT:**

\_\_\_\_\_  
Brent Asmundson, Chair

\_\_\_\_\_  
Caley Amundsen, Committee Clerk

City of Coquitlam  
Parks, Recreation,  
Culture and Facilities

## Glen Park Phase 3

### Multiculturalism Advisory Committee

September 6<sup>th</sup>, 2023

      
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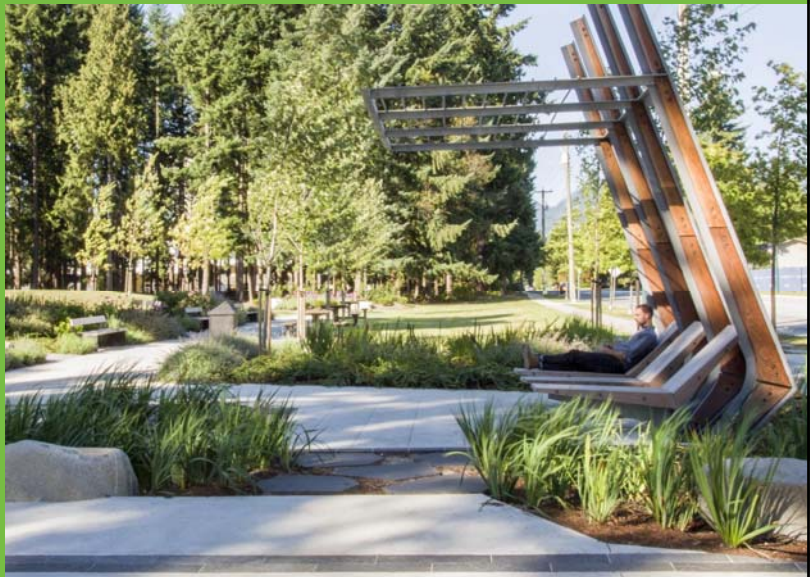


Image Source: PwL Partnership

## Agenda

1. Project Timeline
2. Project Context
3. Demographic Snapshot
4. Multicultural Engagement
5. Existing Conditions
6. Phase 3 Potential Improvements
7. Questions and Feedback
8. Engagement Opportunities

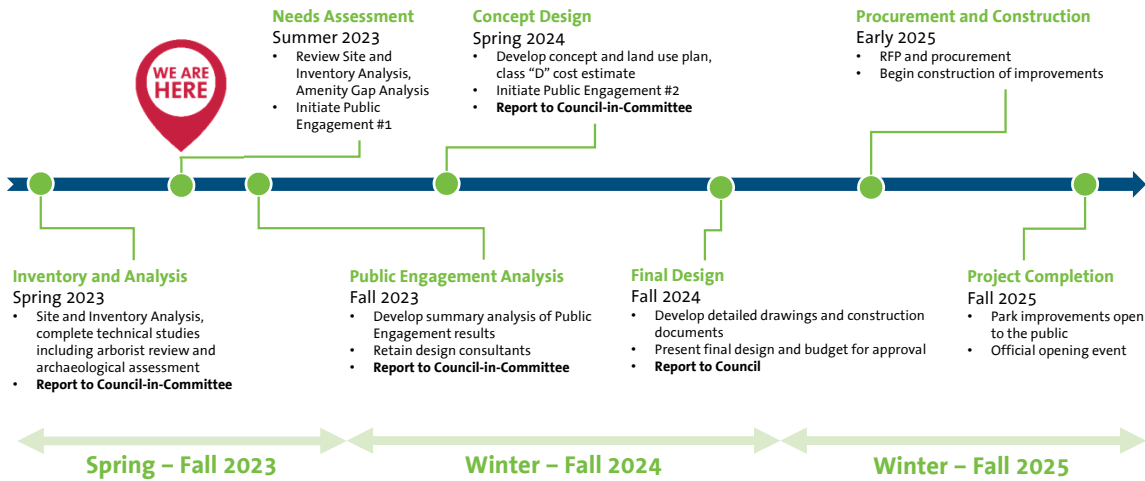


Image Source: PwL Partnership

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## Project Timeline



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2

## Project Context

### LOCATION

- 16.7 acre community park in the growing City Centre Neighbourhood.

