

# Coquitlam

# For Committee

June 10, 2019

Our File: 10-4870-01/000/2019-1

Doc #: 3347109.v1

To: City Manager

From: General Manager Planning and Development

Subject: **Multiculturalism Strategic Plan – Proposed Revisions**

For: **Council-in-Committee**

**Recommendation:**

That the Committee receive the report of the General Manager Planning and Development dated June 10, 2019 and entitled “Multiculturalism Strategic Plan – Proposed Revisions” for information.

**Report Purpose:**

The purpose of this report is to provide the opportunity for an early discussion by the Committee regarding a number of proposed revisions to the City’s Multiculturalism Strategic Plan (MSP) that was first adopted by Council in 2011.

**Strategic Goal:**

Updating and implementing the MSP supports the strategic goal of ‘Achieving Excellence in City Governance’ by fostering awareness of diverse cultural groups and encouraging increased understanding of different cultures to further enrich the community.

**Background:**

The MSP was adopted in 2011 and is a guide for the City in adapting business practices and refining approaches to respond to an increasingly culturally diverse community. The MSP vision states that “The City of Coquitlam values cultural diversity and will lead in the growth of Coquitlam as a welcoming and inclusive community.” In July 2017, Council authorized staff to update the MSP to better reflect the concept of cultural integration.

The update to the MSP was envisioned to occur over three phases:

- **Phase I: Policy Review** – This phase included a review of municipal best practices and the actions in the 2015-2030 Arts, Culture and Heritage Strategic Plan, as well as research on the activities of external groups.
- **Phase II: The Local Context** – This phase consisted of consultations with the Multiculturalism Advisory Committee (MAC) on a Coquitlam-specific definition of cultural integration, incorporation of cultural integration into existing MSP goals and objectives and an update to Council on the first two phases. The update to Council occurred in September 2018.
- **Phase III: Updating the MSP (underway and next step)** - This phase will involve updating the MSP based on the revisions proposed in this report, and bringing the updated plan forward to Council for consideration of adoption later in 2019.

PWS

**Discussion/Analysis:**

At the April 2019 meeting of the Multiculturalism Advisory Committee the committee continued discussions on three aspects of the MSP:

1. the definition of Cultural Integration;
2. potential amended Goal Statements; and
3. potential new actions.

The proposed revisions articulated in this report reflect the committee's discussions and recommendations. Consultation notes detailing the MAC's discussions from April 2019 appear as Attachment 1.

Defining Cultural Integration

Discussions with MAC in 2018 resulted in two variations of the definition of "Cultural Integration." At that time it was acknowledged that further refinement of the definition was required. At the April 17, 2019 meeting of MAC the committee recommended that the new definition of Cultural Integration should incorporate two key elements:

1. That it is a two-way, bilateral process with newcomers and established residents mutually sharing information regarding culture and heritage; and
2. That there should be a commitment by all to embrace quintessential Canadian values. While committee members generally shared this sentiment, concern was expressed about using the term "Canadian values" as a number of organizations and individuals have co-opted the term to promote agendas that are often opposed to immigration and multiculturalism under this banner. It was in this context that the committee chose to incorporate a touchstone of Canadian values, the Charter of Rights and Freedoms, into the definition of Cultural Integration. It is part of the Constitution, and any person in Canada – whether they are a Canadian citizen, a permanent resident or a newcomer – has the rights and freedoms contained in the Charter<sup>1</sup>. Some of the protections that the Charter guarantees include:
  - freedom of religion, of thought, of expression, of the press and of peaceful assembly;
  - the right to participate in political activities and the right to a democratic government;
  - the freedom to move around and live within Canada, and to leave Canada;
  - legal rights such as the right to life, liberty and security;
  - equality rights; and
  - language rights.

See Attachment 2 for a full copy of the Canadian Charter of Rights and Freedoms.

---

<sup>1</sup> There are some exceptions. For example, the Charter gives some rights only to Canadian citizens – such as the right to vote (section 3) and the right "to enter, remain in and leave Canada" (section 6).

In the context of the two elements noted above, and with other input from MAC, the following definition of Cultural Integration is being recommended for inclusion into the revised MSP:

*“Cultural Integration: A collaborative process to nurture an inclusive, diverse and respectful society where Canadian values, such as those stated in the Charter of Rights and Freedoms, are learned and embraced while celebrating and sharing culture and heritage with fellow Canadians.”*

#### Amended Goal Statements

Discussions with MAC in 2018 identified three of the five current MSP Goal Statements that could be amended to better reflect the importance of cultural integration. Proposed revisions to those Goal Statements recommended by MAC in 2018 were the starting point for discussions with the committee in April 2019.

Based on these discussions, staff are recommending that the following revised Goal Statements be incorporated into an updated MSP (amendments noted in bold text):

- Goal 2: In partnership with the community, the City will distinguish Coquitlam as a culturally diverse community **where community members embrace and celebrate inclusion, diversity, freedom and equality.**
- Goal 3: In partnership with the community, the City will raise awareness, understanding and appreciation of multiculturalism, **the value of diversity and the benefits of cross-cultural dialogue** to be welcoming, inclusive **and collaborative.**
- Goal 4: In partnership with the community, the City will encourage civic engagement, participation, and **integration** of Coquitlam’s culturally diverse population by increasing awareness and understanding of the City’s roles, functions, and services.

