
File No. 04-1000-20-2025-695

November 12, 2025

s.22(1)



Dear s.22(1)

Re: **Request for Access to Records under the Freedom of Information and Protection of Privacy Act (The “Act”)**

I am writing regarding your request of September 26, 2025 under the ***Freedom of Information and Protection of Privacy Act*** for:

Records of the Vancouver School Board relating the City of Vancouver's Racial and Ethno-Cultural Equity Advisory Committee. Date Range: August 30, 2024 to August 30, 2025.

All responsive records are attached. Some information in the records has been severed (blacked out) under s.13(1), s.15(1)(l), and s.22(1) of the Act. You can read or download these sections here: http://www.bclaws.ca/EPLibraries/bclaws_new/document/ID/freeside/96165_00.

Under Part 5 of the Act, you may ask the Information & Privacy Commissioner to review any matter related to the City's response to your FOI request by writing to: Office of the Information & Privacy Commissioner, info@oipc.bc.ca or by phoning 250-387-5629.

If you request a review, please provide the Commissioner's office with: 1) the request number (2025-695); 2) a copy of this letter; 3) a copy of your original request; and 4) detailed reasons why you are seeking the review.

Yours truly,

Kevin Tuerlings, FOI Case Manager, for

[Signed by Kevin Tuerlings]

**Cobi Falconer, MAS, MLIS, CIPP/C
Director, Access to Information & Privacy**

If you have any questions, please email us at foi@vancouver.ca and we will respond to you as soon as possible. You may also contact 3-1-1 (604-873-7000) if you require accommodation or do not have access to email.

Encl. (Response Package)

:ma

From: Burris, Kevin <Kevin.Burris@vancouver.ca>
To:
Date: 2024-09-03 11:32:07 AM
Subject: City of Vancouver Volunteer Civic Agencies - Applications Now Open!
Attachments: [City of Vancouver - Civic Agencies application poster.pdf](#)

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello!

Applications are now open for City of Vancouver Civic Agencies, and these opportunities may be of interest to members, clients, employees, or students of your organization.

Applications and further information are available at www.vancouver.ca/volunteer. The deadline to submit applications is September 29, 2024.

I ask that you please circulate this information and the attached poster to any interested parties. If you have any questions or concerns, please do not hesitate to contact me.

Civic Agencies are an essential part of the City's public engagement work, and consist of volunteers who help to convey community perspectives to Council and staff while advising on City priorities, projects, and initiatives.

Most Civic Agencies meet at least once a month to discuss issues, receive information and presentations, and develop advice and recommendations. Virtual/online attendance options are usually available. Meals are provided at meetings held over lunch or dinner hours, and members of certain committees are eligible to receive reimbursement for dependent care, parking, and travel expenses when attending meetings.

Successful applicants will receive orientation and training. Some basic expectations are that members will:

- Treat all members and other participants with dignity and respect;
- Understand that civic agencies have no formal decision-making authority; and
- Only take on what they are able, recognizing that volunteer members are not expected to do the work of staff.

The specific committees with vacancies are as follows:

Council Advisory Committees

- 2SLGBTQ+ Advisory Committee
- Arts and Culture Advisory Committee
- Children, Youth, and Families Advisory Committee
- Older Persons and Elders Advisory Committee (formerly Seniors' Advisory Committee)
- Persons with Disabilities Advisory Committee
- Racial and Ethno-Cultural Equity Advisory Committee
- Renters Advisory Committee
- Transportation Advisory Committee
- Urban Indigenous Peoples' Advisory Committee
- Vancouver Food Policy Council
- Women's Advisory Committee

- Chinatown Historic Area Planning Committee
- Development Permit Board Advisory Panel
- Gastown Historic Area Planning Committee
- Public Art Committee
- Urban Design Panel
- Vancouver City Planning Commission
- Vancouver Civic Theatres Board
- Vancouver Heritage Commission

External

- Vancouver Public Library Board

If this email is better directed elsewhere in your organization, could you please forward it?

Thank you,

Kevin Burris, PhD (he/him) | Manager, Civic Agencies

City Clerk's Office | City of Vancouver

kevin.burris@vancouver.ca

604 707 5412

I am grateful to live and work on the traditional, ancestral, and unceded territories of the x̄m̄ k̄ȳm̄ (Musqueam), Skwxwú7mesh (Squamish), and s̄līw̄ tā /sel̄il̄w̄itul̄h (Tsleil-Waututh) Nations.



APPLY NOW FOR VANCOUVER CIVIC AGENCIES

Are you passionate about civic engagement, addressing local issues and supporting your community?

Do you want to help convey community perspectives to Vancouver City Council and staff while advising on City priorities, projects and initiatives?

**We invite you to apply to join one of the
City of Vancouver's Civic Agencies**

**FOR MORE INFORMATION AND TO APPLY:
vancouver.ca/volunteer**

**Applications are open from
September 3 to September 29, 2024.**

If you have any questions, please email kevin.burris@vancouver.ca



From: Burris, Kevin <Kevin.Burris@vancouver.ca>

To: [s.22\(1\)](#)

[haryotbanwait](#) [s.22\(1\)](#)

[victoriamarissabarclay](#) [s.22\(1\)](#)

[s.22\(1\)](#)

[s.22\(1\)](#)

[stephkall](#) [s.22\(1\)](#)

[Alemu Sokora Nenko](#) [s.22\(1\)](#)

[ajpuri](#) [s.22\(1\)](#)

[jeremiah.rojas](#) [s.22\(1\)](#)

[lydajtanq](#) [s.22\(1\)](#)

[pamela.toor](#) [s.22\(1\)](#)

[nainavarshney](#) [s.22\(1\)](#)

CC: [Sumter-Freitag, April](#) <April.Sumter-Freitag@vancouver.ca>

[Kam, Olivia](#) <Olivia.Kam@vancouver.ca>

[Zhou, Lenny](#) <Lenny.Zhou@vancouver.ca>

[Fry, Pete](#) <Pete.Fry@vancouver.ca>

[Haer, Angela](#) <Angela.Haer@vancouver.ca>

[McRae, Chad](#) <chad.mcrae@vpd.ca>

[Victoria Jung](#) <Victoria.Jung@vsb.bc.ca>

[Preeti Faridkot](#) <Preeti.Faridkot@vsb.bc.ca>

Date: 2024-09-18 3:39:36 PM

Subject: Racial and Ethno-Cultural Equity Advisory Committee - Application Period and Upcoming Vacancies

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Dear Racial and Ethno-Cultural Equity Advisory Committee members,

This is a friendly reminder that the application period for Civic Agencies is currently open. If there is anyone in your network who would be a good fit for this or any other committee, please encourage them to apply by September 29 at www.vancouver.ca/volunteer. Current members do not need to re-apply, as appointments will be automatically renewed on January 1, 2025, unless you have indicated otherwise.

Based on responses to my previous inquiry regarding term renewals, the Committee will have 3 vacancies for alternate members.

We will notify all members once appointments are confirmed by Council.

If you have any questions, please don't hesitate to reach out.

Best,

Kevin Burris, PhD (he/him) | Manager, Civic Agencies

City Clerk's Office | City of Vancouver

kevin.burris@vancouver.ca

604 707 5412



I am grateful to live and work on the traditional, ancestral, and unceded territories of the x̄m̄k̄ȳm̄ (Musqueam), Skwxwú7mesh (Squamish), and s̄l̄l̄w̄t̄ā / sel̄lw̄it̄ul̄h (Tsleil-Waututh) Peoples.

From: [Pamela Toor](#) s.22(1)
 To: [Ajay Puri](#) s.22(1)
 CC: [Kam, Olivia](#) <Olivia.Kam@vancouver.ca>
[Burris, Kevin](#) <Kevin.Burris@vancouver.ca>
[Sumter-Freitag, April](#) <April.Sumter-Freitag@vancouver.ca>
 s.22(1)
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[victoriamarissabarclay](#) s.22(1)
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[stephkall](#) s.22(1)
[Alemu Sokora Nenko](#) s.22(1)
[jeremiah.rojas](#) s.22(1)
[lydajtang](#) s.22(1)
[nainavarshney](#) s.22(1)
[Haer, Angela](#) <Angela.Haer@vancouver.ca>
[Victoria Jung](#) <Victoria.Jung@vsb.bc.ca>
[Nsekera, Pascaline](#) <Pascaline.Nsekera@vancouver.ca>
[Suarez, Carla](#) <Carla.Suarez@vancouver.ca>

Date: 2024-09-19 5:25:28 PM

Subject: Re: Racial and Ethno-Cultural Equity Advisory Committee Meeting

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hi Ajay,

Thank you for reaching out. I didn't see a poll go out but I'd be happy to consider alternatives if that's helpful to facilitate you staying with us. s.22(1) I have no reliable daytime availability s.22(1), hence the 530 to 730pm slot aligns well and if we switch to days, I would not be able to participate on RECE on those days. The only flag for me might ensuring there are daytime/evening had both working and formal sessions distributed so folx can put forward motions etc. If other evenings may work better I can gladly make the change in days.

Looking forward to chatting more.

Warmly,
Pavan

On Tuesday 17 September 2024, Ajay Puri s.22(1) wrote:
Dear fellow RECE members (and elected officials and City staff members),

How are you? Hope you are keeping well and had a restful summer.

Ajay here, a member of the RECE. I have been truly inspired and impressed with all the work RECE has been working on. Thank you all for the important work you are doing!

s.22(1)

s.22(1)

Last month, I had a quick meeting with Kevin Burris from the City to determine my options of my involvement moving forward as I do care about City affairs and racial equity and wondered if you'd be open to the following idea as an adjustment to the meeting times of RECE in 2025.

s.22(1)

s.22(1) the timing of RECE meetings in 2025. I was hoping to request (or if required to put forward a motion) something to the effect of: 2025 scheduled RECE meetings alternate between the current timing 530-730 and sometime during the day time between 930-530pm e.g., say on the same day (Thursdays) at one of the following 930-1130, 1130-130pm, or 3-5pm.

Rationale: This would make the meetings more accessible **s.22(1)** as attending the 530-730pm time slot is difficult **s.22(1)** Making it alternate from the current time and the day time could hopefully be a good compromise. Also requesting this now and not later, hopefully will give members (and staff) enough time to create their 2025 calendars. We should still keep the option of virtual or dial-in options too.

I thought of proposing something like this, and wanted to see if this may help others as well who may also find the 530-730pm difficult. But I also completely respect it if it causes more hardships for folk and I don't want to shift the current schedule of the committee. If it is a possibility, then perhaps a poll (e.g., surveymonkey, doodle) could be sent to see which time of day works best for folk.

For context, to my knowledge (I could be wrong) but it seems only the *Older Persons and Elders Advisory Committee* occurs in the mornings, the rest I believe happen in the 530-730pm slot.

My apologies for writing this email and making this request, but I thought I should make this inquiry and put the feelers out there.

Thank you all for your consideration and entertaining this idea. Even if it can not be supported I completely respect that decision of the committee and feel honoured to be part of such a caring and thoughtful group. And I'm also very open to hearing your thoughts and ideas as well, perhaps there are other suggestions that may work out better and help members participate better in the new year.

With gratitude and admiration,

Ajay

s.22(1)

I respectfully acknowledge the land on which I live and work is the unceded and stolen territory of the Coast Salish Peoples, including the x m kw y m (Musqueam), S uxw u7mesh (Squamish), and S llw ta (Tsleil-Waututh) Nations. I thank them for being stewards of these lands for centuries and stand in solidarity with the work of decolonization, the #landback movement & Indigenous self-governance.

On Thu, 12 Sept 2024 at 12:04, Zhou, Lenny <Lenny.Zhou@vancouver.ca> wrote:

Same thing here. Please note my regret for the same reason as Pete

Get [Outlook for iOS](#)

From: Fry, Pete <Pete.Fry@vancouver.ca>

Sent: Thursday, September 12, 2024 11:37:25 AM

To: Kam, Olivia <Olivia.Kam@vancouver.ca>; Burris, Kevin <Kevin.Burris@vancouver.ca>; Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>; Security [s.15\(1\)\(l\)](#) @vancouver.ca; Zhou, Lenny <Lenny.Zhou@vancouver.ca>; [s.22\(1\)](#) harjyotbanwait

[s.22\(1\)](#) ; victoriamarissabarclay [s.22\(1\)](#) ;

[s.22\(1\)](#) ; stephkall [s.22\(1\)](#) ; Alemu Sokora Nenko [s.22\(1\)](#) ; ajpuri [s.22\(1\)](#) jeremiah.rojas [s.22\(1\)](#) ;

lydajtang [s.22\(1\)](#) ; pamela.toor [s.22\(1\)](#) ; nainavarshney [s.22\(1\)](#) ; Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>

Cc: Haer, Angela <Angela.Haer@vancouver.ca>; Victoria.Jung@vsb.bc.ca <Victoria.Jung@vsb.bc.ca>;

Park Board Invitations [s.15\(1\)\(l\)](#) @vancouver.ca; Nsekera, Pascaline <Pascaline.Nsekera@vancouver.ca>; Suarez, Carla <Carla.Suarez@vancouver.ca>

Subject: RE: Racial and Ethno-Cultural Equity Advisory Committee Meeting

I must send my regrets as I will be at UBCM at the time

Pete Fry (he/him)

Vancouver City Councillor

City Hall | 453 W 12th Avenue

Vancouver, BC V5Y 1V4

604.873.7246 | Pete.Fry@vancouver.ca

Twitter: @PtFry



-----Original Appointment-----

From: Kam, Olivia <Olivia.Kam@vancouver.ca>

Sent: Thursday, September 12, 2024 11:33 AM

To: Burris, Kevin; Sumter-Freitag, April; Security; Zhou, Lenny; Fry, Pete; [s.22\(1\)](#) harjyotbanwait; victoriamarissabarclay; [s.22\(1\)](#) stephkall; Alemu Sokora Nenko; ajpuri; jeremiah.rojas; lydajtang; pamela.toor; nainavarshney; Civic Agencies & Committees Information

Cc: Haer, Angela; Victoria.Jung@vsb.bc.ca; Park Board Invitations; Nsekera, Pascaline; Suarez, Carla

Subject: Racial and Ethno-Cultural Equity Advisory Committee Meeting

When: Thursday, September 19, 2024 5:30 PM-7:30 PM (UTC-08:00) Pacific Time (US & Canada).

Where: Cascadia Room, 3rd floor, City Hall

Hello,

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on **Thursday, September 19, 2024 from 5:30 PM - 7:30 PM in the Cascadia Room (Third Floor) at City Hall**. Meeting details are below.

If you are unable to attend the meeting, please submit a leave of absence request, including reason for absence, to the Clerk at Olivia.kam@vancouver.ca. This is required under the *Procedure By-law*, and also helps us ensure quorum and avoid food waste. Absence due to illness is considered automatic leave, but members are still required to inform the Clerk in advance.

The meeting will be held in person with a virtual attendance option for those members who require it. In-person attendees will be connected to virtual attendees via Webex meeting platform.

Agenda: <https://vancouver.ca/docs/council/rece20240919ag.pdf>

Minutes for review, July 18, 2024: <https://vancouver.ca/docs/council/rece20240718min.pdf>
Meeting documents:

<< File: CCO - LO - Engagement Request - Anti-Black Racism and Cultural Redress Action Plan.pdf >> << File: ACCS - SPP - AREA - RECE ABRCR Presentation -19 Sept 2024 (Draft).pptx >>

If you are attending in person:

Please arrive 10-15 minutes prior to the start of the meeting, and please continue to respect the personal space of others. Masks are welcome at City Hall, and hand sanitizer will be available for use in the meeting room.

