

Reconciliation, Social Inclusion, and Engagement Task Force Agenda

Monday, March 7, 2022, 1:30 p.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.

	Pages
1. <u>CALL TO ORDER AND LAND ACKNOWLEDGEMENT</u> The Chair will open the meeting and provide a land acknowledgement.	
2. <u>CHANGES TO THE AGENDA</u> Additions or deletion of items.	
3. <u>ADOPTION OF MINUTES FROM PREVIOUS MEETINGS</u>	
3.1. February 14, 2022	3
4. <u>REPORTS AND PRESENTATIONS</u> Staff and guest reports and presentations for information, discussion, and/or action	
4.1. Draft Committee Remuneration Policy Lead: Jacque Killawee, City Clerk	8
5. <u>NEW BUSINESS</u> Items added to the agenda at the beginning of the meeting.	
6. <u>END OF MEETING</u>	
7. <u>UPCOMING MEETINGS</u> Remaining scheduled meetings, which take place at 1:30 p.m. unless otherwise noted:	

- April 11
- May 13
- June 20
- July 15
- December 2

Reconciliation, Social Inclusion and Engagement Task Force**MINUTES****Monday, February 14, 2022****Meeting held electronically and in Committee Room 2
City Hall****PRESENT:**

Councillor Chinu Das Chair
Councillor Chuck Puchmayr

ABSENT:

Councillor Nadine Nakagawa

STAFF MEMBERS:

Ms. Lisa Spitale	Chief Administrative Officer
Ms. Renee Chadwick	Manager, Special Projects and Community Partnerships
Mr. Chris Koth	Manager of Programs and Community Development
Ms. Corrinne Garrett	Senior Manager Recreation Facilities and Programs
Mr. Robert McCullough	Manager, Museums and Heritage Services
Ms. Jennifer Miller	Manager of Public Engagement
Mr. John Stark	Supervisor of Community Planning
Ms. Denise Tambellini	Manager, Intergovernmental and Community Relations

OTHER STAFF:

Ms. Zaria Alibhai	Coordinator, Public Engagement and Communications
Ms. Jacque Killawee	City Clerk
Ms. Carilyn Cook	Committee Clerk

1. CALL TO ORDER AND LAND ACKNOWLEDGEMENT

Councillor Das opened the meeting at 1:30 p.m. and recognized with respect that New Westminster is on the unceded and unsurrendered 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. CHANGES TO THE AGENDA

None.

3. ADOPTION OF MINUTES FROM PREVIOUS MEETINGS

3.1 January 17, 2022

MOVED and SECONDED

THAT the minutes of the January 17, 2022 Reconciliation, Social Inclusion and Engagement Task Force meeting be adopted.

Carried.

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

4. REPORTS AND PRESENTATIONS

4.1 Draft Policy: Engagement Honoraria

Jennifer Miller, Manager of Public Engagement, provided a PowerPoint presentation regarding the draft Engagement Honoraria Policy which is intended to encourage public input. She requested feedback from Task Force members.

In response to questions from Task Force members, Ms. Miller, John Stark, Supervisor, Community Planning, and Jacque Killawee, City Clerk, provided the following comments:

- The Canadian Mental Health consultant assisting with the Peer Assisted Crises Team Pilot Project could use the Policy as a guideline but it would not specifically apply to non-city engagement; however, the argument could be made that the Policy would be applied when working in organizational partnerships;
- Community Action Network (CAN) Leadership training graduates with lived and living experience are currently involved in public engagement with the City and receiving compensation of \$25 per hour as they are recognized as subject matter experts. Learnings from this initiative could help in the

creation of this Policy which is an important piece of work to ensure that future policies and services are more representative of the community, including those that are usually overlooked; and,

- The Policy, as outlined, is public engagement and not for application to advisory committees.

In discussion, members provided the following comments:

- Concern was raised that the initial intention of the Policy was primarily to show respect for Indigenous participation and it has become so complex that the original intent has been lost;
- While it is very important to engage and compensate marginalized communities, it may leave other participants feeling left out;
- The Policy should go to Council soon so that it can be phased in for Indigenous participants (such as Elders) first, and others later;
- The report was very well done and addresses a lot of what will come up;
- Grey areas of the Policy include, for example, age and how seniors can attend meetings if they are not comfortable taking public transit or walking to attend an evening meeting. These types of issues will be addressed as we move forward with the pilot;
- Currently, people sit on committees because they want to serve their community and have a passion for the subject matter of their committee; this may change if members start receiving compensation for participation;
- Compensation, which should be paid through the City's Finance or Human Resources Departments and not a non-profit organization, should remain under the amount that would require tax receipts and,
- Incremental steps in the pilot and feedback from other committees will be beneficial as we remember that the intent is to bring in new voices and address barriers to participation.

Councillor Puchmayr reiterated that the genesis of the Policy was to compensate Indigenous representatives. He noted that all of the City's advisory committees now have a position for Indigenous representation and shared that he would not support the Policy if it does not seek to pay Indigenous members on committees.

Councillor Das agreed that Councillor Puchmayr's comments need to be discussed further to determine what is and is not possible with our internal processes before it is sent back to Council.