#### Proposed New Actions

Part of an updated MSP will be the inclusion of new recommended actions. The vast majority of the thirty actions in the existing MSP are now either ongoing or have been completed. The new recommended actions are based on the committee’s earlier review of the 2015-2030 Arts, Culture, and Heritage Strategic Plan and the 2016-2020 Tri Cities Local Immigration Partnership’s Strategic Priorities, as well as recommendations made by MAC in May of 2018. At the April 2019 MAC meeting, all of the proposed recommended actions from previous consultations were posted for review, further discussion, and prioritization.

As a result of those discussions, and based on the MAC’s feedback, staff are recommending that the proposed new actions associated with the revised Goal Statements (detailed in Attachment 3) be incorporated into an updated MSP. In summary the proposed new actions fall under three broad themes:

1. Actions to promote and celebrate diversity and inclusion;
2. Actions to raise the awareness and understanding of multiculturalism; and
3. Actions to increase awareness of the City’s function and services.

Next Steps

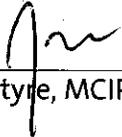
Staff will prepare an updated MSP and submit it to Council for consideration of adoption later this year, depending on the Committee's comments at this time. Ongoing implementation of the action items would follow.

**Financial Implications:**

There are no direct financial implications arising from this report.

**Conclusion:**

The Multiculturalism Strategic Plan has been an invaluable resource in guiding the City toward becoming a more welcoming and inclusive community. The refinements and additional new actions identified and proposed in this report will ensure that it continues to effectively serve this role in the years ahead. It should be acknowledged that the Multiculturalism Advisory Committee has played a critical role in the development, implementation, and revision of the MSP.

  
\_\_\_\_\_  
J.L. McIntyre, MCIP, RPP

PP/sb

**Attachments:**

1. Consultation notes from the meeting of the Multiculturalism Advisory Committee held on April 17, 2019. (Doc#: 3353811)
2. The Canadian Charter of Rights and Freedoms. (Doc#: 3353887)
3. Proposed new actions for inclusion in an updated Multiculturalism Strategic Plan. (Doc#: 3353628)

This report was prepared by Paul Penner, Social Planner and reviewed by Andrew Merrill, Manager Community Planning.

**Multiculturalism Strategic Plan Update Consultation Notes  
Multiculturalism Advisory Committee  
April 17, 2019**

\* "Comments" on side panel reflect committee member feedback on specific wording, phrases, ideas, etc...

**Defining "Cultural Integration"**

**Revised Draft for Discussion**

**Cultural Integration** – A two-way process whereby newcomers learn and adapt to Canadian values, such as those as articulated in the Canadian Charter of Rights and Freedoms, while celebrating and sharing the best of their culture and heritage with other Canadians to foster an inclusive, diverse, and respectful society.

**General Notes / Comments / Feedback:**

- Translate the MSP, or at the very least, this definition and the goals. Get MAC's input to help translate.
- "Canadian Values" is a contested term among multiculturalism/immigration/racialization scholars. It is often linked or co-opted by far-right movements.
- Celebrating valuable time of each community in City hall for only 30 min. by volunteers (artists and businesses) and inviting residence to join and celebrate
- A two-way process of learning & adapting where we celebrate and share the best of our cultures and heritages, to foster an inclusive, diverse, and respectful society – such as those articulated in the Canadian Charter of Rights and Freedoms.
- Could also highlight some values, such as equality and freedom.
- Differences enrich our community
- Like the wording "Two-Way Process" as it is easy to understand for a newcomer
- It is missing the part where Canadians also adapt to newcomers
- Could potentially be too much information for newcomers (i.e., "such as those as articulated in...")
- Would like to highlight a few key values, rather than just refer to "Charter"

**Comment [S1]:** Bi-Lateral Interactive, Bride Process, Collaborative

**Comment [S2]:** Not only newcomers, but everyone.

**Comment [S3]:** Embrace

**Comment [S4]:** Common/Shared; Identities; Rights and Freedoms as Canadian Shared Values

**Comment [S5]:** Remove the word "values" – it is too loaded.

**Comment [S6]:** Keep the reference to the Charter.

**Comment [S7]:** Like the wording.

**Comment [S8]:** Remove

**Comment [S9]:** Fellow

**Comment [S10]:** Communities, Residents, Citizens

**Comment [S11]:** Nurture

## Amended Goal Statements

**Goal 2:** In partnership with the community, the City will distinguish Coquitlam as a culturally diverse community *where community members demonstrate and celebrate Canadian values.*

- In terms of delivering ideas to actions regarding diversity, there is something more to add to “demonstrate” to show and define more meaning of multiculturalism.
- Add a timeline to all these goals to make them tangible, achievable, and specific (e.g., “By 2025, in partnership with the community, the City will....”)
- How members can demonstrate and get involved with different cultures.
- Where community members are encouraged to create an inclusive society.
- Describe the values as part of the goal. Otherwise it can be left for interpretation.
- The word “Canadian Values” is contested. Consider alternative phrasing.
- Empower and equip citizens to celebrate/demonstrate “Canadian Values” (e.g., put events together, etc...)