Access:

If you arrive at City Hall after 5:00 PM, please enter via the 12th Avenue entrance by using the intercom (this entrance has a wheelchair ramp). Security staff will grant you access to the building and direct you to your meeting room.

Meals:

A light meal will be provided for members at regular meetings held over lunch or dinner hours. The use of disposable plastic is discouraged at City Hall, and so we encourage you to bring a reusable drink container. **Please do not bring chocolate in the meeting room, as one of the members reported severe allergy.**

Parking:

All civic agency members are eligible for a parking pass granting access to the Cambie parkade, in any undesignated/unmarked spots (entrances are located immediately South of 10th Avenue on the West side of Cambie Street). The upper surface parking lot at City Hall is currently closed due to construction. Five accessible parking spots remain available on the Southeast side, and electric vehicle charging stations have been temporarily removed as work takes place.

Please visit <https://survey.vancouver.ca/s3/City-Hall-Campus-Parking-Exemption-Request> to sign up. If you inadvertently receive a ticket after obtaining a parking pass, email [s.15\(1\)\(l\)@vancouver.ca](mailto:s.15(1)(l)@vancouver.ca) with the ticket number or a photo of the ticket. Indicate your civic agency membership, and CC the Manager, Civic Agencies for confirmation (kevin.burris@vancouver.ca). Please note, Security can only void tickets received while parked in the Cambie parkade in the course of civic agency business—they are not able to void street tickets.

If you are attending virtually:

Webex login details are below. **You are encouraged to join up to 15 minutes prior to the scheduled start time, to ensure a good connection.**

Smart Phone or Tablet

If you are planning to join via smart phone or tablet, please download the free Webex app from your app store prior to the meeting.

If at any point you are prompted for a password, the following passwords will remain the same for every Racial and Ethno-Cultural Equity Advisory Committee meeting:

Attendee (public) password: s.15(1)(l)
Panelist (member) password: s.15(1)(l)

To Join the Meeting

1. Go to: <https://vancouver.webex.com/vancouver/j.php?MTID=m206b90b97041f5dbe006ef9659f6958e>

2. Enter your name and email address

3. Enter the panelist password: s.15(1)(l)

4. Click "Join"

5. Agree to the consent statement

6. Click "Join Event"

Best practices for virtual meetings:

- Ensure you are in a quiet space with a strong internet connection
- Use a headset, if available
- Mute yourself when not speaking

*If you are experiencing issues joining the meeting as a panelist, try joining using the public login information available on your Committee's [webpage](#). The Clerk will then change your status to panelist and you will be able to participate.

*You may join by phone using one of the numbers below, followed by the access code. The Clerk will ask you to identify yourself, and will leave you unmuted to allow you to participate (it is still asked that you mute your own phone when not speaking).

VANCOUVER LOCAL:

1-604-646-8916

CANADA/US TOLL FREE:

1-855-699-3239

Access code: s.15(1)(l)

Expense Allowances:

To reduce financial barriers to participation, certain expense allowances are offered via bank deposit. These are:

- **\$40 per member, per regular meeting or working session for dependent care expenses**
- **\$5 per member, per regular meeting or working session for transportation expenses** (if you require additional support for transportation, please contact us—e.g. if hiring a wheelchair accessible taxi)

We ask that only those members in need claim these expense allowances.

Sincerely,

Olivia Kam (she/her) | Meeting Coordinator
 City Clerk's Office | City of Vancouver
olivia.kam@vancouver.ca

<< OLE Object: Picture (Device Independent Bitmap) >>

The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the x̄m̄k̄ȳm̄ (Musqueam), S̄wxwú7mesh (Squamish), and s̄l̄il̄w̄t̄ā (Tsleil-Waututh) Nations.

--
Sent from Gmail Mobile

From: [Kam, Olivia <Olivia.Kam@vancouver.ca>](mailto:Kam.Olivia@vancouver.ca)

Required: Burris, Kevin <Kevin.Burris@vancouver.ca>
Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>
[Security s.15\(1\)\(l\) @vancouver.ca](mailto:Security s.15(1)(l) @vancouver.ca)
Zhou, Lenny <Lenny.Zhou@vancouver.ca>
Fry, Pete <Pete.Fry@vancouver.ca>
[s.22\(1\) \[REDACTED\]](mailto:s.22(1) [REDACTED])
[harjyotbanwait s.22\(1\) \[REDACTED\]](mailto:harjyotbanwait s.22(1) [REDACTED])
[victoriamarissabarclay s.22\(1\) \[REDACTED\]](mailto:victoriamarissabarclay s.22(1) [REDACTED])
[s.22\(1\) \[REDACTED\]](mailto:s.22(1) [REDACTED])
[stephkall s.22\(1\) \[REDACTED\]](mailto:stephkall s.22(1) [REDACTED])
[Alemu Sokora Nenko s.22\(1\) \[REDACTED\]](mailto:Alemu Sokora Nenko s.22(1) [REDACTED])
[ajpuri s.22\(1\) \[REDACTED\]](mailto:ajpuri s.22(1) [REDACTED])
[jeremiah.rojas s.22\(1\) \[REDACTED\]](mailto:jeremiah.rojas s.22(1) [REDACTED])
[lydialtang s.22\(1\) \[REDACTED\]](mailto:lydialtang s.22(1) [REDACTED])
[pamela.toor s.22\(1\) \[REDACTED\]](mailto:pamela.toor s.22(1) [REDACTED])
[nainavarshney s.22\(1\) \[REDACTED\]](mailto:nainavarshney s.22(1) [REDACTED])
Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>

Optional: Haer, Angela <Angela.Haer@vancouver.ca>
Victoria Jung <Victoria.Jung@vsb.bc.ca>
[Park Board Invitations s.15\(1\)\(l\) @vancouver.ca](mailto:Park Board Invitations s.15(1)(l) @vancouver.ca)
Nsekera, Pascaline <Pascaline.Nsekera@vancouver.ca>
Suarez, Carla <Carla.Suarez@vancouver.ca>

Subject: Racial and Ethno-Cultural Equity Advisory Committee Meeting

Location: Cascadia Room, 3rd floor, City Hall

When: 2024-09-19 5:30:00 PM - 7:30:00 PM

Attachments: [CCO - LO - Engagement Request - Anti-Black Racism and Cultural Redress Action Plan.pdf](#)
[ACCS - SPP - AREA - RECE ABRCR Presentation -19 Sept 2024 \(Draft\).pptx](#)

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Meeting documents:

City of Vancouver - FOI 2025-695 - Page 12 of 129

If you are attending in person:

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Panelist (member) password: [s.15\(1\)\(l\)](https://vancouver.webex.com/vancouver/j.php?MTID=m206b90b97041f5dbe006ef9659f6958e)

To Join the Meeting

1. Go to: <https://vancouver.webex.com/vancouver/j.php?MTID=m206b90b97041f5dbe006ef9659f6958e>
2. Enter your name and email address
3. Enter the panelist password: [s.15\(1\)\(l\)](https://vancouver.webex.com/vancouver/j.php?MTID=m206b90b97041f5dbe006ef9659f6958e)
4. Click "Join"
5. Agree to the consent statement
6. Click "Join Event"

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CANADA/US TOLL FREE:

1-855-699-3239

Access code: **s.15(1)(l)**



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We ask that only those members in need claim these expense allowances.



Sincerely,

Olivia Kam (she/her) | Meeting Coordinator
 City Clerk's Office | City of Vancouver
olivia.kam@vancouver.ca



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the x̱məḵyəm (Musqueam), S'xwəwú7mesh (Squamish), and səl̓ílw̓ta (Tsleil-Waututh) Nations.

Staff Engagement Request Form

(Type A Civic Agencies)

Date Submitted (MM/DD/YY): 08/21/24

To request an engagement with one or more Type A Civic Agencies (Council Advisory Committees), please complete this form and submit to the Manager, Civic Agencies. City Clerk's Office staff will contact relevant chairs and staff liaisons to determine priority and assist with scheduling. Committee agendas are planned far in advance, so this form should be submitted **no later than 6 weeks prior to desired engagement date(s)**. Meeting schedules and Committee mandates are available on Committee [webpages](#).

In some cases, in-person engagements may be referred to a working session or subcommittee meeting. Committees will generally limit the number of staff engagements to 2 per regular meeting, to ensure adequate time to discuss other agenda items and matters raised by community members.

Engagements should generally include no more than 10 minutes of presentation, followed by 20 minutes of discussion and feedback. CCO staff will advise on any Committee-specific requirements. Staff are asked to distribute preparatory materials before the engagement(s), and may submit follow-up questions if time runs short.

While joint engagement sessions are possible, they will be contingent on Committees' schedules and capacity. If you wish to schedule an engagement with a Type B or C Civic Agency, please contact the relevant staff liaison.

Project or initiative title: Anti-Black Racism and Cultural Redress Action Plan

Department: Arts, Culture and Community Services

Lead staff name and title: Pascaline Nsekera, Anti-Black Racism Social Planner II

Date range requested: September 15 - October 15

Select which Type A Civic Agencies you would like to engage:

2SLGBTQ+ Advisory Committee

Arts and Culture Advisory Committee

Children, Youth and Families Advisory Committee

Older Persons and Elders Advisory Committee

Persons with Disabilities Advisory Committee

Racial and Ethno-Cultural Equity Advisory Committee

Renters Advisory Committee

Transportation Advisory Committee

Urban Indigenous Peoples' Advisory Committee

Vancouver Food Policy Council

Women's Advisory Committee

On the following page, please summarize in brief bullet point form:

1. Background and timeline of the project/initiative;
2. How the project/initiative relates to relevant Committee mandate(s);
3. Intent and format of the engagement (consultative or informative; in-person or correspondence), and whether a formal recommendation motion is desired from the Committee(s);
4. 1-3 key questions for the Committee(s);
5. Public engagement efforts to date (if any);
6. How engagement outcomes will be shared with the Committee(s).

Summary:

1. Background and timeline of the project/initiative;

Staff in Social Policy and Projects/ACCS is working on developing an anti-Black racism and cultural redress multi-year action plan, as part of the City's work of advancing reconciliation and equity. The first phase of this work which started in early 2022, consisted of consultations with a Community Advisory Committee made of members of Black and African diaspora communities. The outcomes of these consultations informed the Interim Report - Addressing anti-Black racism and Historic discrimination that was presented to and approved by City Council in September 2022. In the second phase, as part of Council recommendations for finalizing the action plan, staff will be soon launching broader community engagement to obtain feedback from a wider section of Black and African diaspora communities on the draft priority and draft priority actions that were identified in the first phase of the work, and also to help identify any gaps.

2. How the project/initiative relates to relevant Committee mandate(s);

The ABRCR staff would like an opportunity to present an update about the work to the R.E.C.E on the status of the work, and particularly for R.E.C.E members who may not be familiar with this work, given that this work aligns with the mandate of R.E.C.E. which is to advise Council on enhancing access and inclusion for Vancouver's diverse cultural communities to fully participate in City services and civic life. Staff would like to also take this opportunity to share our engagement approach and get input from R.E.C.E. members.

3. Intent and format of the engagement (consultative or informative;

in-person or correspondence), and whether a formal recommendation motion is desired from the Committee(s);

This is mostly an informative presentation and can be done via online or in-person. No formal recommendation is sought from the Committee.

4. 1-3 key questions for the Committee(s);

Staff have no questions to ask to the committee unless the committee has questions for ABRCR staff. If the time is right staff may ask Committee members to help promote the engagement to members of the Black and African diaspora communities in their network.

5. Public engagement efforts to date (if any);

The broad public engagement for this work is scheduled to occur around the end October to mid November 2024.

6. How engagement outcomes will be shared with the Committee(s).

Staff plan to come back to the Committee to share results of engagement. The engagement outcomes may be shared with the Committee via email or if the Committee is interested staff

For accessibility purposes, please be prepared to submit presentation materials (slides, relevant webpages, etc.) to the Committee Clerk or Meeting Coordinator at least one week in advance of the engagement. If a Committee is unable to accommodate the desired engagement, it may be possible to submit materials and questions in writing.

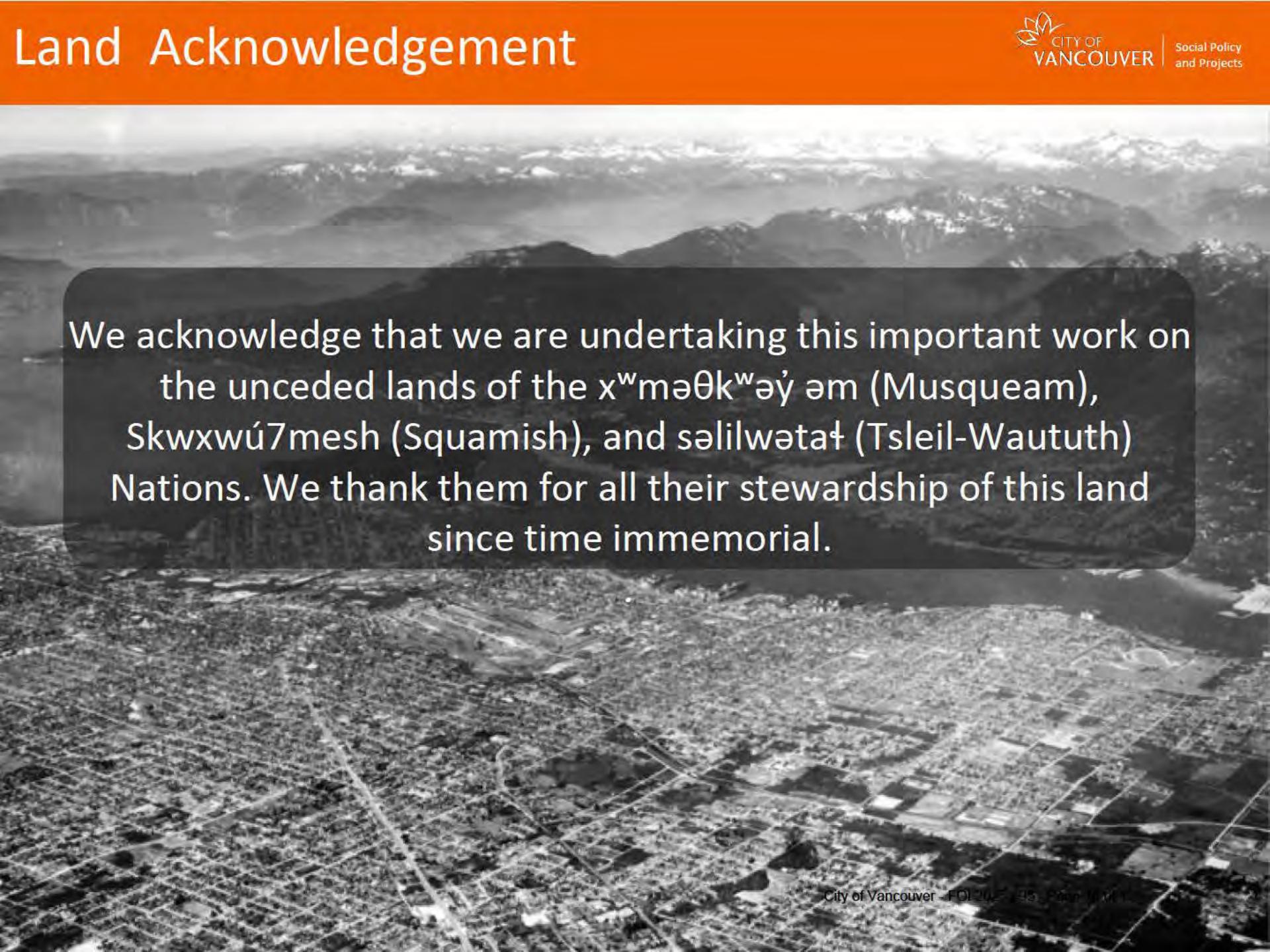


ANTI-BLACK RACISM AND CULTURAL REDRESS UPDATES R.E.C.E. ADVISORY COMMITTEE MEETING

SEPTEMBER 19, 2024



Land Acknowledgement



We acknowledge that we are undertaking this important work on the unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations. We thank them for all their stewardship of this land since time immemorial.



