

**Reconciliation, Social Inclusion, and Engagement Task Force  
Agenda**

Monday, March 6, 2023, 10:00 a.m.

Meeting held electronically and in Committee Room 2  
City Hall

We recognize and respect that New Westminster is on the unceded and unsurrendered land of the Halkomelem speaking peoples. We acknowledge that colonialism has made invisible their histories and connections to the land. As a City, we are learning and building relationships with the people whose lands we are on.

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	Pages
1. <b><u>CALL TO ORDER AND LAND ACKNOWLEDGEMENT</u></b> The Chair will open the meeting and provide a land acknowledgement.	
2. <b><u>INTRODUCTIONS</u></b>	
3. <b><u>CHANGES TO THE AGENDA</u></b> Additions or deletion of items.	
4. <b><u>ADOPTION OF MINUTES FROM PREVIOUS MEETINGS</u></b>	
4.1 July 15, 2022	3
5. <b><u>REPORTS AND PRESENTATIONS</u></b> Staff and guest reports and presentations for information, discussion, and/or action	
5.1 <b>Reconciliation Working Group</b> Lead: Christina Coolidge, Indigenous Relations Advisor	
5.2 <b>United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)</b> Lead: Christina Coolidge, Indigenous Relations Advisor	
5.3 <b>Demographic Profile of Be Heard Users</b> Lead: Jennifer Miller, Manager of Public Engagement	8
6. <b><u>NEW BUSINESS</u></b> Items added to the agenda at the beginning of the meeting.	

7. END OF MEETING

8. UPCOMING MEETINGS

No further meetings are scheduled.



**Reconciliation, Social Inclusion and Engagement Task Force**

**MINUTES**

**Friday, July 15, 2022,  
Meeting held electronically and in Committee Room 2  
City Hall**

**PRESENT:**

Councillor Nadine Nakagawa\* Chair  
Councillor Chinu Das\*  
Councillor Chuck Puchmayr\*

**STAFF MEMBERS:**

Corrinne Garrett\* Senior Manager, Recreation Facilities  
Christina Coolidge\* Indigenous Relations Advisor  
Blair Fryer\* Manager, Communications and Economic Development  
Rob McCullough\* Manager, Museums and Heritage Services  
Jennifer Miller\* Manager of Public Engagement  
Christopher Koth\* Manager of Programs and Community Development  
Aman Gosal\* Inspector, New Westminister Police Department  
Carilyn Cook Committee Clerk

\*Denotes electronic attendance

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**1. CALL TO ORDER AND LAND ACKNOWLEDGEMENT**

Councillor Nakagawa opened the meeting at 1:33 p.m. and recognized with respect that New Westminister is on the unceded and unsundered land of the Halkomelem speaking peoples. She acknowledged that colonialism has made invisible their histories and connections to the land. She recognized that, as a City, we are learning and building relationships with the people whose lands we are on.

**2. INTRODUCTIONS**

Introductions took place.

3. **CHANGES TO THE AGENDA**

None.

4. **ADOPTION OF MINUTES FROM PREVIOUS MEETINGS**

4.1 **May 13, 2022**

MOVED and SECONDED

**THAT** the minutes of the May 13, 2022 Reconciliation, Social Inclusion and Engagement Task Force meeting be adopted.

**Carried.**

All members of the Committee present voted in favour of the motion.

5. **REPORTS AND PRESENTATIONS**

5.1 **National Aboriginal Veterans Day - November 8, 2022**

Rob McCullough, Manager, Museums and Heritage Services, noted that last year Councillor Puchmayr took a wreath to the Vancouver ceremony for National Aboriginal Veterans Day. Councillor Puchmayr advised that he has been attending the ceremony, which is organized in conjunction with assistance from the Squamish Nation, for a number of years. He noted that the wreath he laid last year was sent on behalf of the Legion and that it would be appropriate for the Mayor to formally attend the event which is attended by a number of other dignitaries.

MOVED and SECONDED

**THAT** the Reconciliation, Social Inclusion and Engagement Task Force recommends that Council approve that the City take a more formal approach when recognizing National Aboriginal Veterans' Day, that acknowledgements of the occasion go through the Mayor's office, and that the Mayor or their delegate attend the ceremony held in Vancouver in honour of National Aboriginal Veterans' Day.

**Carried.**

All members of the Committee present voted in favour of the motion.