**Comment [S12]:** Bridge of; Culture hub of diverse community (based on the Canadian equality Freedom values)

**Comment [S13]:** Inclusivity Values

**Comment [S14]:** & Freedoms

**Goal 3:** In partnership with the community, the City will raise awareness, understanding and appreciation of *both* multiculturalism, *and the benefits of cultural integration/cross-cultural interaction*, to be welcoming, inclusive, *and cohesive.*

- Alternate phrasing: “The City will raise awareness, and appreciation of the value of diversity the benefits of cross-culture dialogue”

**Comment [S15]:** Remove

**Comment [S16]:** Remove

**Comment [S17]:** Remove, and replace with “Collaborative”

**Goal 4:** In partnership with the community, the City will encourage civic engagement, participation, *and integration* of Coquitlam’s culturally diverse population by increasing awareness and understanding of the City’s roles, functions, and *services.*

**Comment [S18]:** Replace with “facilitate” or Remove all together

**Comment [S19]:** “...services and promoting/encouraging participation”

**Proposed New Actions**  
**(Based on the review of the 2015-2030 Arts, Culture, and Heritage Strategic Plan)**

# Votes	
0	<ul style="list-style-type: none"> <li>• Improve/expand Welcome to Coquitlam (W2C).</li> </ul>
4	<ul style="list-style-type: none"> <li>• Analyze data to accurately assess the community's cultural make-up in order to effectively develop programs and activities that have value.</li> </ul>
0	<ul style="list-style-type: none"> <li>• Include multicultural groups in a "cultural network" (under development with Culture Services).</li> </ul>
7	<ul style="list-style-type: none"> <li>• Provide resources towards public art, events, heritage programming etc... that support diversity and interculturalism.               <ul style="list-style-type: none"> <li>○ Use Town Centre Park to showcase our beauty/culture</li> <li>○ Currently there is no place to showcase our culture</li> <li>○ Art shows the value of humanity</li> <li>○ Utilize Arts Centres</li> </ul> </li> </ul>
0	<ul style="list-style-type: none"> <li>• Investigate data to ensure groups are represented and reflected in planning and policy decisions within every department.               <ul style="list-style-type: none"> <li>○ Consolidate with point above "Analyze data to accurately..."</li> </ul> </li> </ul>
2	<ul style="list-style-type: none"> <li>• Promote diversity in the city; e.g., partner with DiverCity to assist in recruitment.</li> </ul>
4	<ul style="list-style-type: none"> <li>• Strengthen awareness of cultural activities through extended communications and marketing by revisiting how the City is reaching out to groups, and by revisiting the Guide to Programs and Services and the information available on the website.</li> </ul>
6	<ul style="list-style-type: none"> <li>• Continue to work to strengthen the communications strategy's outreach with diverse community groups.               <ul style="list-style-type: none"> <li>○ Better reach in the community</li> <li>○ Find ways to reach out</li> <li>○ Combine with Ambassadors</li> <li>○ Need language support</li> <li>○ Encourage participation</li> </ul> </li> </ul>
0	<ul style="list-style-type: none"> <li>• Work with DiverCity, or a similar agency, to do an audit/review on how diverse community members are recruited and retained for advisory committees.</li> </ul>

Comment [S20]: Multiculturalism?

**(Based on the review of the 2017-2020 Tri Cities Local Immigration  
Partnership Strategic Priorities)**

<b># Votes</b>	
<b>2</b>	<ul style="list-style-type: none"><li>• Work in partnership on a project that aims to increase diversity in public consultation and committee representation.</li></ul>
<b>2</b>	<ul style="list-style-type: none"><li>• Improve/expand Welcome to Coquitlam (W2C).</li></ul>
<b>3</b>	<ul style="list-style-type: none"><li>• Have resources available from the Immigrant Employment Council of BC available at the new LINQ office in City Hall.</li></ul>
<b>0</b>	<ul style="list-style-type: none"><li>• Consider a staff working session for LINQ staff on supporting newcomer entrepreneurs.</li></ul>
<b>4</b>	<ul style="list-style-type: none"><li>• Invite TC LIP to host a networking/professional development event during Welcome to Coquitlam. The event could be held in Council Chambers during a slower portion of the event.</li></ul>
<b>0</b>	<ul style="list-style-type: none"><li>• LIP to create a tool/checklist of diversity considerations for staff to use (LIP would develop, and Communications would edit for internal use).</li></ul>

(Based on MAC input from May 16, 2018)

**Goal 2: In partnership with the community, the City will distinguish Coquitlam as a culturally diverse community where community members demonstrate and celebrate shared values.**

- Engage those that are not engaged
- Story telling is powerful
- Get out of comfort zone
- Opportunity to share as community
- Platform to find your talents
- Hyper-local

# Votes	
7	• Create an outlet for Coquitlam residents to share their own stories e.g., podcasts, videos, clips at <b>Evergreen Cultural Centre</b> .
2	• Through music, sports or food showcase cultural diversity and involved interests.
2	• Neighbourhood – scale activities e.g., Block parties.
3	• VanCity neighbourhood community grants designed by the community.
1	• Come up with an ad to showcase Coquitlam and its diversity tagline: “#IamCoquitlam” e.g., YouTube videos, social media.
2	• Run contests – jingles, photos, posters, etc...
0	• Publish coffee table books, booklets on Coquitlam trivia history or events.
1	• As a City where cultural diversity is respected and valued and where all community members demonstrate and celebrate Canadian values.
	• Actions
0	➤ Modify existing actions to reflect new goals
0	➤ Promote Coquitlam’s “Canadian -ism / -ness”
1	➤ Partner with the library to have a youth essay contest on what it means to be a good Canadian
0	➤ City should enhance collaboration and support of T.C.L.I.P.