ABRCR UPDATES

- 1. Where we have been**
- 2. Where we are**
- 3. Multi-year action planning**
Community engagement
Historical research project

Where we have been – 2018-2023 (Phase 1)

Council approves NEFC (2018)

City acknowledges that Anti-Black
Racism exists in Vancouver (2018)

Healthy City Scholar report on addressing
anti-Black racism in Vancouver (2019)

Anti-Black Racism Town Hall (2020)

Council motion passed to recognize August
1 as Emancipation Day (2020)

**Internal Working Group + Advisory
Committee initiated (2022)**

MOU Signed with Hogans Alley (2022)

Interim Report Approved by Council (2022)

- 4 draft priorities and 23 draft priority actions
- Recommendation for broader engagement
and historical research

Emancipation Day Proclamation (2023)

SIP Grants



*Image from Makinde, Oludolapo. 2019. Toward a
Healthy City: Addressing Anti-Black Racism in
Vancouver. Healthy City Scholar Program.*

Developing Draft MYAP (Q1 2024-ongoing)

- Internal feedback (IWG)
- External feedback (CAC)

Community Engagement (Q4 2024)

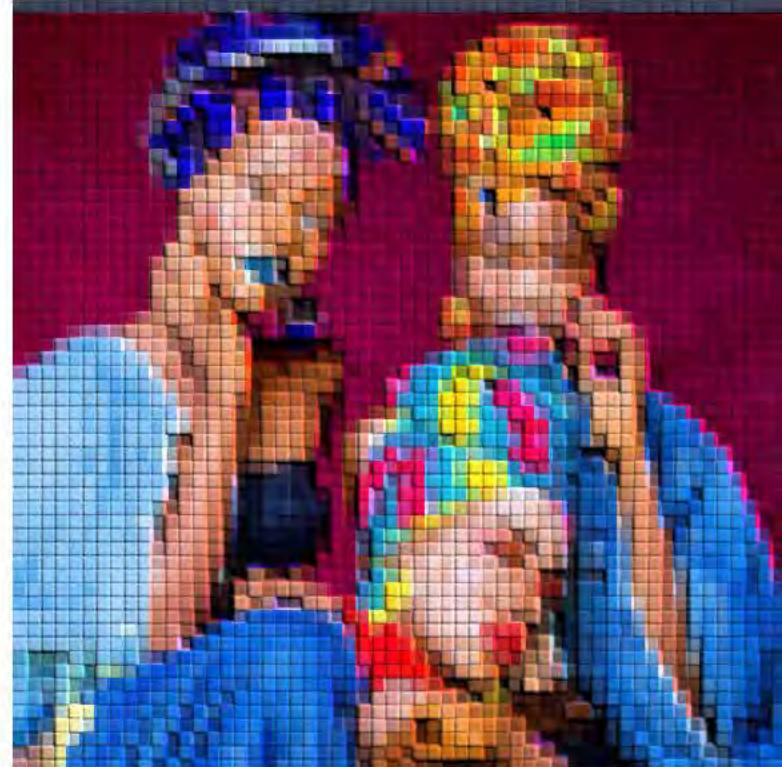
- Connecting and mobilizing community
- Conducting engagement

Historical Research (Q3 & Q4 2024)

- Consultant hired via RFQ

Drafting MYAP & Final Report (Q1 2025)

Presentation to Council (Q2 2025)



Internal Working Group:

- Internal Working Group listed actions that respond and advance the draft priority actions outlined in the Interim Report
- This helped us to identify:
 - Actions that are currently being undertaken & gaps
 - Tentative timelines to implement actions (i.e. short, medium, long term)
 - Capacity and resources available or needed to undertake actions
- Bring a more comprehensive update to community during engagement sessions

Community Advisory Committee:

- Provide ongoing input and feedback to help shape the MYAP
 - Feedback on engagement design and delivery

- Looking to conduct broader and targeted engagement with the Black and African diaspora community
- Engagement will include in-person sessions and online survey
- Aspiring to use participatory and reciprocal principles
- Seeking support from Black-led/serving organizations to help us promote the engagement

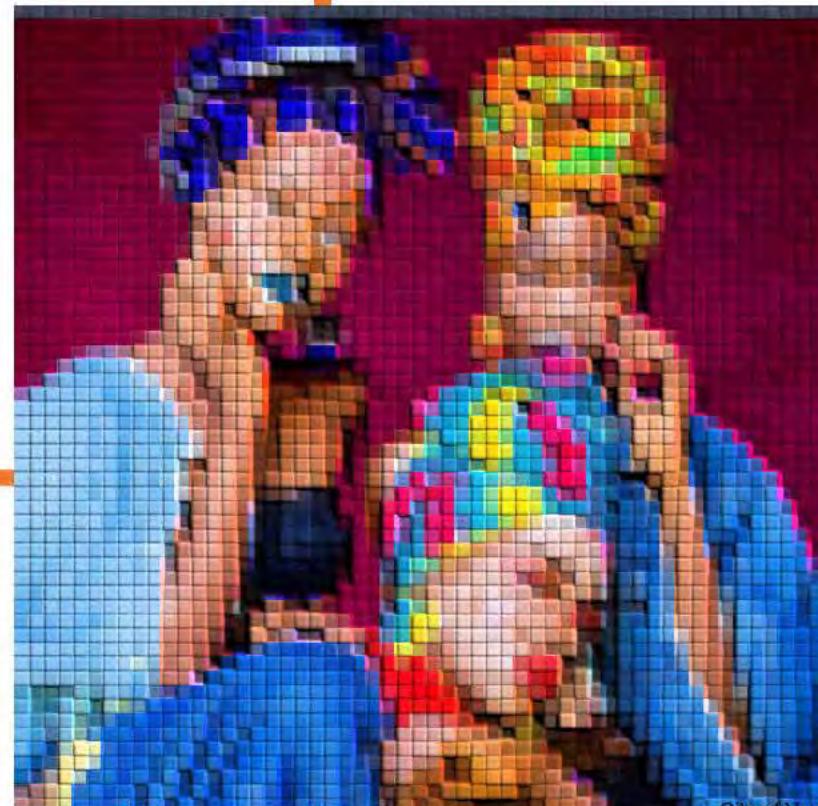
Operational Constraints

- Budget
- Timeline
- Level of involvement

Historical Research (Phase 1)

- Objective:
 - Examine the impact of the City's policies and actions on the Black and African diaspora communities
- Hired a consultant to:
 - Review and analyze 200+ historical documents that have been previously collected by City staff
 - Produce brief thematic reports that will be available on digital historical hub on City's website
 - Identify issues/topics/themes that may require additional research
- Future steps will involve community feedback on findings, and may include archival research and oral history

Any questions?



From: Burris, Kevin <Kevin.Burris@vancouver.ca>
To:
Date: 2024-09-20 11:19:55 AM
Subject: Civic Agencies Newsletter, September 20, 2024
Attachments: [City of Vancouver - Civic Agencies application poster.pdf](#)

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Dear members of Civic Agencies,

This newsletter gives a recap of what Council accomplished in its last meeting cycle, and an overview of upcoming Council agendas, as well as any other updates relevant to Civic Agencies. Alongside the updates you receive from your liaisons, we hope this newsletter will help you stay informed about the latest City happenings.

In this issue:

1. **[Council Week Roundup](#)**
2. **[Upcoming Council Business](#)**
3. **[Civic Agency Recruitment: Applications Open Until September 29](#)**
4. **[Civic Agency Training: Mandatory Educational Resources and Declaration](#)**
5. **[Procedural Reminder: Meeting Attendance](#)**

1. **Council Week Roundup**

City Council met for the Week of July 22, 2024 to hear and discuss a variety of topics. For your information, a “roundup” of this business is available at <https://vancouver.ca/news-calendar/roundup-of-business-at-city-council-for-the-week-of-july-22-2024.aspx>.

The following approvals may be of particular interest to members:

- [Vancouver Heritage Foundation Board – Annual Report 2023 PDF file \(2.9 MB\)](#)
- [Seniors Housing Strategy PDF file \(7.8 MB\)](#)
- [2023-2026 Capital Plan Mid-Term Update PDF file \(995 KB\)](#) - with amendments
- [Vancouver's Next Climate Plans PDF file \(202 KB\)](#) - with amendments

In addition to reports, [4 Council Members' Motions](#) were approved.

2. **Upcoming Council Business**

City Council will meet again for the week of September 23, 2024. Meeting agendas are linked below:

To sign up to speak to any items (either as an individual or on behalf of your Civic Agency), visit: <https://vancouver.ca/your-government/speak-at-city-council-meetings.aspx#upcoming-meetings>. Please note that only Chairs or alternate spokespeople designated by the Chair may speak on behalf of Civic Agencies.

Alternately, you can submit comments to City Council at the following links:

- Council and Standing Committee: <https://vancouver.ca/your-government/contact-council.aspx>
- Public Hearing: <https://vancouver.ca/your-government/contact-council-public->

- [hearing.aspx](#)

Council Meeting, September 24, 2024

<https://council.vancouver.ca/20240924/regu20240924ag.htm>

Public Hearing, September 24, 2024

<https://council.vancouver.ca/20240924/phea20240924ag.htm>

Standing Committee on Policy and Strategic Priorities Meeting, September 25, 2024

<https://council.vancouver.ca/20240925/pspc20240925ag.htm>

In addition to reports, the Standing Committee will consider [1 Council Member's Motion](#).

Special Council (Reconvening from August 6, 2024), September 25, 2024

<https://council.vancouver.ca/20240806/spec20240806ag.htm>

3. Civic Agency Recruitment: Applications Open Until September 29

Applications are currently open for a number of Civic Agencies. If there is anyone in your network who would be a good fit for one or more Civic Agencies, please encourage them to apply by September 29 at www.vancouver.ca/volunteer, which has application instructions as well as a list of vacancies. You are welcome to forward the attached poster to any interested parties.

A reminder that members of the following Type A Council Advisory Committees **do not need to re-apply**, as appointments will automatically renew on January 1, 2025, unless you have indicated otherwise:

- 2SLGBTQ+ Advisory Committee
- Arts and Culture Advisory Committee
- Children, Youth, and Families Advisory Committee
- Older Persons and Elders Advisory Committee (formerly Seniors' Advisory Committee)
- Persons with Disabilities Advisory Committee
- Racial and Ethno-Cultural Equity Advisory Committee
- Renters Advisory Committee
- Transportation Advisory Committee
- Urban Indigenous Peoples' Advisory Committee
- Vancouver Food Policy Council
- Women's Advisory Committee

4. **Civic Agency Training: Mandatory Educational Resources and Declaration**

Training Resources

The [Integrity Commissioner's Office](https://resources.vancouver.ca/integrity-commissioner/code-of-conduct-training/) has developed a new **Code of Conduct By-law e-learning module, available at: <https://resources.vancouver.ca/integrity-commissioner/code-of-conduct-training/>.**

This module completes the Civic Agencies training program, which also includes:

- **Six training modules** available both as PDFs and YouTube videos with voice-over. A plain-language version is also available. Access these resources at: <https://vancouver.ca/your-government/civic-agency-training.aspx>.
- **Four videos** focused on equity and anti-oppression concepts:
 - [“Setting the Container” \(9:34\)](#)
 - [“Developing Shared Language” \(19:04\)](#)
 - [“Finding our Place” \(22:15\)](#)
 - [“Applying our Learning” \(10:00\)](#)

Please note that the Code of Conduct By-law module and equity videos are intended for internal use only. We ask that you not share them outside of your Civic Agency.

Mandatory Training Declaration

On [May 10, 2023](#), Council endorsed the following recommendation from the Integrity Commissioner:

“Require Advisory Board [Civic Agency] Members to complete a minimum of 4 hours of compulsory education on key topics of conflicts of interest, Code of Conduct and communications each year, with failure to complete to be reported in the Integrity Commissioner’s annual report.”

As a result, annual completion of the above-listed training resources—Code of Conduct By-law module, six training modules, and four equity videos—is mandatory for all Civic Agency members. For the purpose of reporting to Council for this year, once you have completed all training, **please complete a declaration attesting to this by December 31, 2024, at: <https://survey.alchemer-ca.com/s3/50259160/2024-Civic-Agencies-Training-Declaration>.**

If for any reason you are unable to complete any of the training resources or the training declaration, please let me know.

Please note that the report on completion rates will be overall numbers only, and will not contain names of individual members.

5. **Procedural Reminder: Meeting Attendance**

To all members of Civic Agencies, please be reminded of the importance of meeting attendance. It is crucial to attend all regular and special meetings to maintain quorum and allow the business of your Civic Agency to proceed. Should you need to miss a meeting, remember to request a leave of absence well in advance, which allows clerical staff to determine whether the meeting will reach quorum. Per the *Procedure By-law 15.8*, a member who misses three consecutive meetings without obtaining an approved leave of absence is considered to have resigned. Approval does not need to be obtained for medical leave, but notification to administrative staff is still required in advance of the meeting. Your adherence to these guidelines assists with the smooth operation of Civic Agencies.

Best,

Kevin Burris, PhD (he/him) | Manager, Civic Agencies
City Clerk's Office | City of Vancouver
kevin.burris@vancouver.ca
604 707 5412



I am grateful to live and work on the traditional, ancestral, and unceded territories of the x m k y m (Musqueam), Skwxwú7mesh (Squamish), and s l̓ilw tə / sel̓íl̓witulh (Tsleil-Waututh) Peoples.



APPLY NOW FOR VANCOUVER CIVIC AGENCIES

Are you passionate about civic engagement, addressing local issues and supporting your community?

Do you want to help convey community perspectives to Vancouver City Council and staff while advising on City priorities, projects and initiatives?

**We invite you to apply to join one of the
City of Vancouver's Civic Agencies**

**FOR MORE INFORMATION AND TO APPLY:
vancouver.ca/volunteer**

**Applications are open from
September 3 to September 29, 2024.**

If you have any questions, please email kevin.burris@vancouver.ca



From: [Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
To: [Helen McGregor <hmcgregor@vsb.bc.ca>](mailto:hmcgregor@vsb.bc.ca)
Date: 2024-11-21 6:32:19 PM
Subject: Fwd: Racial and Ethno-Cultural Equity Advisory Committee Meeting

Can we discuss at our next 1:1?