Christina Coolidge, Indigenous Relations Advisor, shared that she attended the National Indigenous People's Day event at Moody Park and that it was one of the best events of this kind that she had attended. She noted that the large number of children in attendance made it a very moving and hopeful celebration, and that Mr. McCullough had done a great job facilitating the planning of the day's activities.

## 5.2 New Westminster Police Department & Indigenous Relations

Christina Coolidge, Indigenous Relations Advisor, advised that she is working with Blair Fryer, Manager, Communications and Economic Development, to share information regarding reconciliation work being done by the New Westminster Police Department (NYPD) such as through a blog. She shared that her week-long visit with the NYPD came from the realization that she needed experience with the Department in order to effectively help and provide support in their reconciliation process, that it was a very rewarding experience, and that the NYPD is ready to embark on the reconciliation journey. She spoke of the importance of having and sharing conversations of reconciliation that are taking place in departments outside of City Hall.

Inspector Aman Gosal, NYPD, shared that it was great to have Ms. Coolidge with the Department for the week and that a lot of positive feedback had been received from members about Ms. Coolidge's visit.

Ms. Coolidge highlighted some of the things that the NYPD can do towards reconciliation, including:

- Look into the past and at policies, possibly with help from Rob McCullough, Manager, Museums and Heritage Services, for historical records;
- Review how they interact with Indigenous people;
- Have a resident Elder or Elders on call to help diffuse situations and provide a feeling of comfort and safety to Indigenous people who may find themselves incarcerated at the Police Station.

Discussion ensued and Task Force members and staff provided the following comments:

- The histories made invisible aspect of the City's Land Acknowledgement comes to mind during this process as that is how the City and the NYPD have operated for many years – with no consideration or knowledge of the history of the land;
- It is important that this work is done by an Indigenous person such as Ms. Coolidge as a non-Indigenous person would not intuitively feel what she has; and,
- Need to determine how to sensitively ask someone if they identify as Indigenous.

Councillor Puchmayr advised of two Elders, both with experience working with incarcerated Indigenous people, who may be available to work as Elders in residence with the NYPD. Ms. Coolidge advised of the desire to start building a network of Indigenous Elders to have then on call if the NYPD need them.

### 5.3 Reconciliation Working Group

Christina Coolidge, Indigenous Relations Advisor, reminded Task Force members about the discussion of the creation of a Reconciliation Working Group (RWG) that took place at a previous meeting and advised that the first meeting of the RWG would take place on July 26<sup>th</sup> and then bi-weekly until September 30, 2022 after which meetings will take place on a monthly basis. RWG goals include:

- Creation of a timeline with goals to be achieved;
- Make this the year of reconciliation for the City;
- Challenge all city departments to do something in the spirit of reconciliation;
- Plan a function for the week of September 26<sup>th</sup> in honour of Truth and Reconciliation Day on September 30<sup>th</sup> that the Mayor and Council could attend;
- Create space for the many nations that are tied to the City's history due to the Fraser River;
- Review DLEAR framework, the Castlemain Group report, etc., to create a solid reconciliation strategy.

In response to a question from a Task Force member, Ms. Coolidge advised that the RWG would come to the Task Force for guidance, decision making, and recommendations to Council.

Discussion ensued and Task Force members noted that the idea of each department working on reconciliation in their own way is a wonderful idea.

Rob McCullough, Manager, Museums and Heritage Services, announced that the Spirit of the Children Society (SOTCS) will be planning another event again this year for Truth and Reconciliation Day and that it would be nice for the City to work with them on it but without overshadowing them.

Mr. McCullough advised that the SOTCS will also be hosting a learning powwow on August 27<sup>th</sup> in Moody Park.

Councillor Nakagawa noted that this may be her last Reconciliation, Social Inclusion and Engagement Task Force meeting due to the upcoming civic election and that it has been a pleasure and honour working with everyone.

## 6. **NEW BUSINESS**

None.

7. **END OF MEETING**

The meeting ended at 2:03 p.m.

8. **UPCOMING MEETINGS**

Remaining scheduled meetings, which take place at 1:30 p.m. unless otherwise noted:

- December 2

Certified correct,

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Councillor Nadine Nakagawa  
CHAIR

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Carilyn Cook  
COMMITTEE CLERK



# Demographics of Be Heard Users

How can we increase participation from diverse voices?