**Comment [S21]:** ...and perhaps other locations (Place des Arts, etc...)

**YOUR NEW IDEAS:**

- Need a YouTube channel for engagement, or something similar
- Publically stand up against racism / hate

**Goal 3: In partnership with the community, the City will raise awareness, understanding and appreciation of both multiculturalism, and the benefits of cultural integration / cross-cultural interaction, to be welcoming, inclusive, and cohesive.**

- Role for First Nations?
  - Respect / Represent
  - Improved Communications / Dialogue
  - Art / Culture / History

# Votes	
1	• Build a “Welcome Centre” (as a start) ...build from it...
6	• Continue to host intercultural talks, workshops, activities (internal and external). <ul style="list-style-type: none"> <li>▪ More formalized</li> <li>▪ Workshop fatigue</li> <li>▪ Approach from a different angle</li> <li>▪ Continued engagement</li> <li>▪ Helps with success</li> </ul>
1	• Support mentorship programs.
3	• Advertising and promotion of community events and provide support for community events.
3	• Multilingual materials about City’s Bylaws, Facilities, events, and existing actions “more action less talk”.
1	• Creating more awareness through parks / rec pamphlets addressing children.
0	• Approach individualization programs to address cultural vitality to better advocate for adults to challenge their cultural awareness.
1	• Showcasing cultural practices to the rest of the community.
2	• Mentorship.
2	• Be more visible in places where people already gather.
2	• Conduct ongoing speaker series/workshops forums for resident.
0	• “Coquitlam app?” - Notices sent to residents.
6	• Volunteer Ambassadors to promote City services, functions/could be in first languages (be present and visible at community events). <ul style="list-style-type: none"> <li>▪ “Similar to Culture Ambassadors” (Street Ambassadors, Media Platform)</li> </ul>

Comment [S22]: Diversity Slam

**YOUR NEW IDEAS:**

- Establishing some shows once or twice / year, like: Diversity & Unity, including multicultural dance, music, clothes, handicrafts, cuisines, etc...
- Second Saturday art show at Lafarge

**Goal 4: In partnership with the community, the City will encourage civic engagement, participation, and integration of Coquitlam’s culturally diverse population by increasing awareness and understanding of the City’s roles, functions, and services.**

- Promote events using an “Events Calendar”
- Create a “One-Stop-Shop” for events
- Build bridges
- Newsletter

# Votes	
4	<ul style="list-style-type: none"> <li>▪ Social media for youth moving to new platforms, i.e., Instagram. Understand the evolution of social media.</li> </ul>
5	<ul style="list-style-type: none"> <li>▪ More events, other than “Welcome to Coquitlam”.</li> </ul>
0	<ul style="list-style-type: none"> <li>▪ City presence in non-City events.</li> </ul>
0	<ul style="list-style-type: none"> <li>▪ Breakdown the big “WTC” event into smaller scale workshops.</li> </ul>
6	<ul style="list-style-type: none"> <li>▪ City to initiate events regularly to allow an exchange of cultural understanding through the arts (food, dance, dialogues, etc.).               <ul style="list-style-type: none"> <li>▪ Link to Action #2 of Goal 2</li> <li>▪ Pop-Up Market (Phoenix)</li> <li>▪ Add to Farmer’s Market</li> <li>▪ Neighborhood Events</li> <li>▪ Share / Connect</li> <li>▪ Ongoing / Regular</li> <li>▪ Inspiring for Other Communities</li> </ul> </li> </ul>
9	<ul style="list-style-type: none"> <li>▪ Appoint “cultural ambassadors” to liaise with respective cultures to increase understanding of City’s roles, etc...               <ul style="list-style-type: none"> <li>▪ Buddy Program – Not just for City’s roles, but also for things to do, services, where to live, school, health services, employment, etc...</li> <li>▪ Effective way to carry message</li> <li>▪ More personal</li> <li>▪ Meet people where they are</li> <li>▪ Face to Face</li> <li>▪ Plant Seeds</li> </ul> </li> </ul>
3	<ul style="list-style-type: none"> <li>▪ Host more educational events.</li> </ul>

**YOUR NEW IDEAS:**

- Host meeting in other locations outside of Coquitlam Centre
  - Involve young generations in municipal activities
  - Community-initiated events (like a Town Hall) with support from the City.



Canadian  
Heritage

Patrimoine  
canadien

---

***The  
Canadian  
Charter of  
Rights and  
Freedoms***

---

Canada

# ***The Canadian Charter of Rights and Freedoms***

Whereas Canada is founded upon principles that recognize the supremacy of God and the rule of law:

## ***Guarantee of Rights and Freedoms***

Rights and freedoms in Canada

1. The *Canadian Charter of Rights and Freedoms* guarantees the rights and freedoms set out in it subject only to such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society.

## ***Fundamental Freedoms***

Fundamental freedoms

2. Everyone has the following fundamental freedoms:  
(a) freedom of conscience and religion;  
(b) freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication;  
(c) freedom of peaceful assembly; and  
(d) freedom of association.

## ***Democratic Rights***

Democratic rights of citizens

3. Every citizen of Canada has the right to vote in an election of members of the House of Commons or of a legislative assembly and to be qualified for membership therein.

Maximum duration of legislative bodies

4.(1) No House of Commons and no legislative assembly shall continue for longer than five years from the date fixed for the return of the writs at a general election of its members.

Continuation in special circumstances

(2) In time of real or apprehended war, invasion or insurrection, a House of Commons may be continued by Parliament and a legislative assembly may be continued by the legislature beyond five years if such continuation is not opposed by the votes of more than one-third of the members of the House of Commons or the legislative assembly, as the case may be.