Thanks

Victoria Jung (she/her)

Trustee, Board Chair

Vancouver School District

1580 West Broadway, Vancouver BC V6J 5K8

e: victoria.jung@vsb.bc.ca

vsb.bc.ca | [Instagram](#) | [Facebook](#) | [Twitter](#) | [LinkedIn](#) | [TikTok](#) | [YouTube](#)

Honoured to be working and learning together on the traditional, ancestral, and unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) & səlilwətaʔ (Tsleil-Waututh) Nations

Begin forwarded message:

From: Stephanie Kallstrom s.22(1)

Date: November 21, 2024 at 12:39:59 PST

To: harjyotbanwait s.22(1), Alemu Sokora Nenko

s.22(1), victoriamarissabarclay s.22(1) >, ajpuri

s.22(1), lydijatang s.22(1) >, "jeremiah.rojas"

s.22(1) >, "pamela.toor" s.22(1), nainavarshney

s.22(1), s.22(1)

Cc: "Burris, Kevin" <Kevin.Burris@vancouver.ca>, "Sumter-Freitag, April" <April.Sumter-Freitag@vancouver.ca>, Security s.15(1)(i) @vancouver.ca>, "Zhou, Lenny"

<Lenny.Zhou@vancouver.ca>, "Fry, Pete" <Pete.Fry@vancouver.ca>, Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>, "Haer, Angela" <Angela.Haer@vancouver.ca>, Victoria Jung <Victoria.Jung@vsb.bc.ca>, Park Board Invitations s.15(1)(i) @vancouver.ca>, "Kam, Olivia" <Olivia.Kam@vancouver.ca>

Subject: Re: Racial and Ethno-Cultural Equity Advisory Committee Meeting

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hi all,

I'm sure you've seen the agenda by now, I just wanted to share a document RE: School Liaison Officers that was done a couple a years ago. There was clear distrust from two equity deserving communities which were ignored because the program was re-instated. I'll explain more this evening, but I just wanted everyone to have access to the document.



Vancouver School Board

School Liaison Officer: Student and Stakeholder
Engagement Program

March 2021



s.15(1)(l)

PDF Document · 2.5 MB

-Steph

On Nov 15, 2024, at 3:37 PM, "Kam, Olivia" <Olivia.Kam@vancouver.ca> wrote:

Hello,

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on **Thursday, November 21, 2024** from **5:30 PM - 7:30 PM** in the **Cascadia Room (Third Floor)** at City Hall. Meeting details are below.

If you are unable to attend the meeting, please submit a leave of absence request, including reason for absence, to the Clerk at olivia.kam@vancouver.ca. This is required under the *Procedure By-law*, and also helps us ensure quorum and avoid food waste. Absence due to illness is considered automatic leave, but members are still required to inform the Clerk in advance.

The meeting will be held in person with a virtual attendance option for those members who require it. In-person attendees will be connected to virtual attendees via Webex meeting platform.

Agenda: <https://vancouver.ca/docs/council/rece20241121ag.pdf>

Minutes for review, September 19, 2024: <https://vancouver.ca/docs/council/rece20240919min.pdf>

If you are attending in person:

Please arrive 10-15 minutes prior to the start of the meeting, and please continue to respect the personal space of others. Masks are welcome at City Hall, and hand sanitizer will be available for use in the meeting room.

Access:

If you arrive at City Hall after 5:00 PM, please enter via the 12th Avenue entrance by using the intercom (this entrance has a wheelchair ramp). Security staff will grant you access to the building and direct you to your meeting room.

Meals:

A light meal will be provided for members at regular meetings held over lunch or dinner hours. The use of disposable plastic is discouraged at City Hall, and so we encourage you to bring a reusable drink container.

Parking:

All civic agency members are eligible for a parking pass granting access to the Cambie parkade, in any undesignated/unmarked spots (entrances are located immediately South of 10th Avenue on the West side of Cambie Street). The upper surface parking lot at City Hall is currently closed due to construction. Five accessible parking spots remain available on the Southeast side, and electric vehicle charging stations have been temporarily removed as work takes place.

Please visit <https://survey.vancouver.ca/s3/City-Hall-Campus-Parking-Exemption-Request> to sign up. If you inadvertently receive a ticket after obtaining a parking pass, email [s.15\(1\)\(l\)@vancouver.ca](mailto:s.15(1)(l)@vancouver.ca) with the ticket number or a photo of the ticket. Indicate your civic agency membership, and CC the Manager, Civic Agencies for confirmation (kevin.burris@vancouver.ca). Please note, Security can only void tickets received while parked in the Cambie parkade in the course of civic agency business—they are not able to void street tickets.

If you are attending virtually:

Webex login details are below. **You are encouraged to join up to 15 minutes prior to the scheduled start time, to ensure a good connection.**

Smart Phone or Tablet

If you are planning to join via smart phone or tablet, please download the free Webex app from your app store prior to the meeting.

If at any point you are prompted for a password, the following passwords will remain the same for every Racial and Ethno-Cultural Equity Advisory Committee meeting:

Attendee (public) password: [s.15\(1\)\(l\)](#)

Panelist (member) password: [s.15\(1\)\(l\)](#)

To Join the Meeting

1. Go to: <https://vancouver.webex.com/vancouver/j.php?MTID=m2a89c33681350ca0168f4715e8acb8af>

2. Enter your name and email address

3. Enter the panelist password: [s.15\(1\)\(l\)](#)

4. Click “Join”

5. Agree to the consent statement

6. Click “Join Event”

Best practices for virtual or hybrid meetings:

- Ensure you are in a quiet space with a strong internet connection
- For audio clarity, use a headset or earbuds equipped with microphone (not your built-in computer speakers and microphone)
- Mute yourself when not speaking

*If you are experiencing issues joining the meeting as a panelist, try joining using the public login information available on your Committee's [webpage](#). The Clerk will then change your status to panelist and you will be able to participate.

*You may join by phone using one of the numbers below, followed by the access code and numeric meeting password. The Clerk will ask you to identify yourself, and will leave you unmuted to allow you to participate (it is still asked that you mute your own phone when not speaking).

VANCOUVER LOCAL:
1-604-646-8916

CANADA/US TOLL FREE:
1-855-699-3239

ACCESS CODE:
s.15(1)(l)

PASSWORD

s.15(1)(l)

Expense Allowances:

To reduce financial barriers to participation, certain expense allowances are offered via bank deposit. These are:

- \$40 per member, per regular meeting or working session for dependent care expenses
- \$5 per member, per regular meeting or working session for transportation expenses (if you require additional support for transportation, please contact us—e.g. if hiring a wheelchair accessible taxi)

We ask that only those members in need claim these expense allowances. For further information, please contact [Julie Emmerson, Committee Clerk at](#)

City of Vancouver - FOI 2025-695 - Page 35 of 129

juile.emmerson@vancouver.ca.

Sincerely,

Olivia Kam (she/her) | Meeting Coordinator
City Clerk's Office | City of Vancouver

olivia.kam@vancouver.ca

<image001.png>

The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations.

From: [Kam, Olivia <Olivia.Kam@vancouver.ca>](mailto:Kam.Olivia@vancouver.ca)

Required: [Kam, Olivia <Olivia.Kam@vancouver.ca>](mailto:Kam.Olivia@vancouver.ca)
[Burris, Kevin <Kevin.Burris@vancouver.ca>](mailto:Burris.Kevin@vancouver.ca)
[Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>](mailto:Sumter-Freitag.April@vancouver.ca)
[Security s.15\(1\)\(l\) @vancouver.ca](mailto:Security_s.15(1)(l)_@vancouver.ca)
[Zhou, Lenny <Lenny.Zhou@vancouver.ca>](mailto:Zhou.Lenny@vancouver.ca)
[Fry, Pete <Pete.Fry@vancouver.ca>](mailto:Fry.Pete@vancouver.ca)
[harjyotbanwait s.22\(1\) @vancouver.ca](mailto:harjyotbanwait_s.22(1)_@vancouver.ca)
[victoriamarissabarclay s.22\(1\) @vancouver.ca](mailto:victoriamarissabarclay_s.22(1)_@vancouver.ca)
[s.22\(1\) @vancouver.ca](mailto:s.22(1)_@vancouver.ca)
[stephkall s.22\(1\) @vancouver.ca](mailto:stephkall_s.22(1)_@vancouver.ca)
[Alemu Sokora Nenko s.22\(1\) @vancouver.ca](mailto:Alemu.Sokora.Nenko_s.22(1)_@vancouver.ca)
[ajpuri s.22\(1\) @vancouver.ca](mailto:ajpuri_s.22(1)_@vancouver.ca)
[jeremiah.rojas s.22\(1\) @vancouver.ca](mailto:jeremiah.rojas_s.22(1)_@vancouver.ca)
[lydiajtang s.22\(1\) @vancouver.ca](mailto:lydiajtang_s.22(1)_@vancouver.ca)
[pamela.toor s.22\(1\) @vancouver.ca](mailto:pamela.toor_s.22(1)_@vancouver.ca)
[nainavarshney s.22\(1\) @vancouver.ca](mailto:nainavarshney_s.22(1)_@vancouver.ca)
Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>

Optional: [Haer, Angela <Angela.Haer@vancouver.ca>](mailto:Haer.Angela@vancouver.ca)
[Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
[Park Board Invitations s.15\(1\)\(l\) @vancouver.ca](mailto:Park Board Invitations_s.15(1)(l)_@vancouver.ca)

Subject: Racial and Ethno-Cultural Equity Advisory Committee Meeting

Location: Cascadia Room - 3rd floor, City Hall

When: 2024-11-21 5:30:00 PM - 7:30:00 PM

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello,

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on **Thursday, November 21, 2024** from **5:30 PM - 7:30 PM** in the **Cascadia Room (Third Floor)** at City Hall. Meeting details are below.

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building and direct you to your meeting room.

Meals:

A light meal will be provided for members at regular meetings held over lunch or dinner hours. The use of disposable plastic is discouraged at City Hall, and so we encourage you to bring a reusable drink container.

Parking:

All civic agency members are eligible for a parking pass granting access to the Cambie parkade, in any undesignated/unmarked spots (entrances are located immediately South of 10th Avenue on the West side of Cambie Street). The upper surface parking lot at City Hall is currently closed due to construction. Five accessible parking spots remain available on the Southeast side, and electric vehicle charging stations have been temporarily removed as work takes place.

Please visit <https://survey.vancouver.ca/s3/City-Hall-Campus-Parking-Exemption-Request> to sign up. If you inadvertently receive a ticket after obtaining a parking pass, email [s.15\(1\)\(l\)@vancouver.ca](mailto:s.15(1)(l)@vancouver.ca) with the ticket number or a photo of the ticket. Indicate your civic agency membership, and CC the Manager, Civic Agencies for confirmation (kevin.burris@vancouver.ca). Please note, Security can only void tickets received while parked in the Cambie parkade in the course of civic agency business—they are not able to void street tickets.

If you are attending virtually:

Webex login details are below. **You are encouraged to join up to 15 minutes prior to the scheduled start time, to ensure a good connection.**

Smart Phone or Tablet

If you are planning to join via smart phone or tablet, please download the free Webex app from your app store prior to the meeting.

If at any point you are prompted for a password, the following passwords will remain the same for every Racial and Ethno-Cultural Equity Advisory Committee meeting:

Attendee (public) password: [s.15\(1\)\(l\)](https://vancouver.webex.com/vancouver/j.php?MTID=m2a89c33681350ca0168f4715e8acb8af)

Panelist (member) password: [s.15\(1\)\(l\)](https://vancouver.webex.com/vancouver/j.php?MTID=m2a89c33681350ca0168f4715e8acb8af)

To Join the Meeting

1. Go to: <https://vancouver.webex.com/vancouver/j.php?MTID=m2a89c33681350ca0168f4715e8acb8af>
2. Enter your name and email address
3. Enter the panelist password: [s.15\(1\)\(l\)](https://vancouver.webex.com/vancouver/j.php?MTID=m2a89c33681350ca0168f4715e8acb8af)
4. Click “Join”
5. Agree to the consent statement
6. Click “Join Event”

Best practices for virtual or hybrid meetings:

- Ensure you are in a quiet space with a strong internet connection
- For audio clarity, use a headset or earbuds equipped with microphone (not your built-in computer speakers and microphone)
- Mute yourself when not speaking

*If you are experiencing issues joining the meeting as a panelist, try joining using the public login information available on your Committee's [webpage](#). The Clerk will then change your status to panelist and you will be able to participate.

*You may join by phone using one of the numbers below, followed by the access code and numeric meeting password. The Clerk will ask you to identify yourself, and will leave you unmuted to allow you to participate (it is still asked that you mute your own phone when not speaking).

VANCOUVER LOCAL:

1-604-646-8916

CANADA/US TOLL FREE:

1-855-699-3239

ACCESS CODE:

s.15(1)(l)

PASSWORD

s.15(1)(l)

Expense Allowances:

To reduce financial barriers to participation, certain expense allowances are offered via bank deposit. These are:

- **\$40 per member, per regular meeting or working session for dependent care expenses**
- **\$5 per member, per regular meeting or working session for transportation expenses** (if you require additional support for transportation, please contact us—e.g. if hiring a wheelchair accessible taxi)

We ask that only those members in need claim these expense allowances. For further information, please contact **Julie Emmerson, Committee Clerk at juile.emmerson@vancouver.ca.**

Sincerely,

Olivia Kam (she/her) | Meeting Coordinator
City Clerk's Office | City of Vancouver
olivia.kam@vancouver.ca



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations.

From: Kam, Olivia <Olivia.Kam@vancouver.ca>

To: [harjyotbanwait s.22\(1\)](mailto:harjyotbanwait s.22(1)@vancouver.ca)

[victoriamarissabarclay s.22\(1\)](mailto:victoriamarissabarclay s.22(1)@vancouver.ca)

[stephkall s.22\(1\)](mailto:stephkall s.22(1)@vancouver.ca)

[Alemu Sokora Nenko s.22\(1\)](mailto:Alemu Sokora Nenko s.22(1)@vancouver.ca)

[jeremiah.rojas s.22\(1\)](mailto:jeremiah.rojas s.22(1)@vancouver.ca)

[lydajitang s.22\(1\)](mailto:lydajitang s.22(1)@vancouver.ca)

[pamela.toor s.22\(1\)](mailto:pamela.toor s.22(1)@vancouver.ca)

[nainavarshney s.22\(1\)](mailto:nainavarshney s.22(1)@vancouver.ca)

[s.22\(1\)](mailto:s.22(1)@vancouver.ca)

[ajpuri s.22\(1\)](mailto:ajpuri s.22(1)@vancouver.ca)

CC: Victoria Jung <Victoria.Jung@vsb.bc.ca>

Zhou, Lenny <Lenny.Zhou@vancouver.ca>

Fry, Pete <Pete.Fry@vancouver.ca>

Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>

Haer, Angela <Angela.Haer@vancouver.ca>

McRae, Chad <chad.mcrae@vpd.ca>

Date: 2024-11-25 12:20:38 PM

Subject: 2025 Racial and Ethno-Cultural Equity Advisory Committee Schedule

Attachments: rece2025meetings.pdf

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Good afternoon Racial and Ethno-Cultural Equity Advisory Committee Members,

Hope this email finds you well.

Please see the attached for the 2025 Committee Schedule.

Kind Regards,

Olivia Kam (she/her) | Meeting Coordinator

City Clerk's Office | City of Vancouver

olivia.kam@vancouver.ca



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations.