### GLEN PARK MASTER PLAN (2011)

- Develop a Vision based on the community's values while balancing needs and objectives to deliver outdoor recreation and open space amenities.



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3



## Demographic Snapshot

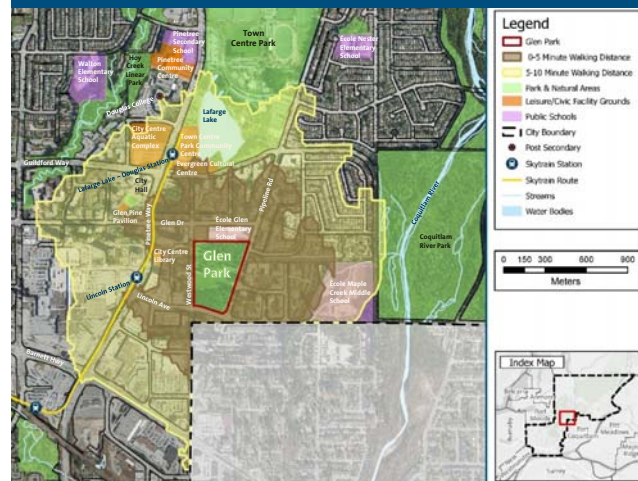
2022 WALKSHED AGE DEMOGRAPHIC BREAKDOWN

	Age Group	Population	Percentage of Total
0-10 Minute Distance	0-19	2,869	16.2%
	20-34	4,263	24.1%
	35-54	5,178	29.2%
2022 Census Total:		17,725	30.5%

POPULATION PROJECTIONS

	Year	Population	Growth %
0-5 Minute Walk Distance	2023	9,700	
	2030	11,900	+23%
	2040	14,510	+50%
5-10 Minute Walk Distance	2023	8,600	
	2030	11,300	+31%
	2040	14,100	+64%

Glen Park – 5&10 minute Walking Distance



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4

## Multicultural Engagement

### NOTABLE TRENDS:

- Citywide total population of people of colour (POC): 53.8%
- 10 minute total population of POC: 65.4%



	City Wide	% of Total CW	10 Minute Walkshed	% of Total 10 min.
Total Pop.	163,777	-	17,621	(10.8%)
Total POC	88,095	53.8%	11,524	65.4%
Chinese	35,048	21.4%	4,255	24.2%
West Asian	11,200	6.8%	2,618	14.9%
Korean	10,744	6.6%	1,919	10.9%
South Asian	9,806	6.0%	597	3.4%
Filipino	6,002	3.7%	488	2.8%
Lat. American	3,085	1.9%	303	1.7%
Arab	2,388	1.5%	308	1.8%
SE Asian	2,347	1.4%	305	1.7%
Black	2,246	1.4%	266	1.5%
Japanese	1,639	1.0%	192	1.1%
All Other POC	497	0.3%	26	0.2%
Multiple POC	3,093	1.9%	248	1.4%
Not a POC	75,682	46.2%	6,097	34.6%

\* Data is from 2022 based on a proprietary database created using innovative methods that combine econometric, demographic and geographic models.

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5

## Existing Conditions

GLEN PARK UPDATES	
Year	Update
2012	Hazardous tree assessment
	Off-leash dog area
	Formalized Path System
2014	Entry Plaza
	New Playground
2016	Formalization of the 'Great Lawn'
2022	Temporary Amenities
	• Bicycle Pump Track
	• Sand Volleyball Court
	• Badminton Court
	• Table Tennis
	• Variety of Seating



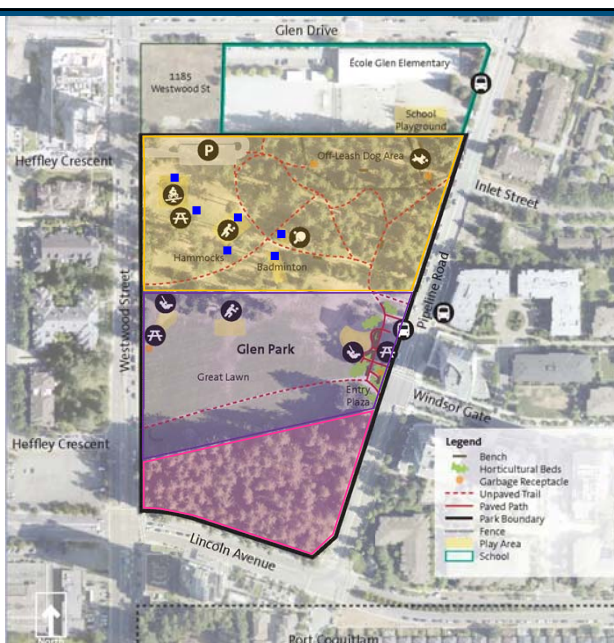
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6