# Context

- No consistent data on engagement participants' demographics prior to launch of Be Heard (late 2020)
- Growth of Be Heard registration is ongoing
  - Our observation: primary motivation is desire to share input on a topic of direct impact or interest
- Ongoing challenges with tracking demographics of in-person participants

# Current practice

## Demographics collected at Be Heard registration:

- Postal code (neighbourhood distribution)
- Connections to New West (housing tenure, workers, business owners, etc.)
- Year of birth (age group)
- **Optional** additional info (select all that apply):
  - Identify as Indigenous
  - Identify as person of colour and/or part of racialized group
  - Identify as LGBTQ2S+
  - Born outside Canada
  - Moved to Canada within last 5 years
  - English is not first language – *new answer option added in 2022*
  - Low-income household / affordability challenges – *new; added 2022*
  - Children (under age 18) in household
  - Seniors in household
  - I or someone in household has a disability



# Analysis with 2021 Census

- Reviewed aggregated demographics of **3,458 registered\* Be Heard users** as of February 27, 2023
- Compared with **closest comparable** Census measure
- Focusing on a **few key stats** today – areas of concern, and where representation is good



Statistics  
Canada

Statistique  
Canada

\*participant list corrected to remove admin accounts, staff, pending activations, etc.

# Limitations of the data



- Be Heard demographics are **self-reported** and some may be false / incomplete
- Be Heard demographics are entered once at sign-up and **may be outdated**
  - We're trying to mitigate this with annual "spring cleaning" reminders to make updates
- Some Be Heard demographic questions **don't exactly match** the wording / approach of Census
- This data **only captures online** participants (no in-person)
  - Intercept / pop-up engagement (going where people are) is a **key tool** in reaching more diverse voices

# A few key findings

## Tenants / renters

45%

2021 Census, New Westminster

24%

Be Heard users

## Age 19 and under

16%

2021 Census (includes infants and young children)

1%

Be Heard users

# Racialized / person of colour

47%

2021 Census, "visible minority"

12%

Be Heard users

# Indigenous

3.1%

2021 Census

2.5%

Be Heard users



## Age 65 and over

16%

2021 Census

16%

Be Heard users

# Children in the household

20%

2021 Census

31%

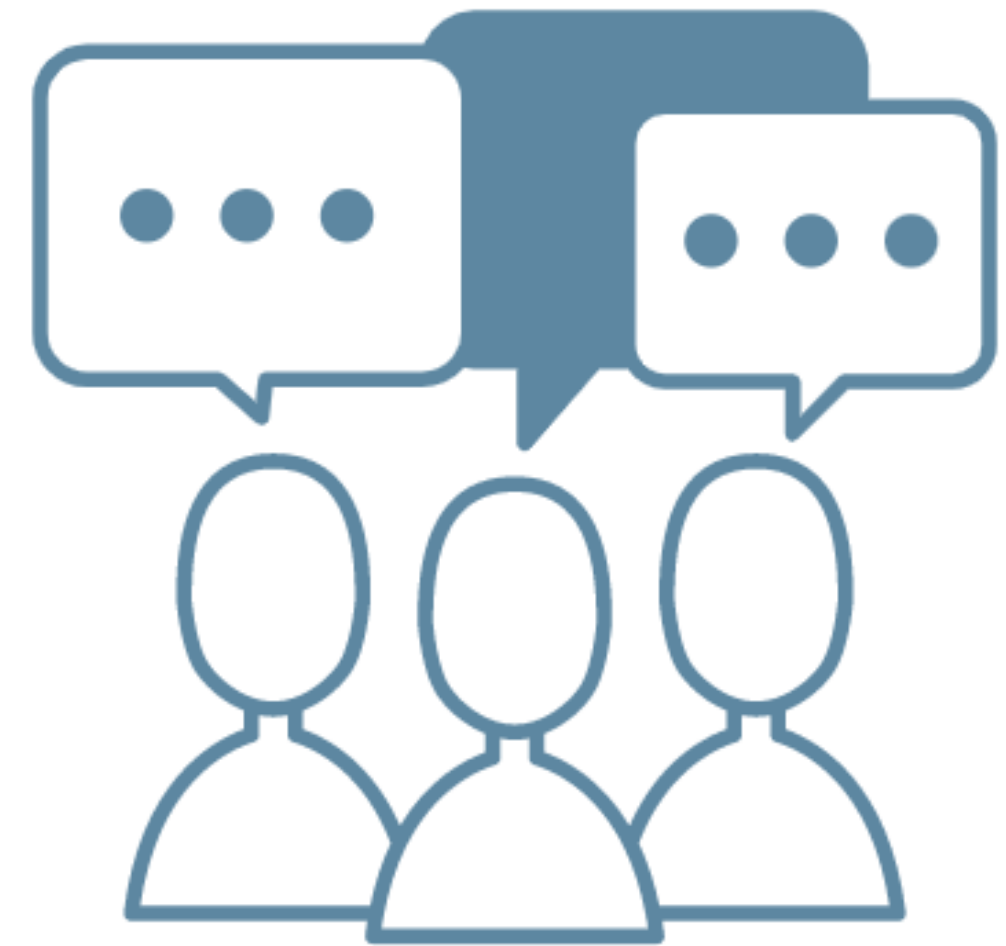
Be Heard users (potential for multiple users in same household reporting)