MEMORANDUM

November 25, 2024

TO: Racial and Ethno-Cultural Equity Advisory Committee

CC: Olivia Kam, Meeting Coordinator
Councillor Pete Fry, Council Liaison
Councillor Lenny Zhou, Council Liaison
April Sumter-Freitag, Social Planner, Arts, Culture and Community Services, Staff Liaison
Commissioner Angela Haer, Vancouver Park Board Liaison
Trustee Victoria Jung, Vancouver School Board Liaison
Sgt. Chad McRae, Vancouver Police Department Liaison

FROM: Kevin Burris
Manager, Civic Agencies

SUBJECT: 2025 Racial and Ethno-Cultural Equity Advisory Committee Meeting Schedule

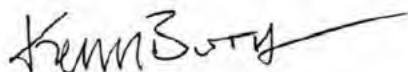
Dear Racial and Ethno-Cultural Equity Advisory Committee members,

Please see below meeting dates for 2025:

Date	Time	Meeting Type
January 30, 2025	5:30 PM	Regular Meeting
February 20, 2025	5:30 PM	Working Session
March 13, 2025	5:30 PM	Regular Meeting
April 24, 2025	5:30 PM	Working Session
May 22, 2025	5:30 PM	Regular Meeting
June 26, 2025	5:30 PM	Regular Meeting
July 31, 2025	5:30 PM	Working Session
September 25, 2025	5:30 PM	Regular Meeting
October 16, 2025	5:30 PM	Working Session
November 20, 2025	5:30 PM	Regular Meeting

If you have any questions, please contact me.

Sincerely,



Kevin Burris
Manager, Civic Agencies
604-707-5412
kevin.burris@vancouver.ca

From: [Young Joe s.22\(1\)](#)
 To: [Burris, Kevin <Kevin.Burris@vancouver.ca>](#)
 CC: [haryotbanwait s.22\(1\)](#)
[victoriamarissabarclay s.22\(1\)](#)
[s.22\(1\)](#)
[stephkall s.22\(1\)](#)
[Alemu Sokora Nenko s.22\(1\)](#)
[ajpuri s.22\(1\)](#)
[jeremiah.rojas s.22\(1\)](#)
[lydajtang s.22\(1\)](#)
[pamela.toor s.22\(1\)](#)
[nainavarshney s.22\(1\)](#)
[s.22\(1\)](#)
[s.22\(1\)](#)
[Fry, Pete <Pete.Fry@vancouver.ca>](#)
[Zhou, Lenny <Lenny.Zhou@vancouver.ca>](#)
[Haer, Angela <Angela.Haer@vancouver.ca>](#)
[Victoria Jung <Victoria.Jung@vsb.bc.ca>](#)
[Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>](#)
[Kam, Olivia <Olivia.Kam@vancouver.ca>](#)
[Emmerson, Julie <Julie.Emmerson@vancouver.ca>](#)

Date: 2024-12-31 4:41:49 PM

Subject: Re: Racial and Ethno-Cultural Equity Advisory Committee - Member Information

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello Kevin,

Thank you for your email.

Could you kindly provide the meeting details for virtual attendance? Please note that [s.22\(1\)](#) [s.22\(1\)](#) My apologies for any inconvenience this may cause.

Best regards,
Young Joe

On Thu, Dec 19, 2024 at 1:30 PM Burris, Kevin <[Kevin.Burris@vancouver.ca](#)> wrote:

Dear members and alternate members of the Racial and Ethno-Cultural Equity Advisory Committee,

For any new appointees, congratulations! Council makes its civic agency selections according to rigorous criteria, and you should be proud of your accomplishment.

My name is Kevin Burris, and I am the Manager, Civic Agencies for the City of Vancouver. In this capacity, I manage civic agency recruitment and operations, and lead the City's efforts to ensure civic agencies can effectively advise on the City's strategic goals and priorities. Along with your Committee's Staff Liaison and Clerk, I will be one of your main points of contact at the City.

Please read this email carefully, as it contains important information on the following:

- 1. Your Appointment**
- 2. Your Committee**
- 3. 2025 Meeting Schedule**
- 4. Training Resources**
- 5. Contacts**

1. Your Appointment:

Whether continuing your appointment or starting a new one on January 1, 2025, all terms will end on November 1, 2026. If you need to resign at any time, please notify me, your committee's clerk, and the Chair(s).

2. Your Committee:

The Racial and Ethno-Cultural Equity Committee advises Council and staff on enhancing access and inclusion for Vancouver's diverse cultural communities to full participate in City services and civic life.

For more details, including past meeting minutes and decisions, visit the Committee's webpage: <https://vancouver.ca/your-government/racial-and-ethno-cultural-equity-advisory-committee.aspx>.

The Committee's current workplan is available here: https://vancouver.ca/docs/council/rece_workplan_2023-2026.pdf.

As of January 1, 2025, the Committee's membership will be:

Members:

- Harjyot Banwait
- Victoria Barclay
- Alexandra Gunn
- Steph Kallstrom
- Alemu Nenko
- Ajay Puri
- Jeremiah Rojas
- Lydia Tang
- Pavandep Toor
- Naina Varshney

Alternate Members (to be seated in the order indicated in the event of a vacancy):

1. Young Joe
2. Wen He
3. Sophia Li

Council Liaisons

- Councillor Pete Fry
- Councillor Lenny Zhou

Vancouver Park Board Liaison

- Commissioner Angela Haer

Vancouver Police Department Liaison

- TBD

Vancouver School Board Liaison

- Trustee Victoria Jung

An updated contact list will be circulated to members and liaisons soon.

3. 2025 Meeting Schedule:

Regular meetings will mainly be held every other month, except in August and December, with informal working sessions scheduled in the intervening months. Outlook calendar holds

City of Vancouver - FOI 2025-695 - Page 44 of 129

for all 2025 dates will be sent soon. Regular meetings will take place in person at City Hall, with a virtual attendance option for accessibility. Working sessions will be held virtually.

Please note that, unlike previous years, regular meetings will occur in back-to-back months, May and June. This adjustment addresses past challenges in resourcing meetings during July, which is one of the busiest months for the Legislative Operations team supporting Council and committee meetings.

If you need to miss a regular meeting, please notify the clerk as early as possible to request a leave of absence, and to help avoid quorum issues. Members who miss three consecutive regular meetings without an approved leave of absence will be considered to have resigned.

Date	Time	Meeting Type
January 30, 2025	5:30 – 7:30 PM	Regular Meeting
February 20, 2025	5:30 – 7:30 PM	Working Session
March 13, 2025	5:30 – 7:30 PM	Regular Meeting
April 24, 2025	5:30 – 7:30 PM	Working Session
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June 26, 2025	5:30 – 7:30 PM	Regular Meeting
July 31, 2025	5:30 – 7:30 PM	Working Session
September 25, 2025	5:30 – 7:30 PM	Regular Meeting
October 16, 2025	5:30 – 7:30 PM	Working Session
November 20, 2025	5:30 – 7:30 PM	Regular Meeting

4. Training Resources

The Civic Agencies training program consists of the following:

- **Six training modules** available both as PDFs and YouTube videos with voice-over, available at: <https://vancouver.ca/your-government/civic-agency-training.aspx>. A plain-language version is also available.
- **Four videos** focused on equity and anti-oppression concepts:
 - [“Setting the Container”](#) (9:34)
 - [“Developing Shared Language”](#) (19:04)
 - [“Finding our Place”](#) (22:15)
 - [“Applying our Learning”](#) (10:00)

- A **Code of Conduct By-law e-learning module** developed by the Integrity Commissioner's Office, available at: <https://resources.vancouver.ca/integrity-commissioner/code-of-conduct-training/>

Annual completion of all training resources is mandatory for Civic Agency members. This includes the six training modules, four equity videos, and the Code of Conduct By-law module. At the end of 2025, you will be asked to submit a declaration confirming completion, allowing the Integrity Commissioner to report overall completion rates to Council.

The report will include overall numbers only and will not list individual names.

Please note that the anti-oppression videos and Code of Conduct e-learning module are intended for internal use only. We ask that you do not share the links outside of the Committee.

5. Contacts

Name	Position	Committee Role	Email
Olivia Kam	Meeting Coordinator	Clerk	Olivia.Kam@vancouver.ca
April Sumter-Freitag	Social Planner, Social Policy and Projects	Staff Liaison	April.Sumter-Freitag@vancouver.ca
Kevin Burris	Manager, Civic Agencies	N/A	kevin.burris@vancouver.ca

Best,

Kevin Burris, PhD (he/him) | Manager, Civic Agencies

City Clerk's Office | City of Vancouver

kevin.burris@vancouver.ca

604 707 5412



I am grateful to live and work on the traditional, ancestral, and unceded territories of the x m k y m (Musqueam), Skwxwú7mesh (Squamish), and s l̓ilw t̓a / sel̓íl̓witulh (Tsleil-Waututh) Peoples.

From: Kam, Olivia <Olivia.Kam@vancouver.ca>

Required: Kam, Olivia <Olivia.Kam@vancouver.ca>

s.22(1) [REDACTED]

s.22(1) [REDACTED]

s.22(1) [REDACTED]

ajpuri s.22(1) [REDACTED]

s.22(1) [REDACTED]

harjyotbanwait s.22(1) [REDACTED]

victoriamarissabarclay s.22(1) [REDACTED]

stephkall s.22(1) [REDACTED]

Alemu Sokora Nenko s.22(1) [REDACTED]

jeremiah.rojas s.22(1) [REDACTED]

lydijatang s.22(1) [REDACTED]

pamela.toor s.22(1) [REDACTED]

nainavarshney s.22(1) [REDACTED]

Optional: Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>

Fry, Pete <Pete.Fry@vancouver.ca>

Zhou, Lenny <Lenny.Zhou@vancouver.ca>

Haer, Angela <Angela.Haer@vancouver.ca>

Victoria Jung <Victoria.Jung@vsb.bc.ca>

Resource: [City Hall - 2nd Floor Business Centre Meeting Room \(20 person\) <CityHallBusinessCentre.Mee](#)

Subject: Racial and Ethno-Cultural Equity Advisory Committee Meeting

Location: City Hall - 2nd Floor Business Centre Meeting Room (20 person)

When: 2025-01-30 5:30:00 PM - 7:30:00 PM

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello,

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on Thursday, January 30, 2025 from 5:30 PM - 7:30 PM in the Business Centre Meeting Room (Second Floor) at City Hall. Meeting details are below.

If you are unable to attend the meeting, please submit a leave of absence request, including reason for absence, to the Clerk at olivia.kam@vancouver.ca. This is required under the *Procedure By-law*, and also helps us ensure quorum and avoid food waste. Absence due to illness is considered automatic leave, but members are still required to inform the Clerk in advance.

The meeting will be held in person with a virtual attendance option for those members who require it. In-person attendees will be connected to virtual attendees via Webex meeting platform.

Agenda: <https://vancouver.ca/docs/council/rece20250130ag.pdf>

Minutes for review, November 21, 2024: <https://vancouver.ca/docs/council/rece20241121min.pdf>

If you are attending in person:

Please arrive 10-15 minutes prior to the start of the meeting, and please continue to respect the personal space of others. Masks are welcome at City Hall, and hand sanitizer will be available for use in the meeting

room.

Access:

If you arrive at City Hall after 5:00 PM, please enter via the 12th Avenue entrance by using the intercom (this entrance has a wheelchair ramp). Security staff will grant you access to the building and direct you to your meeting room.

Meals:

A light meal will be provided for members at regular meetings held over lunch or dinner hours. The use of disposable plastic is discouraged at City Hall, and so we encourage you to bring a reusable drink container.

Parking:

All civic agency members are eligible for a parking pass granting access to the Cambie parkade, in any undesignated/unmarked spots (entrances are located immediately South of 10th Avenue on the West side of Cambie Street). The upper surface parking lot at City Hall is currently closed due to construction. Five accessible parking spots remain available on the Southeast side, and electric vehicle charging stations have been temporarily removed as work takes place.

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If you are attending virtually:

Webex login details are below. **You are encouraged to join up to 15 minutes prior to the scheduled start time, to ensure a good connection.**

Smart Phone or Tablet

If you are planning to join via smart phone or tablet, please download the free Webex app from your app store prior to the meeting.

If at any point you are prompted for a password, the following passwords will remain the same for every Racial and Ethno-Cultural Equity Advisory Committee meeting:

Attendee (public) password: [s.15\(1\)\(l\)](#)

Panelist (member) password: [s.15\(1\)\(l\)](#)

To Join the Meeting

1. Go to: <https://vancouver.webex.com/vancouver/j.php?MTID=m0bd29b80a486ec08cbeff2aeecc03b44e>
2. Enter your name and email address
3. Enter the panelist password: [s.15\(1\)\(l\)](#)
4. Click “Join”
5. Agree to the consent statement
6. Click “Join Event”

Best practices for virtual or hybrid meetings:

- Ensure you are in a quiet space with a strong internet connection
- For audio clarity, use a headset or earbuds equipped with microphone (not your built-in computer speakers and microphone)
- Mute yourself when not speaking

*If you are experiencing issues joining the meeting as a panelist, try joining using the public login information available on your Committee's [webpage](#). The Clerk will then change your status to panelist and you will be

able to participate.

*You may join by phone using one of the numbers below, followed by the access code and numeric meeting password. The Clerk will ask you to identify yourself, and will leave you unmuted to allow you to participate (it is still asked that you mute your own phone when not speaking).

VANCOUVER LOCAL:
1-604-646-8916

CANADA/US TOLL FREE:
1-855-699-3239

ACCESS CODE:
s.15(1)(l)

PASSWORD

s.15(1)(l)

Expense Allowances:

To reduce financial barriers to participation, certain expense allowances are offered via bank deposit. These are:

- **\$40 per member, per regular meeting or working session for dependent care expenses**
- **\$5 per member, per regular meeting or working session for transportation expenses** (if you require additional support for transportation, please contact us—e.g. if hiring a wheelchair accessible taxi)

We ask that only those members in need claim these expense allowances.

Sincerely,

Olivia Kam (she/her) | Meeting Coordinator
City Clerk's Office | City of Vancouver
olivia.kam@vancouver.ca



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations.

From: [Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
Required: [Kam, Olivia <Olivia.Kam@vancouver.ca>](mailto:Olivia.Kam@vancouver.ca)
Subject: Tentative: Racial and Ethno-Cultural Equity Advisory Committee Meeting
Location: City Hall - 2nd Floor Business Centre Meeting Room (20 person)
When: 2025-01-30 5:30:00 PM - 7:30:00 PM

From: [Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
Required: [Kam, Olivia <Olivia.Kam@vancouver.ca>](mailto:Olivia.Kam@vancouver.ca)
Subject: Declined: Racial and Ethno-Cultural Equity Advisory Committee Meeting
Location: City Hall - 2nd Floor Business Centre Meeting Room (20 person)
When: 2025-01-30 5:30:00 PM - 7:30:00 PM

From: Burris, Kevin <Kevin.Burris@vancouver.ca>

To: [<harjyotbanwait s.22\(1\)>](mailto:harjyotbanwait s.22(1))

[<victoriamarissabarclay s.22\(1\)>](mailto:victoriamarissabarclay s.22(1))

[<s.22\(1\)>](mailto:s.22(1))

[<stephkall s.22\(1\)>](mailto:stephkall s.22(1))

[<Alemu Sokora Nenko s.22\(1\)>](mailto:Alemu Sokora Nenko s.22(1))

[<ajpuri s.22\(1\)>](mailto:ajpuri s.22(1))

[<jeremiah.rojas s.22\(1\)>](mailto:jeremiah.rojas s.22(1))

[<lydajtang s.22\(1\)>](mailto:lydajtang s.22(1))

[<pamela.toor s.22\(1\)>](mailto:pamela.toor s.22(1))

[<nainavarshney s.22\(1\)>](mailto:nainavarshney s.22(1))

[<s.22\(1\)>](mailto:s.22(1))

[<s.22\(1\)>](mailto:s.22(1))

[<sophia.li s.22\(1\)>](mailto:sophia.li s.22(1))

CC: Kam, Olivia <Olivia.Kam@vancouver.ca>

Fry, Pete <Pete.Fry@vancouver.ca>

Zhou, Lenny <Lenny.Zhou@vancouver.ca>

Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>

RAJ, Rita <rita.raj@vpd.ca>

Haer, Angela <Angela.Haer@vancouver.ca>

Victoria Jung <Victoria.Jung@vsb.bc.ca>

Date: 2025-02-28 10:39:29 AM

Subject: Racial and Ethno-Cultural Equity Advisory Committee - External Liaisons

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello Racial and Ethno-Cultural Equity Advisory Committee members,

I'm writing to let you know that Commissioner Angela Haer and Sgt. Rita Raj have been confirmed by Council as External Liaisons to the Committee, representing the Park Board and VPD, respectively.