Annual sitting of legislative bodies

5. There shall be a sitting of Parliament and of each legislature at least once every twelve months.

***Mobility Rights***

- Mobility of citizens 6.(1) Every citizen of Canada has the right to enter, remain in and leave Canada.
- Rights to move and gain livelihood (2) Every citizen of Canada and every person who has the status of a permanent resident of Canada has the right  
 (a) to move to and take up residence in any province; and  
 (b) to pursue the gaining of a livelihood in any province.
- Limitation (3) The rights specified in subsection (2) are subject to  
 (a) any laws or practices of general application in force in a province other than those that discriminate among persons primarily on the basis of province of present or previous residence; and  
 (b) any laws providing for reasonable residency requirements as a qualification for the receipt of publicly provided social services.
- Affirmative action programs (4) Subsections (2) and (3) do not preclude any law, program or activity that has as its object the amelioration in a province of conditions of individuals in that province who are socially or economically disadvantaged if the rate of employment in that province is below the rate of employment in Canada.

***Legal Rights***

- Life, liberty and security of person 7. Everyone has the right to life, liberty and security of the person and the right not to be deprived thereof except in accordance with the principles of fundamental justice.
- Search or seizure 8. Everyone has the right to be secure against unreasonable search or seizure.
- Detention or imprisonment 9. Everyone has the right not to be arbitrarily detained or imprisoned.
- Arrest or detention 10. Everyone has the right on arrest or detention  
 (a) to be informed promptly of the reasons therefor;  
 (b) to retain and instruct counsel without delay and to be informed of that right; and  
 (c) to have the validity of the detention determined by way of *habeas corpus* and to be released if the detention is not lawful.
- Proceedings in criminal and penal matters 11. Any persons charged with an offence has the right  
 (a) to be informed without unreasonable delay of the specific offence;  
 (b) to be tried within a reasonable time;  
 (c) not to be compelled to be a witness in proceedings against that person in respect of the offence;  
 (d) to be presumed innocent until proven guilty according to law in a fair and public hearing by an independent and impartial tribunal;

- (e) not to be denied reasonable bail without just cause;
- (f) except in the case of an offence under military law tried before a military tribunal, to the benefit of trial by jury where the maximum punishment for the offence is imprisonment for five years or a more severe punishment;
- (g) not to be found guilty on account of any act or omission unless, at the time of the act or omission, it constituted an offence under Canadian or international law or was criminal according to the general principles of law recognized by the community of nations;
- (h) if finally acquitted of the offence, not to be tried for it again and, if finally found guilty and punished for the offence, not to be tried or punished for it again; and
- (i) if found guilty of the offence and if the punishment for the offence has been varied between the time of commission and the time of sentencing, to the benefit of the lesser punishment.

Treatment or  
punishment

12. Everyone has the right not to be subjected to any cruel and unusual treatment or punishment.

Self-crimination

13. A witness who testifies in any proceedings has the right not to have any incriminating evidence so given used to incriminate that witness in any other proceedings, except in a prosecution for perjury or for the giving of contradictory evidence.

Interpreter

14. A party or witness in any proceedings who does not understand or speak the language in which the proceedings are conducted or who is deaf has the right to the assistance of an interpreter.

### ***Equality Rights***

Equality before and  
under law and equal  
protection and  
benefit of law

15.(1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

Affirmative action  
programs

(2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

***Official Languages of Canada***

Official languages of Canada	16.(1) English and French are the official languages of Canada and have equality of status and equal rights and privileges as to their use in all institutions of the Parliament and government of Canada.
Official languages of New Brunswick	(2) English and French are the official languages of New Brunswick and have equality of status and equal rights and privileges as to their use in all institutions of the legislature and government of New Brunswick.
Advancement of status and use	(3) Nothing in this Charter limits the authority of Parliament or a legislature to advance the equality of status or use of English and French.
English and French linguistic communities in New Brunswick	16.1(1) The English linguistic community and the French linguistic community in New Brunswick have equality of status and equal rights and privileges, including the right to distinct educational institutions and such distinct cultural institutions as are necessary for the preservation and promotion of those communities.
Role of the legislature and government of New Brunswick	(2) The role of the legislature and government of New Brunswick to preserve and promote the status, rights and privileges referred to in subsection (1) is affirmed.
Proceedings of Parliament	17.(1) Everyone has the right to use English or French in any debates and other proceedings of Parliament.
Proceedings of New Brunswick legislature	(2) Everyone has the right to use English or French in any debates and other proceedings of the legislature of New Brunswick.
Parliamentary statutes and records	18.(1) The statutes, records and journals of Parliament shall be printed and published in English and French and both language versions are equally authoritative.
New Brunswick statutes and records	(2) The statutes, records and journals of the legislature of New Brunswick shall be printed and published in English and French and both language versions are equally authoritative.
Proceedings in courts established by Parliament	19.(1) Either English or French may be used by any person in, or in any pleading in or process issuing from, any court established by Parliament.
Proceedings in New Brunswick courts	(2) Either English or French may be used by any person in, or in any pleading in or process issuing from, any court of New Brunswick.

Communications  
by public with  
federal institutions

20.(1) Any member of the public in Canada has the right to communicate with, and to receive available services from, any head or central office of an institution of the Parliament or government of Canada in English or French, and has the same right with respect to any other office of any such institution where

(a) there is a significant demand for communications with and services from that office in such language; or

(b) due to the nature of the office, it is reasonable that communications with and services from that office be available in both English and French.

Communications  
by public with  
New Brunswick  
institutions

(2) Any member of the public in New Brunswick has the right to communicate with, and to receive available services from, any office of an institution of the legislature or government of New Brunswick in English or French.