# Recent and ongoing outreach

- Summer 2022 **pop-ups** promoting Be Heard
  - 17+ locations across New West
  - Connected with 450+ people
- **Youth Elections Ambassador** program
  - Follow-up meetings with ambassadors, ongoing relationships
- **CAN New West** (Community Action Network)
  - Ongoing engagement and relationships with people with lived experience of poverty
- City Hall visits / tours with **newcomers**
  - Partnership with Welcome Centre and Mosaic
  - Planning to offer tours regularly



# Let's discuss...



- What stands out to you from the data?
- Thoughts and reflections?
- Recognizing there is deeper, systemic, organization- and society-wide work to do – addressing systemic racism, history of exclusion, etc. – do you have any thoughts on additional efforts to increase participation from more diverse voices?

# Be Heard Users Profile

Connections to New Westminster	2021 Census %	% of Be Heard Participants	Comparability <sup>1</sup>
Residential tenant (renter) in New West	45.3%	24.1%	Under-represented
Residential property owner (condo, townhouse, house, etc.) in New West	54.7%	70.8%	Over-represented
Age Groups	2021 Census %	% of Be Heard Participants	Comparability
19 and under	16.4%	0.7%	Under-represented
20-34	23.9%	19.1%	Comparable
35-49	22.9%	37.9%	Over-represented
50-64	20.8%	26.7%	Over-represented
65 and older	16.1%	15.6%	Comparable
More Info About You	2021 Census %	% of Be Heard Participants	Comparability
I identify as a person of colour and/or part of a racialized group	46.8%	11.9%	Under-represented
I identify as Indigenous	3.1%	2.5%	Comparable
I was born outside of Canada	37.5%	19.2%	Under-represented
I moved to Canada within the last 5 years	6.5%	3.4%	Comparable
There are children (under age 18) in my household	20.2%	31.3%	Over-represented <sup>2</sup>

<sup>1</sup> Results considered comparable are measured within +/- 5%. Over-represented and under-represented are calculated by a difference that is >5%.

<sup>2</sup> Comparable Census markers measure children per household, counting each household only once. On Be Heard it is possible to have multiple participants residing in the same household; therefore, households with children may be counted more than once.

**Current Demographic Questions for Registration on Be Heard New West**  
January 2023

**Postal Code:** \_\_\_\_\_

**Connections to New Westminster (select all that apply):**

- Under-housed or unhoused (having inadequate or unstable housing, at risk of experiencing homelessness, experiencing hidden homelessness – i.e. couchsurfing, or unsheltered) in New West
- Residential tenant (renter) in New West
- Residential property owner (condo, townhouse, house, etc.) in New West
- Employee in New West
- Business owner in New West
- Student in New West
- Commercial (including rental buildings) / industrial property owner in New West
- Other

**Year of Birth:** \_\_\_\_\_

**OPTIONAL - More info about you (select any / all that apply):**

- I identify as Indigenous
- I identify as a person of colour and/ or part of a racialized group
- I identify as LGBTQ2S+
- I was born outside of Canada
- I moved to Canada within the last 5 years
- English is not my first language
- I'm a member of a low-income household and/or I experience affordability challenges
- There are children (under age 18) in my household
- There are seniors in my household
- I or someone in my household has a disability
- None of the above
- Prefer not to say

(Why do we ask this question? We believe some demographic groups in New Westminster don't often participate in City engagement processes. By understanding what voices may be missing from the conversation, we can work to reduce barriers to participation, conduct targeted outreach, etc.)