For reference, the [Guidelines for Civic Agencies](#) outline the following responsibilities for External Liaisons:

v. External Liaisons

- *Appointed by City Council;*
- *May be elected officials or staff of external organizations;*
- *Do not vote on civic agency matters or direct civic agency activities;*
- *Attend meetings as regularly as schedules permit;*
- *Provide information on external organization activities with respect to the civic agency's scope of work;*
- *Do not act as a "representative" of the civic agency;*
- *Are not obligated to follow specific civic agency recommendations.*

Please join me in welcoming Commissioner Haer and Sgt. Raj!

Best,

Kevin Burris, PhD (he/him) | Manager, Civic Agencies
 City Clerk's Office | City of Vancouver
kevin.burris@vancouver.ca

604 707 5412



I am grateful to live and work on the traditional, ancestral, and unceded territories of the x̄m̄k̄ȳm̄ (Musqueam), Skwxwú7mesh (Squamish), and s̄l̄il̄w̄t̄ul̄h (Tsleil-Waututh) Peoples.

From: [Kam, Olivia <Olivia.Kam@vancouver.ca>](mailto:Kam.Olivia@vancouver.ca)

Required: [Kam, Olivia <Olivia.Kam@vancouver.ca>](mailto:Kam.Olivia@vancouver.ca)

[harjyotbanwait](#) [s.22\(1\)](#)

[victoriamarissabarclay](#) [s.22\(1\)](#)

[stephkall](#) [s.22\(1\)](#)

[Alemu Sokora Nenko](#) [s.22\(1\)](#)

[jeremiah.rojas](#) [s.22\(1\)](#)

[lydajitang](#) [s.22\(1\)](#)

[pamela.toor](#) [s.22\(1\)](#)

[nainavarshney](#) [s.22\(1\)](#)

Optional: [Park Board Invitations](#) [s.15\(1\)\(i\)](#) [@vancouver.ca](#)

[Haer, Angela](#) <Angela.Haer@vancouver.ca>

[Victoria Jung](#) <Victoria.Jung@vsb.bc.ca>

[s.22\(1\)](#)

[ajpuri](#) [s.22\(1\)](#)

[s.22\(1\)](#)

[s.22\(1\)](#)

[sophia.li](#) [s.22\(1\)](#)

[Fry, Pete](#) <Pete.Fry@vancouver.ca>

[Zhou, Lenny](#) <Lenny.Zhou@vancouver.ca>

[Sumter-Freitag, April](#) <April.Sumter-Freitag@vancouver.ca>

Resource: [City Hall - 2nd Floor Business Centre Boardroom \(10 person\)](#) <[CityHallBusinessCentre.10perso](#)

Subject: Racial and Ethno-Cultural Equity Advisory Committee Meeting

Location: City Hall - 2nd Floor Business Centre Boardroom (10 person)

When: 2025-03-13 5:30:00 PM - 7:30:00 PM

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello,

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on **Thursday, March 13, 2025**, at City Hall. Agenda and attendance information will be added to this invite closer to the meeting date.

Members, if you are not able to attend and need to request a Leave of Absence, or if you require an accommodation such as a virtual or telephone attendance option, please let me know.

Sincerely,

Olivia Kam (she/her) | Meeting Coordinator

City Clerk's Office | City of Vancouver

olivia.kam@vancouver.ca



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səl̓ílwətaɬ (Tsleil-Waututh) Nations.

From: [Kam, Olivia <Olivia.Kam@vancouver.ca>](mailto:Kam.Olivia@vancouver.ca)

Required: [Kam, Olivia <Olivia.Kam@vancouver.ca>](mailto:Kam.Olivia@vancouver.ca)

[harjyotbanwait](#) [s.22\(1\)](#)

[victoriamarissabarclay](#) [s.22\(1\)](#)

[stephkall](#) [s.22\(1\)](#)

[Alemu Sokora Nenko](#) [s.22\(1\)](#)

[jeremiah.rojas](#) [s.22\(1\)](#)

[lydiajtang](#) [s.22\(1\)](#)

[pamela.toor](#) [s.22\(1\)](#)

[nainavarshney](#) [s.22\(1\)](#)

Optional: [Park Board Invitations](#) [s.15\(1\)\(l\)](#) [@vancouver.ca](#)

[Haer, Angela](#) <Angela.Haer@vancouver.ca>

[Victoria Jung](#) <Victoria.Jung@vsb.bc.ca>

[s.22\(1\)](#)

[ajpuri](#) [s.22\(1\)](#)

[s.22\(1\)](#)

[s.22\(1\)](#)

[sophia.li](#) [s.22\(1\)](#)

[Sumter-Freitag, April](#) <April.Sumter-Freitag@vancouver.ca>

Resource: [City Hall - 2nd Floor Business Centre Boardroom \(10 person\)](#) <[CityHallBusinessCentre.10perso](#)

Subject: Racial and Ethno-Cultural Equity Advisory Committee Meeting

Location: City Hall - 2nd Floor Business Centre Boardroom (10 person)

When: 2025-03-13 5:30:00 PM - 7:30:00 PM

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello,

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on Thursday, March 13, 2025 from 5:30 PM - 7:30 PM in the Business Centre Meeting Room (Second Floor) at City Hall. Meeting details are below.

If you are unable to attend, please submit a **leave of absence request**, including reason for your absence, to the Clerk at olivia.kam@vancouver.ca. This is required under the *Procedure By-law* and helps ensure quorum and minimize food waste. **Absence due to illness is considered automatic leave, but members are still required to inform the Clerk in advance.**

The meeting will be held in person, with a virtual attendance option for those members who require it. In-person attendees will be connected to virtual attendees via **Teams Meeting**.

Meeting Details:

- **Agenda:** <<LINK TO AGENDA>>
- **Minutes for review, January 30, 2025:** <https://vancouver.ca/docs/council/rece20250130min.pdf>

In-Person Attendance

- **Arrival:** Please arrive 10-15 minutes before the meeting starts, and identify yourself to Security staff to be directed to the meeting room.
- **Building Access:** If arriving after 5:00 PM, enter via the 12th Avenue entrance using the intercom (this entrance has a wheelchair ramp). Security will grant access and direct you to the meeting room.

- **Meals:**

- A light meal will be provided for members if the meeting takes place over lunch or dinner hours.
- Disposable plastics are discouraged at City Hall—please bring a reusable drink container.

- **Parking:**

- The City Hall upper surface lot is closed for construction, but five accessible spots remain on the southeast side.
- Civic agency members can request a parking pass for the Cambie Parkade (entrance south of 10th Ave on Cambie St.), at UPDATED LINK REQUIRED - SECURITY TO TOUCHBASE WITH IT
- If you receive a ticket after obtaining a parking pass, email [s.15\(1\)\(l\)@vancouver.ca](mailto:s.15(1)(l)@vancouver.ca) with the ticket details and CC Kevin Burris (kevin.burris@vancouver.ca) for confirmation. Security can only void tickets issued in the Cambie Parkade during civic agency business.

Virtual Attendance

- **Teams Meeting login details are at the bottom of this invite.**

- Please join 10 – 15 minutes before the start time to ensure a stable connection. If you experience technical issues during the meeting, the Clerk may not be available to assist immediately.
- Please enter your full name (first and last) if prompted.

- **Best Practices for Virtual or Hybrid Meetings:**

- Use a quiet space with a strong internet connection.
- For better audio, **use a headset or earbuds with a microphone** (avoid built-in computer speakers and microphone).
- Mute yourself when not speaking.

Expense Allowances:

To reduce financial barriers, certain expense allowances are available via bank deposit:

- **\$40 per member, per regular meeting or working session for dependent care expenses.**
- **\$5 per member, per regular meeting or working session for transportation expenses** (If additional support is required, e.g., a wheelchair-accessible taxi, please contact us).

We ask that only those members in need claim these expense allowances. For further information, please contact the Manager, Civic Agencies at kevin.burris@vancouver.ca.

Microsoft Teams [Need help?](#)

Join the meeting now

Meeting ID: [s.15\(1\)\(l\)](#)

Passcode: [s.15\(1\)\(l\)](#)

Dial in by phone

+1 604-665-6000 [s.15\(1\)\(l\)](#) Canada, Vancouver

[Find a local number](#)

Phone conference ID: [s.15\(1\)\(l\)](#)

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)



By attending this meeting, you are aware that personal information, such as video recording and transcription, may be collected and disclosed via the Teams Meetings platform used by the City of Vancouver for managing meetings under the authority of s.26(c) of FIPPA. Questions can be emailed to the Director, ATIP at privacy@vancouver.ca or through 311.

[Privacy and security](#)

From: [Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
Required: [Kam, Olivia <Olivia.Kam@vancouver.ca>](mailto:Olivia.Kam@vancouver.ca)
Subject: Declined: Racial and Ethno-Cultural Equity Advisory Committee Meeting
Location: City Hall - 2nd Floor Business Centre Boardroom (10 person)
When: 2025-03-13 5:30:00 PM - 7:30:00 PM

From: [Helen McGregor <hmcgregor@vsb.bc.ca>](mailto:hmcgregor@vsb.bc.ca)
To: [Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
Date: 2025-03-17 3:43:19 PM
Subject: Re: Motions - Racial and Ethno-Cultural Equity Advisory Committee - March 13, 2025

Thanks for letting me know.

s.13(1)

Helen

Helen McGregor (*she/her*)

Superintendent of Schools and CEO
Vancouver School District

e: hmcgregor@vsb.bc.ca | p:

vsb.bc.ca | [Instagram](#) | [Facebook](#) | [Twitter](#) | [LinkedIn](#) | [TikTok](#) | [YouTube](#)

With deep gratitude and respect, I am honoured to be learning and unlearning on the ancestral and unceded lands of the x m k y m (Musqueam), S wwxwú7mesh Úxwumixw (Squamish Nation) & s l̓ilw t̓a (Tsleil-Waututh Nation).

From: Victoria Jung <Victoria.Jung@vsb.bc.ca>
Sent: Monday, March 17, 2025 3:07:55 PM
To: Helen McGregor <hmcgregor@vsb.bc.ca>
Subject: Fwd: Motions - Racial and Ethno-Cultural Equity Advisory Committee - March 13, 2025

s.13(1)

Victoria Jung (*she/her*)

Trustee, Board Chair
Vancouver School District
1580 West Broadway, Vancouver BC V6J 5K8

e: victoria.jung@vsb.bc.ca

vsb.bc.ca | [Instagram](#) | [Facebook](#) | [Twitter](#) | [LinkedIn](#) | [TikTok](#) | [YouTube](#)

Honoured to be working and learning together on the traditional, ancestral, and unceded territories of the x m k y m (Musqueam), S wwxwú7mesh (Squamish) & s l̓ilw t̓a (Tsleil-Waututh) Nations

Begin forwarded message:

From: "Burris, Kevin" <Kevin.Burris@vancouver.ca>
Date: March 17, 2025 at 13:20:16 PDT
To: "Mochrie, Paul" <Paul.Mochrie@vancouver.ca>, "Rowley, Cheryl" <Cheryl.Rowley@vancouver.ca>, "Amrolia, Armin" <Armin.Amrolia@vancouver.ca>, "Levitt, Karen" <karen.levitt@vancouver.ca>, "Singh, Sandra" <Sandra.Singh@vancouver.ca>, "Leckovic, Katrina" <Katrina.Leckovic@vancouver.ca>, "Penney, Tina" <Tina.Penney@vancouver.ca>, "Fry,

Pete" <pete.fry@vancouver.ca>, "Zhou, Lenny" <Lenny.Zhou@vancouver.ca>, "Sumter-Freitag, April" <April.Sumter-Freitag@vancouver.ca>, "Haer, Angela" <Angela.Haer@vancouver.ca>, Victoria Jung <Victoria.Jung@vsb.bc.ca>, "RAJ, Rita" <rita.raj@vpd.ca>

Cc: "Kam, Olivia" <Olivia.Kam@vancouver.ca>

Subject: Motions - Racial and Ethno-Cultural Equity Advisory Committee - March 13, 2025

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello,

The following is a motion passed by the Racial and Ethno-Cultural Equity Advisory Committee at its meeting on March 13, 2025, and is provided in advance of the minutes being circulated to Mayor and Council and published to the web:

Request for Review of School Liaison Officer Program

MOVED by Jeremiah Rojas
SECONDED by Victoria Barclay

WHEREAS

1. The School Liaison Officer (SLO) program in Vancouver was previously eliminated in 2021 after careful consideration.
2. The Vancouver School Board's review of the School Liaison Officer program conducted by Argyle Communications (the Argyle study) was completed and due to predominantly Indigenous and Black voices articulating that they felt unsafe and/or it did not foster a safe environment school, it was eliminated.
3. The current SLO program has been revised but continues to raise concerns. It is understood that officers are now plain clothed, have concealed weapons and must engage in special training such as de-escalation techniques with special considerations towards mental health, while recognizing that student safety is a priority.
4. As per the Argyle study 60% of Black students disagreed or strongly disagreed that SLO contributed to a sense of safety in schools.
5. As per the Argyle study 33% of Indigenous students disagreed or strongly disagreed that SLO contributed to a sense of safety in schools.

THEREFORE BE IT RESOLVED

THAT the Racial and Ethno-Cultural Equity Advisory Committee express its concern regarding the renewal of the School Liaison Officer Program in Vancouver Schools without a full review;

FURTHER THAT the Racial and Ethno-Cultural Equity Advisory Committee recommend that City Council request the Vancouver School Board conduct a new independent review of the SLO program, by a neutral organization with expertise in equity and policing with a focus on centering equity-deserving communities who have historically expressed distrust towards police (particularly Indigenous and Black communities).

CARRIED UNANIMOUSLY

Best,

City Clerk's Office | City of Vancouver

kevin.burris@vancouver.ca

604 707 5412



I am grateful to live and work on the traditional, ancestral, and unceded territories of the x̄m̄k̄ȳm̄ (Musqueam), Skwxwú7mesh (Squamish), and s̄l̄il̄w̄t̄ā / sel̄il̄w̄it̄ul̄h (Tsleil-Waututh) Peoples.