5. STANDING REPORTS AND UPDATES

None.

6. NEW BUSINESS

None.

7. MOTION TO MOVE THE MEETING INTO THE CLOSED MEETING

MOVED AND SECONDED

THAT the Task Force will now go into a meeting which is closed to the public, pursuant to sections 90(1)(a) and (k) of the Community Charter:

(a) labour relations or other employee relations

(k) negotiations and related discussions respecting the proposed provision of a municipal service that are at their preliminary stages and that, in the view of the council, could reasonably be expected to harm the interests of the municipality if they were held in public.

Carried.

All members present voted in favour of the motion.

8. END OF MEETING

The meeting ended at 2:04 p.m.

9. UPCOMING MEETINGS

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

- March 7
- April 11
- May 13
- June 20
- July 15
- December 2

Certified correct,

Councillor Nadine Nakagawa

CHAIR

Carilyn Cook

COMMITTEE CLERK

DRAFT

Policy Title:	Committee Remuneration Policy
Issue Date:	
Revised Date:	
Prepared by:	Chief Administrative Officer's Department
Document #:	2041348

1. Principles

- a. Council recognizes that systemic and financial inequities exist for rights and title holders, and, equity-denied groups that restricts their ability to actively participate in ongoing engagement processes such as advisory committees;
- b. To encourage participation by rights and title holders, and, equity-denied groups by recognizing there are significant demands made upon them to participate in a variety City processes;
- c. To provide reasonable compensation in recognition of the emotional labour and financial demands placed upon rights and title holders, and, equity-denied groups.
- d. To reciprocate for the knowledge and expertise shared by rights and title holders and members of equity-denied groups

2. Purpose

The purpose of this policy is:

- To encourage structured Indigenous membership / participation, and participation from members of equity-denied groups on the City's advisory committees, taskforces and working groups;
- To outline remuneration payable, and reimbursement of direct expenses related to participation, to rights holders and equity-denied groups for the provision of advice towards Council decision-making processes via these groups.

3. **Definitions**

- Remuneration - money paid for work or a service
- Direct expenses – childcare and transportation costs
- Committee means advisory committee, task force or other working group established by Council for the specific purpose of supporting activities of City decision making.
- Council means the Council of the City of New Westminster.
- Rights holders - is a collective name for the original peoples of North America (also known as Turtle Island) and their descendants who are rights and titles holders to the land.
- Privilege – not a member of an equity seeking group.
- Equity-denied groups are communities that face significant collective challenges in participating in society. This marginalization could be created by attitudinal, historic, social and environmental barriers based on age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation and transgender status, etc. Equity-denied groups are those that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation.

4. **Scope**

- This policy applies to the remuneration of rights holders and members of equity-denied groups appointed by Council as members of advisory committees, task forces or working groups.
- This policy does not apply to the Utilities Commission, The New Westminster Library Board or the New Westminster Police Board.
- This policy does not apply to the support of City activities through elders services, greetings or the provision of traditional knowledge

5. **Related Policies and Procedure**

This policy is applied in conjunction with the following City Policies which include but are not limited to:

- Travel Policy for Utility Commission members
- Vehicle Compensation Policy

6. **Authority for Remuneration**

In order for a rights holder and/or member of an equity-denied group to receive remuneration for participation on a City committee, the following must first occur:

- Individuals in a situation of privilege will not be provided remuneration;
- Individuals who are in rights holders and equity denied groups who self-identify will be compensated if appointed;
- Individuals who are in rights holders and equity denied groups will have the right to decline remuneration;
- Council has appointed the individual by resolution;
That the committee has a budget sufficient to support the remuneration to the rights holders and equity denied groups participants.

7. Amount of Remuneration

Appointed rights holders and participants from equity-denied groups shall be compensated as follows for each meeting in which they participate:

- a. First four hours: \$200.00
- b. More than four hours: \$400.00
- c. Pre-reading: \$100.00
- d. Any remuneration paid under this policy shall be done in accordance with the applicable Canada Revenue Agency reporting regulations.

In addition to this remuneration, appointed rights holders and participants from equity-denied groups shall be eligible for reimbursement of direct expenses, such as:

- Transportation costs to attend the meetings per the City's per diem policy;
- Parking, if applicable (upon provision of receipts);
- A childcare stipend of TBD , if applicable; and
- The provision of health food at meetings.

8. Reimbursement Claims

The Director overseeing the advisory committees, taskforces and working groups shall authorize remuneration and all eligible expenses.

9. Policy Review and Rate Adjustments

Council shall review this policy at three-year intervals and consider adjustments related to inflation in a manner similar to Council member indemnities.

10. Financial Implications

City staff estimate \$60,000 per year to provide remuneration for appointed rights holders and equity denied groups based on 15 meetings and 38 attendees annually to a maximum of \$1,500/year. Staff will monitor and will not exceed available approved budgets related to this policy.

No funding has been allocated in the 2022 operating budget for Committee remuneration or expense reimbursement and any expenditures in 2022 would need to

be managed within the City's existing operating budgets by re-prioritizing, delaying or deferring spends in other areas. Funding for 2023 and beyond would need to be considered in the budget process.