## Phase 3 Potential Improvements

The 2011 Glen Park Master Plan and subsequent reports included the following proposed features that have not been built-to-date:

- NORTH SECTION**
  - Skate park
  - Sport court
  - Picnic area
  - Outdoor fitness
- CENTRAL SECTION**
  - Plaza extension
  - Water play
  - Washroom
- SOUTH SECTION**
  - Walking trails
  - Park access / Entryways



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7

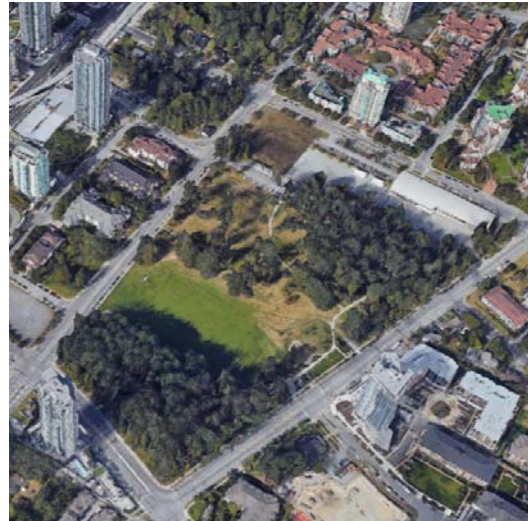
## Questions and Feedback

### QUESTIONS FOR THE ADVISORY COMMITTEE: [MURAL](#)

- Are there any specific ideas or priorities that should be considered as we move into public engagement?
- When looking at the project through a multi-cultural lens, describe any design features or park activities that are important for staff to keep in mind.

### NEXT STEPS

- Public engagement: Fall 2023
- Report to Council: Fall 2023
- Concept & Detailed Design: 2024



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8

## Engagement Opportunities

Online Survey:  
**Launching September 11<sup>th</sup>, 2023**

Email:  
[ParksAndConsultation@coquitlam.ca](mailto:ParksAndConsultation@coquitlam.ca)

Please submit comments by **October 9<sup>th</sup>**!

**Thank You!**



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9



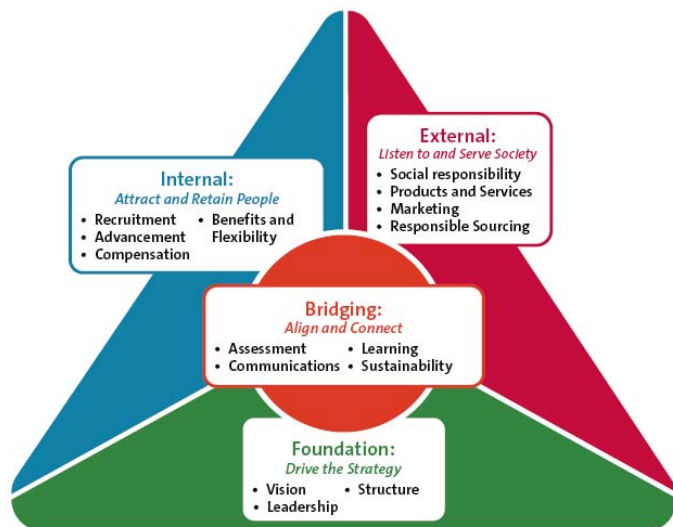


## Agenda

- Provide an overview of 2023 EDI Work Plan Priorities
- Share update on the 2022-2023 activities underway and achievements to date
- Introduce plans to create an Accessibility Plan for the City of Coquitlam

## Background

- Overarching theme and 'A' priority in Business Plan
- Aims to break down barriers to ensure everyone is able to live, work and thrives in a safe and welcoming environment
- Purposeful integration of EDI lens both strategically and operationally
- Current focus builds on previous citywide efforts to support accessibility, diversity and inclusion
- Work guided by GDEIB standards