From: <>
To: McRae, Chad <chad.mcrae@vpd.ca>
Date: 2025-03-24 11:56:12 AM
Subject: FW: Minutes - Racial and Ethno-Cultural Equity Advisory Committee - March 13, 2025

Hi Chad,
Did you attend the meeting

Victoria Jung (*she/her*)

Trustee, Board Chair
Vancouver School District
1580 West Broadway, Vancouver BC V6J 5K8
e: victoria.jung@vsb.bc.ca

From: Kam, Olivia <Olivia.Kam@vancouver.ca>
Sent: Wednesday, March 19, 2025 4:31 PM
To: Council - DL [s.15\(1\)\(l\)](#)
Cc: Leckovic, Katrina <Katrina.Leckovic@vancouver.ca>; Penney, Tina <Tina.Penney@vancouver.ca>; O'Connor, Patrick <Patrick.O'Connor@vancouver.ca>; Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>; Haer, Angela <Angela.Haer@vancouver.ca>; Victoria Jung <Victoria.Jung@vsb.bc.ca>; RAJ, Rita <rita.raj@vpd.ca>; Burris, Kevin <Kevin.Burris@vancouver.ca>; CC Mayor and Council Support - DL [s.15\(1\)\(l\)](#)
Subject: Minutes - Racial and Ethno-Cultural Equity Advisory Committee - March 13, 2025

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello,

For your information, the minutes of the Racial and Ethno-Cultural Equity Advisory Committee meeting on March 13, 2025 are available at the link below:

<https://vancouver.ca/docs/council/rece20250313min.pdf>

Please note, the Racial and Ethno-Cultural Equity Advisory Committee approved motions with respect to:

Request for Review of School Liaison Officer Program

MOVED by Jeremiah Rojas
SECONDED by Victoria Barclay

WHEREAS

1. The School Liaison Officer (SLO) program in Vancouver was previously eliminated in 2021 after careful consideration.
2. The Vancouver School Board's review of the School Liaison Officer program conducted by Argyle Communications (the Argyle study) was completed and due to predominantly Indigenous and Black voices articulating that they felt unsafe and/or it did not foster a safe environment school, it was eliminated.
3. The current SLO program has been revised but continues to raise concerns. It is understood that officers are now plain clothed, have concealed weapons and must engage in special training such as de-escalation techniques with special considerations towards mental health, while recognizing that student safety is a priority.
4. As per the Argyle study 60% of Black students disagreed or strongly disagreed that SLO contributed to a sense of safety in schools.
5. As per the Argyle study 33% of Indigenous students disagreed or strongly disagreed that SLO

City of Vancouver - FOI 2025-695 - Page 63 of 129

contributed to a sense of safety in schools.

THEREFORE BE IT RESOLVED

THAT the Racial and Ethno-Cultural Equity Advisory Committee express its concern regarding the renewal of the School Liaison Officer Program in Vancouver Schools without a full review;

FURTHER THAT the Racial and Ethno-Cultural Equity Advisory Committee recommend that City Council request the Vancouver School Board conduct a new independent review of the SLO program, by a neutral organization with expertise in equity and policing with a focus on centering equity-deserving communities who have historically expressed distrust towards police (particularly Indigenous and Black communities).

CARRIED UNANIMOUSLY

Sincerely,

Olivia Kam (she/her) | Meeting Coordinator
City Clerk's Office | City of Vancouver
olivia.kam@vancouver.ca



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̥m (Musqueam), Sḵwx̱wú7mesh (Squamish), and səl̓ílw̓ətaɬ (Tsleil-Waututh) Nations.

From: Haer, Angela <Angela.Haer@vancouver.ca>
To: Kam, Olivia <Olivia.Kam@vancouver.ca>
Council - DL s.15(1)(l)
CC: Leckovic, Katrina <Katrina.Leckovic@vancouver.ca>
Penney, Tina <Tina.Penney@vancouver.ca>
O'Connor, Patrick <Patrick.O'Connor@vancouver.ca>
Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>
Victoria Jung <Victoria.Jung@vsb.bc.ca>
RAJ, Rita <rita.raj@vpd.ca>
Burris, Kevin <Kevin.Burris@vancouver.ca>
CC Mayor and Council Support - DL s.15(1)(l)
Date: 2025-03-24 10:56:18 AM
Subject: Re: Minutes - Racial and Ethno-Cultural Equity Advisory Committee - March 13, 2025

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Thank you for sharing the notes

Sincerely, Commissioner Haer

From: Kam, Olivia <Olivia.Kam@vancouver.ca>
Sent: Wednesday, March 19, 2025 4:31:13 PM
To: Council - DL s.15(1)(l)
Cc: Leckovic, Katrina <Katrina.Leckovic@vancouver.ca>; Penney, Tina <Tina.Penney@vancouver.ca>; O'Connor, Patrick <Patrick.O'Connor@vancouver.ca>; Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>; Haer, Angela <Angela.Haer@vancouver.ca>; Victoria.Jung@vsb.bc.ca <Victoria.Jung@vsb.bc.ca>; RAJ, Rita <rita.raj@vpd.ca>; Burris, Kevin <Kevin.Burris@vancouver.ca>; CC Mayor and Council Support - DL s.15(1)(l)
Subject: Minutes - Racial and Ethno-Cultural Equity Advisory Committee - March 13, 2025

Hello,

For your information, the minutes of the Racial and Ethno-Cultural Equity Advisory Committee meeting on March 13, 2025 are available at the link below:

<https://vancouver.ca/docs/council/rece20250313min.pdf>

Please note, the Racial and Ethno-Cultural Equity Advisory Committee approved motions with respect to:

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MOVED by Jeremiah Rojas
SECONDED by Victoria Barclay

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CARRIED UNANIMOUSLY

Sincerely,

Olivia Kam (she/her) | Meeting Coordinator
City Clerk's Office | City of Vancouver
olivia.kam@vancouver.ca



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̱m (Musqueam), Sḵwx̱wú7mesh (Squamish), and səl̓ílw̱taɬ (Tsleil-Waututh) Nations.

From: Burris, Kevin <Kevin.Burris@vancouver.ca>

To: [harjyotbanwait s.22\(1\)](mailto:harjyotbanwait s.22(1)@vancouver.ca)

[victoriamarissabarclay s.22\(1\)](mailto:victoriamarissabarclay s.22(1)@vancouver.ca)

[s.22\(1\)](mailto:s.22(1)@vancouver.ca)

[stephkall s.22\(1\)](mailto:stephkall s.22(1)@vancouver.ca)

[Alemu Sokora Nenko s.22\(1\)](mailto:Alemu Sokora Nenko s.22(1)@vancouver.ca)

[ajpuri s.22\(1\)](mailto:ajpuri s.22(1)@vancouver.ca)

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[lydajtang s.22\(1\)](mailto:lydajtang s.22(1)@vancouver.ca)

[pamela.toor s.22\(1\)](mailto:pamela.toor s.22(1)@vancouver.ca)

[nainavarshney s.22\(1\)](mailto:nainavarshney s.22(1)@vancouver.ca)

[s.22\(1\)](mailto:s.22(1)@vancouver.ca)

[sophia.li s.22\(1\)](mailto:sophia.li s.22(1)@vancouver.ca)

CC: Kam, Olivia <Olivia.Kam@vancouver.ca>

[Sumter-Freitag, April](mailto:Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>)

[Fry, Pete](mailto:Fry, Pete <Pete.Fry@vancouver.ca>)

[Zhou, Lenny](mailto:Zhou, Lenny <Lenny.Zhou@vancouver.ca>)

[RAJ, Rita](mailto:RAJ, Rita <rita.raj@vpd.ca>)

[Haer, Angela](mailto:Haer, Angela <Angela.Haer@vancouver.ca>)

[Victoria Jung](mailto:Victoria Jung <Victoria.Jung@vsb.bc.ca>)

[Park Board Invitations s.15\(1\)\(l\) @vancouver.ca](mailto:Park Board Invitations s.15(1)(l) @vancouver.ca)

Date: 2025-03-26 3:37:51 PM

Subject: Racial and Ethno-Cultural Equity Advisory Committee - May meeting rescheduled

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Dear Committee members,

Due to a change in the Council meeting schedule for May 2025, your regular meeting has been rescheduled. Originally set for May 22, the meeting will now take place on **May 29**, in the Cascadia Room at City Hall, with a virtual attendance option.

The existing calendar hold will be updated accordingly. We apologize for any inconvenience this may cause.

Best,

Kevin Burris, PhD (he/him) | Manager, Civic Agencies

City Clerk's Office | City of Vancouver

kevin.burris@vancouver.ca

604 707 5412



I am grateful to live and work on the traditional, ancestral, and unceded territories of the xʷməθkʷyəm (Musqueam), Skwxwú7mesh (Squamish), and səl̓ílwətaʔɬ / sel̓ílwitulh (Tsleil-Waututh) Peoples.

From: Lotay, Sonia <Sonia.Lotay@vancouver.ca>
 To: [<stephkall s.22\(1\)>](mailto:stephkall s.22(1))
 CC: [<harjyotbanwait s.22\(1\)>](mailto:harjyotbanwait s.22(1))
[<victoriamarissabarclay s.22\(1\)>](mailto:victoriamarissabarclay s.22(1))
[<s.22\(1\)>](mailto:s.22(1))
[<Alemu Sokora Nenko s.22\(1\)>](mailto:Alemu Sokora Nenko s.22(1))
[<ajpuri s.22\(1\)>](mailto:ajpuri s.22(1))
[<jeremiah.rojas s.22\(1\)>](mailto:jeremiah.rojas s.22(1))
[<lydijatang s.22\(1\)>](mailto:lydijatang s.22(1))
[<pamela.toor s.22\(1\)>](mailto:pamela.toor s.22(1))
[<nainavarshney s.22\(1\)>](mailto:nainavarshney s.22(1))
[<s.22\(1\)>](mailto:s.22(1))
[<sophia.li s.22\(1\)>](mailto:sophia.li s.22(1))
Fry, Pete <Pete.Fry@vancouver.ca>
Burris, Kevin <Kevin.Burris@vancouver.ca>
Zhou, Lenny <Lenny.Zhou@vancouver.ca>
Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>
RAJ, Rita <rita.raj@vpd.ca>
Haer, Angela <Angela.Haer@vancouver.ca>
Victoria Jung <Victoria.Jung@vsb.bc.ca>

Date: 2025-05-02 9:50:41 AM

Subject: RE: Racial and Ethno-Cultural Equity Advisory Committee Clerk

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hi Stephanie,

Thank you so much, Steph! I'm really happy to be joining the RECE committee and truly appreciate the warm welcome. I'm looking forward to working together! ☺

Best Regards,

Sonia Lotay (she/her) | Assistant to Council Committees
 City Clerk's Office | City of Vancouver
sonia.lotay@vancouver.ca

s.15(1)(l)



I am grateful to live and work on the traditional, ancestral, and unceded territories of the xʷməθkʷyəm (Musqueam), Skwxwú7mesh (Squamish), and səl̓ílwətaʔɬ / sel̓ílwitulh (Tsleil-Waututh) Peoples.

From: Stephanie Kallstrom s.22(1)
 Sent: Thursday, May 1, 2025 3:53 PM
 To: Lotay, Sonia <Sonia.Lotay@vancouver.ca>

Cc: harjyotbanwait **s.22(1)** ; victoriamarissabbarclay **s.22(1)** ;
s.22(1) ; **s.22(1)** ; Alemu Sokora Nenko **s.22(1)** ;
 ajpuri **s.22(1)** ; jeremiah.rojas **s.22(1)** ; lydajtang **s.22(1)** ;
 pamela.toor **s.22(1)** ; nainavarshney <nainavarshney@msn.com>; **s.22(1)** ;
 sophia.li **s.22(1)** ; Fry, Pete <Pete.Fry@vancouver.ca>; Burris, Kevin
 <Kevin.Burris@vancouver.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>; Sumter-Freitag, April <April.Sumter-
 Freitag@vancouver.ca>; RAJ, Rita <rita.raj@vpd.ca>; Haer, Angela <Angela.Haer@vancouver.ca>;
 Victoria.Jung@vsb.bc.ca
 Subject: Re: Racial and Ethno-Cultural Equity Advisory Committee Clerk

Welcome Sonia!

Happy to have you with the RECE committee and looking forward to working together.

-Steph

Stephanie Kallstrom [she/her]

s.22(1)
s.22(1)

As a settler I acknowledge that the land on which I live, work and play is located on the unceded territory of the Coast Salish peoples—S'xw'wú7mesh (Squamish), Stó:lō and S'lilwta/Selilwitulh (Tsleil-Waututh) and xwm̓ k̓ ym (Musqueam) Nations.

Because my place of work and current residence is on unceded lands without formal invitation, I make a commitment to decolonize my daily life.

On Apr 30, 2025, at 10:35 AM, Burris, Kevin <Kevin.Burris@vancouver.ca> wrote:

Hello Racial and Ethno-Cultural Equity Advisory Committee members,

A quick note to let you know that going forward, Sonia Lotay will be acting as the Committee's clerk, and your main point of contact. Sonia has recently joined the Legislative Operations team, and has extensive experience with the City in Council Correspondence, 311, Parking Enforcement, and Corporate Services.

Please join me in welcoming Sonia!

Best,

Kevin Burris, PhD (he/him) | Manager, Civic Agencies
 City Clerk's Office | City of Vancouver
kevin.burris@vancouver.ca
 604 707 5412



I am grateful to live and work on the traditional, ancestral, and unceded territories of **CITY OF VANCOUVER** *City Clerks*

City of Vancouver - FOI 2025-695 - Page 69 of 129

the x̄m̄k̄ȳm̄ (Musqueam), Skwxwú7mesh (Squamish), and s̄l̄w̄t̄ā /sel̄iwl̄it̄ul̄h (Tsleil-Waututh) Peoples.

From: [Young Joe s.22\(1\)](#)
 To: [April Sumter-Freitag <April.Sumter-Freitag@vancouver.ca>](#)
 CC: [Sonia Lotay <Sonia.Lotay@vancouver.ca>](#)
[stephkall s.22\(1\)](#)
[haryotbanwait s.22\(1\)](#)
[victoriamarissabarclay s.22\(1\)](#)
[Sokora Nenko Alemu s.22\(1\)](#)
[jeremiah.rojas s.22\(1\)](#)
[lydajtang s.22\(1\)](#)
[pamela.toor s.22\(1\)](#)
[nainavarshney s.22\(1\)](#)
[sophia.li s.22\(1\)](#)
[Invitations Park Board s.15\(1\)\(l\) @vancouver.ca](#)
[Angela Haer <Angela.Haer@vancouver.ca>](#)
[Victoria Jung <Victoria.Jung@vsb.bc.ca>](#)
[s.22\(1\)](#)
[ajpuri s.22\(1\)](#)
[s.22\(1\)](#)
[Security s.15\(1\)\(l\) @vancouver.ca](#)
[Rita RAJ <rita.raj@vpd.ca>](#)
[Lenny Zhou <Lenny.Zhou@vancouver.ca>](#)
[Pete Fry <Pete.Fry@vancouver.ca>](#)
[Kevin Burris <Kevin.Burris@vancouver.ca>](#)
[Meetings Council Chamber s.15\(1\)\(l\)](#)

Date: 2025-05-28 8:16:22 PM
 Subject: Re: Racial and Ethno-Cultural Equity Advisory Committee Meeting, May 29, 2025

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

I'm writing to apologize for not being able to attend our scheduled meeting tomorrow. [s.15\(1\)\(l\)](#) I now have a commitment at 5:30 p.m. that I must attend.