Continuation of  
existing  
constitutional  
provisions

21. Nothing in sections 16 to 20 abrogates or derogates from any right, privilege or obligation with respect to the English and French languages, or either of them, that exists or is continued by virtue of any other provision of the Constitution of Canada.

Rights and  
privileges  
preserved

22. Nothing in sections 16 to 20 abrogates or derogates from any legal or customary right or privilege acquired or enjoyed either before or after the coming into force of this Charter with respect to any language that is not English or French.

### ***Minority Language Educational Rights***

Language of  
instruction

23.(1) Citizens of Canada

(a) whose first language learned and still understood is that of the English or French linguistic minority population of the province in which they reside, or

(b) who have received their primary school instruction in Canada in English or French and reside in a province where the language in which they received that instruction is the language of the English or French linguistic minority population of the province,

have the right to have their children receive primary and secondary school instruction in that language in that province.

Continuity of  
language  
instruction

(2) Citizens of Canada of whom any child has received or is receiving primary or secondary school instruction in English or French in Canada, have the right to have all their children receive primary and secondary school instruction in the same language.

Application where numbers warrant (3) The right of citizens of Canada under subsections (1) and (2) to have their children receive primary and secondary school instruction in the language of the English or French linguistic minority population of a province

(a) applies wherever in the province the number of children of citizens who have such a right is sufficient to warrant the provision to them out of public funds of minority language instruction; and

(b) includes, where the number of those children so warrants, the right to have them receive that instruction in minority language educational facilities provided out of public funds.

### *Enforcement*

Enforcement of guaranteed rights and freedoms 24.(1) Anyone whose rights or freedoms, as guaranteed by this Charter, have been infringed or denied may apply to a court of competent jurisdiction to obtain such remedy as the court considers appropriate and just in the circumstances.

Exclusion of evidence bringing administration of justice into disrepute (2) Where, in proceedings under subsection (1), a court concludes that evidence was obtained in a manner that infringed or denied any rights or freedoms guaranteed by this Charter, the evidence shall be excluded if it is established that, having regard to all the circumstances, the admission of it in the proceedings would bring the administration of justice into disrepute.

### *General*

Aboriginal rights and freedoms not affected by Charter 25. The guarantee in this Charter of certain rights and freedoms shall not be construed so as to abrogate or derogate from any aboriginal, treaty or other rights or freedoms that pertain to the aboriginal peoples of Canada including

(a) any rights or freedoms that have been recognized by the Royal Proclamation of October 7, 1763; and

(b) any rights or freedoms that now exist by way of land claims agreements or may be so acquired.

Other rights and freedoms not affected by Charter 26. The guarantee in this Charter of certain rights and freedoms shall not be construed as denying the existence of any other rights or freedoms that exist in Canada.

Multicultural heritage 27. This Charter shall be interpreted in a manner consistent with the preservation and enhancement of the multicultural heritage of Canadians.

Rights guaranteed equally to both sexes 28. Notwithstanding anything in this Charter, the rights and freedoms referred to in it are guaranteed equally to male and female persons.

Rights respecting certain schools preserved 29. Nothing in this Charter abrogates or derogates from any rights or privileges guaranteed by or under the Constitution of Canada in respect of denominational, separate or dissentient schools.

Application to territories and territorial authorities 30. A reference in this Charter to a province or to the legislative assembly or legislature of a province shall be deemed to include a reference to the Yukon Territory and the Northwest Territories, or to the appropriate legislative authority thereof, as the case may be.

Legislative powers not extended 31. Nothing in this Charter extends the legislative powers of any body or authority.

### *Application of Charter*

Application of Charter 32.(1) This Charter applies  
 (a) to the Parliament and government of Canada in respect of all matters within the authority of Parliament including all matters relating to the Yukon Territory and Northwest Territories; and  
 (b) to the legislature and government of each province in respect of all matters within the authority of the legislature of each province.

Exception (2) Notwithstanding subsection (1), section 15 shall not have effect until three years after this section comes into force.

Exception where express declaration 33.(1) Parliament or the legislature of a province may expressly declare in an Act of Parliament or of the legislature, as the case may be, that the Act or a provision thereof shall operate notwithstanding a provision included in section 2 or sections 7 to 15 of this Charter.

Operation of exception (2) An Act or a provision of an Act in respect of which a declaration made under this section is in effect shall have such operation as it would have but for the provision of this Charter referred to in the declaration.

Five year limitation (3) A declaration made under subsection (1) shall cease to have effect five years after it comes into force or on such earlier date as may be specified in the declaration.

Re-enactment (4) Parliament or a legislature of a province may re-enact a declaration made under subsection (1).

Five year limitation (5) Subsection (3) applies in respect of a re-enactment made under subsection (4).

### *Citation*

Citation 34. This Part may be cited as the *Canadian Charter of Rights and Freedoms*.

More information about the Canadian Charter of Rights and Freedoms is available on Canada.ca at:

<http://canada.pch.gc.ca/eng/1448633332438>

This webpage includes a link to the Human Rights Program Online Order Form.

You can order printed copies of the Charter in certificate (28 cm x 34 cm) and/or poster (46 cm x 58 cm) formats by completing and submitting the order form.