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## Foundational – Drive the Strategy

*Align organizational goals with EDI priorities*



- Integrate EDI best practices in City programs, services and policies through partnership with Canadian Centre for Diversity and Inclusion
- Training, resources and staff support to build organizational understanding
- Create Accessibility Plan

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## Bridging – Align and Connect

*Gather data to inform work; deliver clear communications*



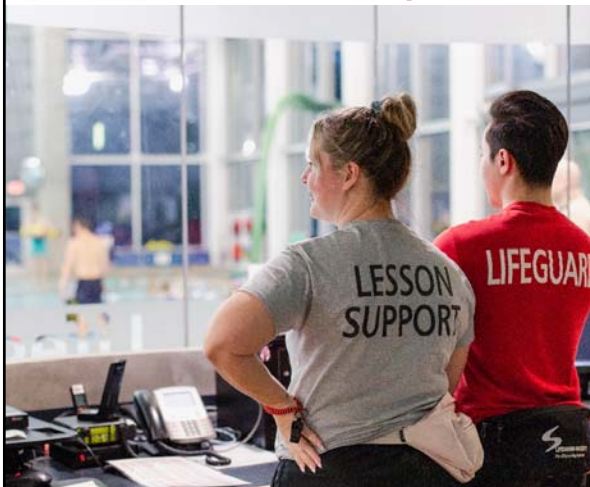
- Explore alternate methods to engage community and gather data to gauge EDI priorities
- EDI-themed Street Banners and inclusivity statements on posters, screens and entrance decals
- Promote City's accessibility programs and resources during National Accessibility Week

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## External – Listen and Serve Society

*Build relationships to advance shared EDI goals; remove barriers*



- Engage community organizations, Advisory Committees to gather feedback to inform work planning
- Review public-facing communications to ensure inclusivity and accessibility
- Continuing to support community events focused on inclusivity and diversity

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## Collaboration and Partnerships

- Partnered with Crohn's & Colitis Canada on GoHere Washroom Access Program
- Received Rick Hansen Foundation Accessibility Grant to train staff and assess three City facilities
- Awarded Canadian Parks and Recreation Assoc. Grant to provide accessible programming
- Facilitated 'Walk in my Shoes' Cultural display at City Hall



## Internal – Attract and Retain People

*Remove systemic barriers to employment and advancement*



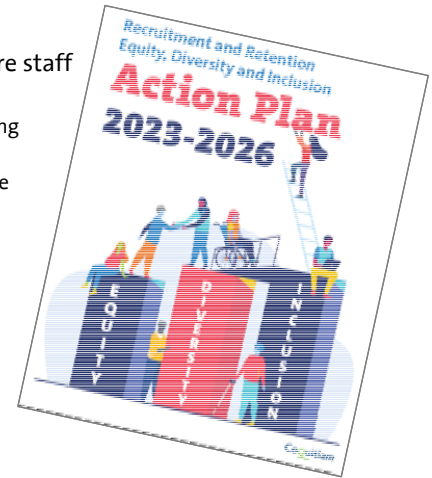
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- Establish formal Hybrid Work Policy in support of wellness, work-life balance
- Initiate internal Gender Diversity / Trans-Inclusion guidelines
- Develop Health and Safety Engagement Principles to ensure trauma-informed approach to coordinating personal leaves for City employees



## Recruitment and Retention EDI Action Plan 2023-2026

- Aims to remove barriers to workplace inclusion for current and future staff
- Building Blocks
  - **Recruitment and Hiring** – identify and address barriers to recruitment or hiring to ensure equal opportunity to meaningful employment
  - **Development and Retention** – review HR policies and practices to incorporate supports for inclusion and belonging
- Best Practices
  - **Capacity and Culture** - equip organization to support diverse and inclusive workplace and workforce
  - **Organizational Processes** – review and develop processes and practices to advance and sustain equitable changes to recruitment and retention
- Actions span immediate (2023), medium-term, long-term and ongoing priorities through to 2026



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## Looking ahead

- Watch for EDI in the community!
  - Job-fairs
  - Pop-up community engagement events
  - Presentations to local associations on EDI work



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