*Updated March 3, 2017*

**Multiculturalism Strategic Plan (MSP) Update  
Proposed New Actions**

The following new actions are recommended for inclusion in an updated MSP. The recommendations are based on the deliberations of the Multiculturalism Advisory Committee (MAC). The proposed new actions appear in the order of prioritization as recommended by MAC. They appear under associated Goal Statements with proposed revisions to those Goals Statements appearing in bold text:

Goal 2: In partnership with the community, the City will distinguish Coquitlam as a culturally diverse community **where community members embrace, promote and celebrate inclusion, diversity, freedom and equality.**

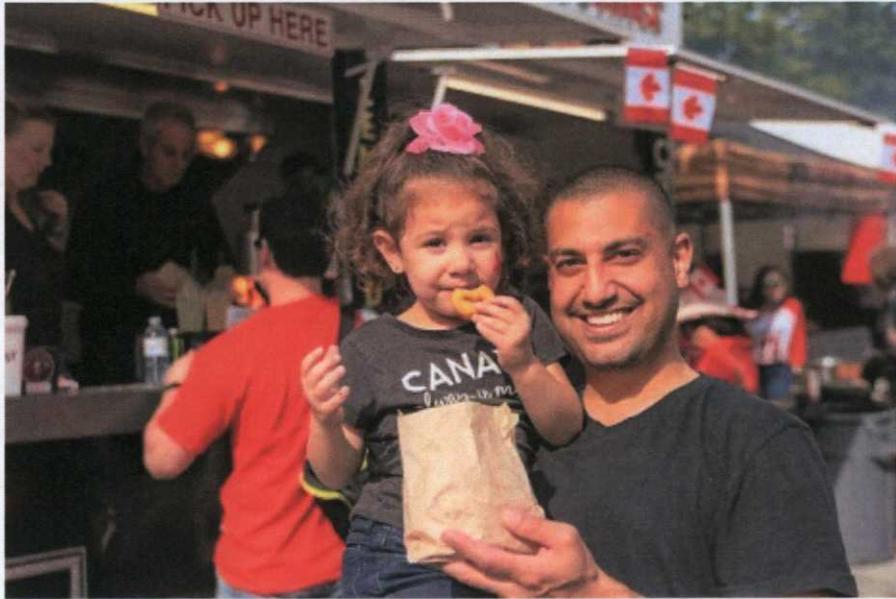
1. Create an outlet for Coquitlam residents to share their own stories e.g., podcasts, videos, clips at Evergreen Cultural Centre and perhaps at other locations (Place des Arts, etc.)
2. Provide resources towards public art, events, heritage programming etc. that support diversity and multiculturalism.
3. Strengthen awareness of cultural activities through extended communications and marketing by revisiting how the City is reaching out to groups, and by revisiting the Guide to Programs and Services and the information available on the website.
4. Offer neighbourhood community grants that are designed by the community.

Goal 3: In partnership with the community, the City will raise awareness, understanding and appreciation of multiculturalism, **the value of diversity and the benefits of cross-cultural dialogue** to be welcoming, inclusive **and collaborative.**

1. Institute a volunteer Cultural Ambassador program to promote City services and functions. Appointed Cultural Ambassadors could provide information in first languages and be present and visible at community events to liaise with different cultures to increase their understanding of City's role, services, programs, etc.
2. Continue to host intercultural talks, workshops, activities (internal and external). It was noted that continued engagement through activities such as these can greatly contribute to a newcomer's success. However, the committee suggested that these activities be approached from a new angle to avoid "workshop fatigue".
3. Analyze data to accurately assess the community's cultural make-up in order to effectively develop programs and activities that have value.
4. Publish, promote and provide multilingual materials about the City's Bylaws, facilities, events and actions.

Goal 4: In partnership with the community, the City will encourage civic engagement, participation, and **integration** of Coquitlam's culturally diverse population by increasing awareness and understanding of the City's roles, functions, and services.

1. Initiate events in addition to Welcome to Coquitlam on a regular basis to allow for an exchange of cultural understanding through the arts (food, dance, dialogues, etc.).
2. Continue to work to strengthen outreach with diverse community groups.
3. Invite Tri Cities Local Immigration Partnership to host a networking/professional development event during Welcome to Coquitlam; the event could be held in Council Chambers during a slower portion of the event.
4. Have resources available from the Immigrant Employment Council of BC available at the new LINQ office in City Hall.



# City of Coquitlam Multiculturalism Strategic Plan (MSP) Update – Proposed Revisions

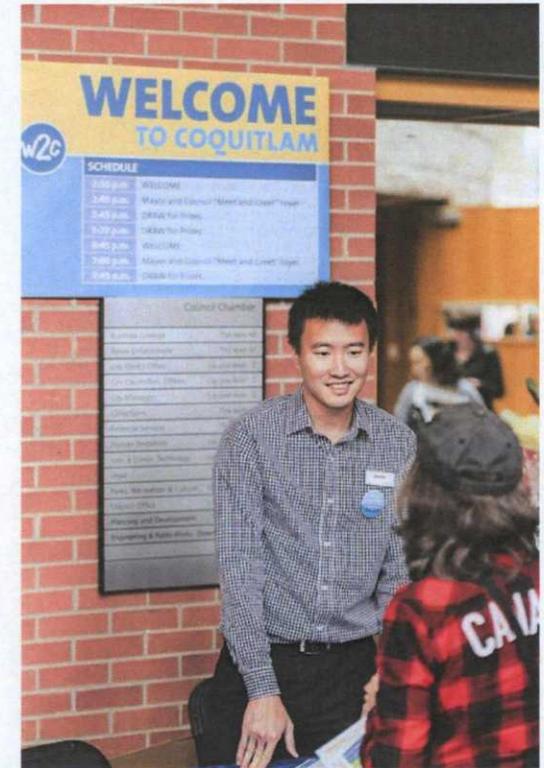
June 17, 2019



Coquitlam

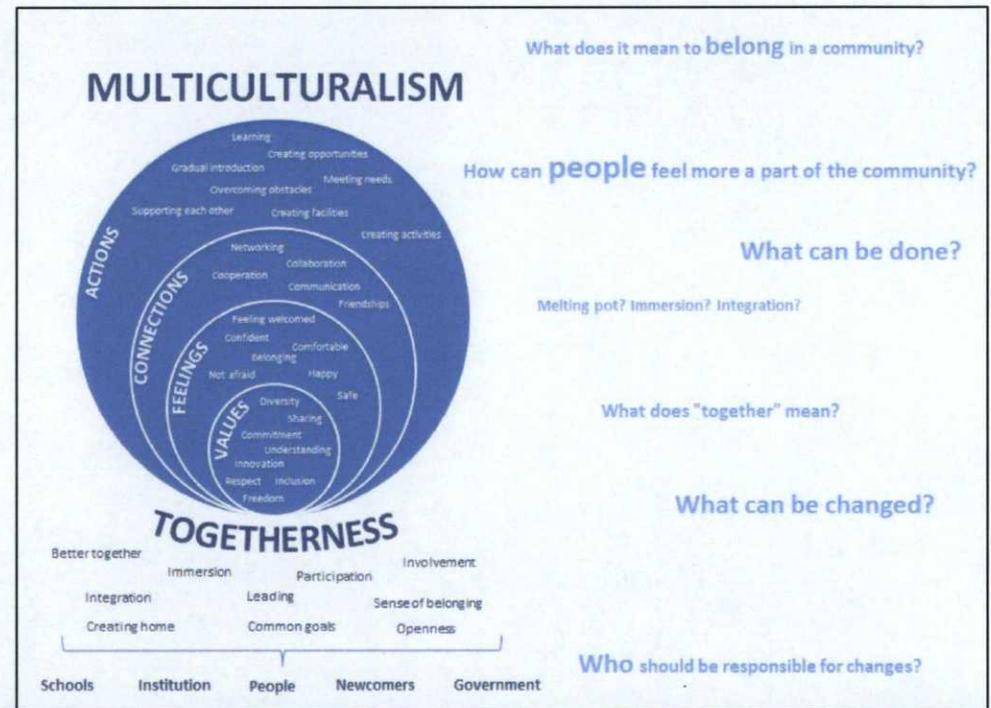
# Background

- Adopted 2011
- Update Initiated in 2017
  - Phase I: Policy Review (completed)
  - Phase II: The Local Context (completed)
  - Phase III: Updating the MSP (underway and next step)



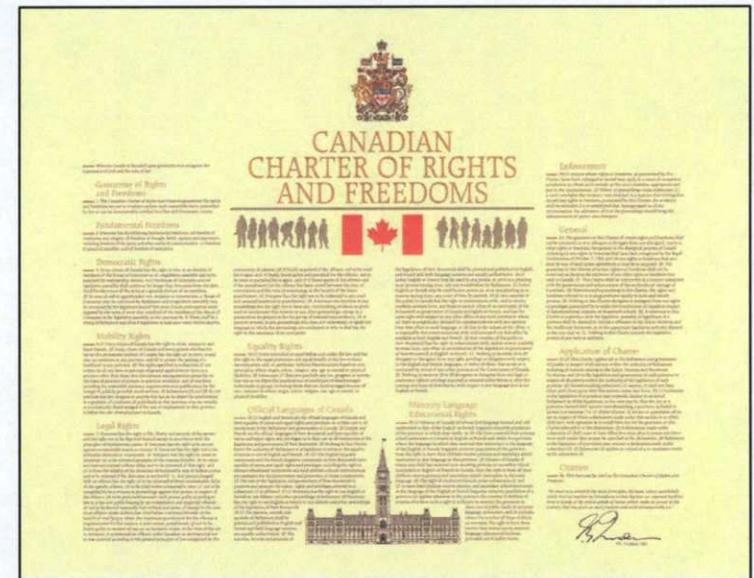
# Defining Cultural Integration

- 2018 Consultations with MAC:
  1. What does “Cultural Integration” mean to you?
  2. How is Cultural Integration experienced?
  3. Integration into what?



# Defining Cultural Integration

*“Cultural Integration: A collaborative process to nurture an inclusive, diverse and respectful society where Canadian values, such as those stated in the Charter of Rights and Freedoms, are learned and embraced while celebrating and sharing culture and heritage with fellow Canadians.”*



# Revised Goal Statements

Goal 2: In partnership with the community, the City will distinguish Coquitlam as a culturally diverse community **where community members embrace and celebrate inclusion, diversity, freedom and equality.**

Goal 3: In partnership with the community, the City will raise awareness, understanding and appreciation of multiculturalism, **the value of diversity and the benefits of cross-cultural dialogue** to be welcoming, inclusive **and collaborative.**

Goal 4: In partnership with the community, the City will encourage civic engagement, participation, and **integration** of Coquitlam's culturally diverse population by increasing awareness and understanding of the City's roles, functions, and services.



# Proposed New Actions

12+ new actions under three broad themes:

1. Actions to promote and celebrate diversity and inclusion;
2. Actions to raise the awareness and understanding of multiculturalism; and
3. Actions to increase awareness of the City's function and services.



---

# Next Step

- Updated MSP referred to Council (fall of 2019)