I'm very sorry for the last-minute notice and any inconvenience this may cause. Please let me know if there's a way to catch up afterward.

Young Joe

On Mon, May 26, 2025 at 1:01 PM Young Joe [s.22\(1\)](#) wrote:
 Thank you.

I will be attending online [s.22\(1\)](#)

Regards,

Young Joe

On May 26, 2025, at 11:47 AM, Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca> wrote:

Greetings,
 I'll be intending in person for this meeting.
 Look forward to connecting soon,
 April/Sumter

April Sumter-Freitag, CAC II, ACS
 Pronouns: She/Her, They/Them
 Social Planner, Social Policy & Projects City of Vancouver
april.sumter-freitag@vancouver.ca

"Do the best you can until you know better. Then when you know better, do better."
 Maya Angelou

I am grateful to live and work on the traditional, ancestral, and unceded territories of the x m k y m (Musqueam), Skwxwú7mesh (Squamish), and s l̓ilw t̓a /sel̓ilw̓itulh (Tsleil-Waututh) Nations.

CONFIDENTIALITY NOTICE: This message and any accompanying documents contain confidential information intended for a specific individual and purpose. This message is private and protected by law. If you are not the intended recipient, you are hereby notified that any disclosure, copying or distribution, or the taking of any action based on the contents of this information, is strictly prohibited.

From: Stephanie Kallstrom [s.22\(1\)](#)
 Sent: Friday, May 23, 2025 4:34:33 PM
 To: Lotay, Sonia <Sonia.Lotay@vancouver.ca>
 Cc: harjyotbanwait [s.22\(1\)](#); victoriamarissabarclay [s.22\(1\)](#); Alemu Sokora Nenko [s.22\(1\)](#); jeremiah.rojas [s.22\(1\)](#); lydajtang [s.22\(1\)](#); pamela.toor [s.22\(1\)](#); nainavarshney [s.22\(1\)](#); sophia.li [s.22\(1\)](#); [s.22\(1\)](#); [s.22\(1\)](#); [s.22\(1\)](#); Park Board Invitations [s.15\(1\)\(l\)](#) [@vancouver.ca>; Haer, Angela <\[Angela.Haer@vancouver.ca\]\(mailto:Angela.Haer@vancouver.ca\)>; \[Victoria.Jung@vsb.bc.ca\]\(mailto:Victoria.Jung@vsb.bc.ca\) <\[Victoria.Jung@vsb.bc.ca\]\(mailto:Victoria.Jung@vsb.bc.ca\)>; \[s.22\\(1\\)\]\(#\); ajpuri \[s.22\\(1\\)\]\(#\); \[s.22\\(1\\)\]\(#\); \[s.22\\(1\\)\]\(#\); Sumter-Freitag, April \[s.22\\(1\\)\]\(#\); \[April.Sumter-Freitag@vancouver.ca\]\(mailto:April.Sumter-Freitag@vancouver.ca\)>; Security \[s.15\\(1\\)\\(l\\)\]\(#\) \[@vancouver.ca>; RAG - RIA\]\(mailto:@vancouver.ca\)](mailto:@vancouver.ca)

<rita.raj@vpd.ca>; Zhou, Lenny <Lenny.Zhou@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>;
 Burris, Kevin <Kevin.Burris@vancouver.ca>; Council Chamber Meetings [s.15\(1\)\(l\)](#)
 Subject: Re: Racial and Ethno-Cultural Equity Advisory Committee Meeting, May 29, 2025

Hi,

Encouraging everyone again to come in person!

-Steph

Stephanie Kallstrom [she/her]

C.[s.22\(1\)](#)

[s.22\(1\)](#)

As a settler I acknowledge that the land on which I live, work and play is located on the unceded territory of the Coast Salish peoples-S'xwəwú7mesh (Squamish), Stó:l and S'ílwíta/Selilwitulh (Tsleil-Waututh) and xwm̓k̓y̓m̓ (Musqueam) Nations.

Because my place of work and current residence is on unceded lands without formal invitation, I make a commitment to decolonize my daily life.

On May 23, 2025, at 4:27 PM, Lotay, Sonia <Sonia.Lotay@vancouver.ca> wrote:

Hello,

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on Thursday, May 29, 2025 from 5:30 PM - 7:30 PM in the Cascadia Room (Third Floor) at City Hall. Meeting details are below.

If you are unable to attend, please submit a **leave of absence request**, including reason for your absence, to the Clerk at sonia.lotay@vancouver.ca. This is required under the *Procedure By-law* and helps ensure quorum and minimize food waste. **Absence due to illness is considered automatic leave, but members are still required to inform the Clerk in advance.**

The meeting will be held in person, with a virtual attendance option for those members who require it. In-person attendees will be connected to virtual attendees via **Teams Meeting**.

Meeting Details:

- **Agenda:** [Agenda – Racial and Ethno-Cultural Equity Advisory Committee – May 29, 2025](#)
- **Minutes for review, March 13, 2025:** [Racial and Ethno-Cultural Equity Advisory Committee Minutes – March 13, 2025](#)
- **Meeting documents:** [Council Meeting - May 20, 2025](#)

In-Person Attendance

- **Arrival:** Please arrive 10-15 minutes before the meeting starts, and identify yourself to Security staff to be directed to the meeting room.
- **Building Access:** If arriving after 5:00 PM, enter via the 12th Avenue entrance using the intercom (this entrance has a wheelchair ramp). City of Vancouver, FOI 2025-605, Page 18 of 120 Security will grant access and direct you

- to the meeting room.

- **Meals:**

- A light meal will be provided for members if the meeting takes place over lunch or dinner hours.
- Disposable plastics are discouraged at City Hall—please bring a reusable drink container.

- **Parking:**

- Public parking is available in the City Hall upper surface lot. Five accessible spots are available on the southeast side.
- Civic agency members can request a parking pass at <https://survey.vancouver.ca/s3/City-Hall-Campus-Parking-Exemption-Request>.
- If you receive a ticket after obtaining a parking pass, email [s.15\(1\)\(l\)@vancouver.ca](mailto:s.15(1)(l)@vancouver.ca) with the ticket details and CC Kevin Burris (kevin.burris@vancouver.ca) for confirmation. Security can only void tickets issued in City Hall lot during civic agency business.

Virtual Attendance

- Teams Meeting login details are at the bottom of this invite. Please let the Clerk know in advance if you plan to attend virtually.
- Please join 10 – 15 minutes before the start time to ensure a stable connection. If you experience technical issues during the meeting, the Clerk may not be available to assist immediately.
- Please enter your full name (first and last) if prompted.
- Best Practices for Virtual or Hybrid Meetings:
 - Use a quiet space with a strong internet connection.
 - For better audio, use a headset or earbuds with a microphone (avoid built-in computer speakers and microphone).
 - Mute yourself when not speaking.

Expense Allowances:

To reduce financial barriers, certain expense allowances are available via bank deposit:

- \$40 per member, per regular meeting or working session for dependent care expenses.
- \$5 per member, per regular meeting or working session for transportation expenses (If additional support is required, e.g., a wheelchair-accessible taxi, please contact us).

We ask that only those members in need claim these expense allowances. For further information, please contact the Manager, Civic Agencies at kevin.burris@vancouver.ca.

Microsoft Teams [Need help?](#)
[Join the meeting now](#)

Meeting ID: [s.15\(1\)\(l\)](#)

Passcode: [s.15\(1\)\(l\)](#)



Dial in by phone

[+1 604-665-6000](#), [s.15\(1\)\(l\)](#) Canada, Vancouver

[Find a local number](#)

Phone conference ID: [s.15\(1\)\(l\)](#)

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)



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[Privacy and security](#)

<mime-attachment.ics>

<CoV-Anti-Racism Action Plan-RECE Committee mtg - May 29.pdf>

From: [Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>](mailto:civicagenciesinfo@vancouver.ca)

Required: [Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>](mailto:civicagenciesinfo@vancouver.ca)
[harjyotbanwait s.22\(1\)](#)
[victoriamarissabarclay s.22\(1\)](#) >
[stephkall s.22\(1\)](#)
[Alemu Sokora Nenko s.22\(1\)](#)
[jeremiah.rojas s.22\(1\)](#)
[lydiaitang s.22\(1\)](#)
[pamela.toor s.22\(1\)](#)
[nainavarshney s.22\(1\)](#)
[sophia.li s.22\(1\)](#)
[s.22\(1\)](#)

Optional: [Park Board Invitations s.15\(1\)\(l\) @vancouver.ca](#)
[Haer, Angela <Angela.Haer@vancouver.ca>](#)
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[s.22\(1\)](#)
[Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>](#)
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[RAJ, Rita <rita.raj@vpd.ca>](#)
[Zhou, Lenny <Lenny.Zhou@vancouver.ca>](#)
[Fry, Pete <Pete.Fry@vancouver.ca>](#)
[Burris, Kevin <Kevin.Burris@vancouver.ca>](#)

Resource: [Cascadia Room \(formerly Committee Room 1\) <Cascadia.Room@vancouver.ca>](#)

Subject: Racial and Ethno-Cultural Equity Advisory Committee Meeting

Location: Cascadia Room, Third Floor, City Hall; Cascadia Room (formerly Committee Room 1)

When: 2025-05-29 5:30:00 PM - 7:30:00 PM

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Note: Due to a change in the Council meeting schedule for May 2025, the regular meeting has been rescheduled from May 22 to May 29, 2025.

Hello,

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on Thursday, May 29, 2025, from 5:30 pm to 7:30 pm in the Cascadia Room, Third Floor, City Hall. Agenda and attendance information will be added to this invite closer to the meeting date.

Members, if you are not able to attend either in-person or virtually and need to request a Leave of Absence, please let the Committee Clerk (TBA) know by Thursday, May 22, 2025.

From: [Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>](mailto:civicagenciesinfo@vancouver.ca)

Required: [Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>](mailto:civicagenciesinfo@vancouver.ca)
[harjyotbanwait s.22\(1\)](#)
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[Young Joe s.22\(1\)](#)
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[nainavarshney s.22\(1\)](#)
[s.22\(1\)](#)
[Security s.15\(1\)\(l\) @vancouver.ca](#)
[Park Board Invitations s.15\(1\)\(l\) @vancouver.ca](#)

Optional: [Fry, Pete <Pete.Fry@vancouver.ca>](#)
[Zhou, Lenny <Lenny.Zhou@vancouver.ca>](#)
[Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>](#)
[Haer, Angela <Angela.Haer@vancouver.ca>](#)
[RAJ, Rita <rita.raj@vpd.ca>](#)
[Victoria Jung <Victoria.Jung@vsb.bc.ca>](#)
[Preeti Faridkot <Preeti.Faridkot@vsb.bc.ca>](#)
[s.22\(1\)](#)
[ajpuri s.22\(1\)](#)

Subject: Racial and Ethno-Cultural Equity Advisory Committee Regular Meeting (Calendar Hold)

Location: Cascadia Room / Teams

When: 2025-09-25 5:30:00 PM - 7:30:00 PM

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

From: [Lotay, Sonia <Sonia.Lotay@vancouver.ca>](mailto:Sonia.Lotay@vancouver.ca)
Required: [Lotay, Sonia <Sonia.Lotay@vancouver.ca>](mailto:Sonia.Lotay@vancouver.ca)

[harjyotbanwait s.22\(1\)](#)

[victoriamarissabarcley s.22\(1\)](#)

[stephkall s.22\(1\)](#)

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[s.22\(1\)](#)

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[s.22\(1\)](#)

[ajpuri s.22\(1\)](#)

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[Council Chamber Meetings s.15\(1\)\(l\)](#)

Resource: [Cascadia Room \(formerly Committee Room 1\) <Cascadia.Room@vancouver.ca>](#)

Subject: Racial and Ethno-Cultural Equity Advisory Committee Meeting, May 29, 2025

Location: Microsoft Teams Meeting; Cascadia Room (formerly Committee Room 1)

When: 2025-05-29 5:30:00 PM - 7:30:00 PM

Attachments: [CoV-Anti-Racism Action Plan-RECE Committee mtg - May 29.pdf](#)

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- [March 13, 2025](#)
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Meeting ID: **s.15(1)(l)**

Passcode: **s.15(1)(l)**



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+1 604-665-6000, **s.15(1)(l)**, Canada, Vancouver

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For organizers: [Meeting options](#) | [Reset dial-in PIN](#)



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[Privacy and security](#)

(Re)Introducing the Anti-Racism Action Plan (ARAP)



Land Acknowledgement

温哥华市政府承认本市是位于马诗琴、史广米殊及史里华图民族从未割让的传统领地之上。

Simplified Chinese

Thành phố Vancouver thừa nhận rằng nó nằm trên các lãnh thổ truyền thống không bị ràng buộc của cư dân bản xứ Musqueam, Squamish và Tsleil-Waututh.

Vietnamese

تقر مدينة فانکوفر بأنها تقع على الأراضي التقليدية من الأمم الأصلية Musqueum, Squamish, Tsleil-Waututh. **Arabic**

La Ville de Vancouver reconnaît qu'elle est située sur les territoires traditionnels non cédés des nations Musqueam, Squamish et Tsleil-Waututh. **French**

ਸਿਟੀ ਆਫ ਵੈਨਕੂਵਰ ਮੰਨਦੀ ਹੈ ਕਿ ਇਹ Musqueam, Squamish, ਅਤੇ Tsleil-Waututh Nations ਦੇ ਅਣਤਿਆਗੇ ਰਵਾਇਤੀ ਇਲਾਕਿਆਂ 'ਤੇ ਸਥਿਤ ਹੈ। **Punjabi**

밴쿠버시는 Musqueam, Squamish 및 Tsleil-Waututh Nations의 양도되지 않은 전통적인 영토에 위치하고 있음을 인정합니다. **Korean**

The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh Nations. **English**

溫哥華市政府承認本市是位於馬詩琴、史廣米殊及史里華圖民族從未割讓的傳統領地之上

Traditional Chinese

Kinikilala ng Lungsod ng Vancouver na ito ay nasa tradisional at hindi isinukong territoryong bansang Musqueam, Squamish, at Tsleil-Waututh. **Tagalog**

La ciudad de Vancouver reconoce estar ubicada en los territorios tradicionales no cedidos de las naciones Musqueam, Squamish y Tsleil-Waututh. **Spanish**

AREA Team



AREA Team | Social Policy & Projects | ACCS

Senior Social Planner – Carla Suarez (she/her)

Accessibility Strategy – Karen Lai (she/her)

Anti-Black Racism & Cultural Redress – Pascaline Nsekera (she/her)

Anti-Racism Action Plan – Amelia Huang (they/them)

For internal discussion only

- Context
- Work to date
- Project details and consideration
- Mapping internal initiatives

For internal discussion only

Project Context

- In response to Council's 2020 motion "Standing Up to the Rise in Anti-Asian Racism, All Racism & and Hate Crimes" ([RTS 13927](#)):

"THAT staff report back on the development of a broad Anti-Racism/Anti-Hate Strategy for the City of Vancouver."

- Updates on this work provided to Council in [2021](#) and [2022](#)
- Meets Strategic Objective #7 (Healthy, Inclusive and Equitable) in Council's [Strategic Priorities 2023-2026](#)

Work to date:

- Supporting key projects (such as ACSWF, ABR, South Asian redress, Chinatown)
- Jurisdictional scans
- Advisory Committee discussions
- Development of methodology framework (with SFU Dialogue consultants)
- Reviewing past discussions and learnings, as well as current JEDI projects
- *new* 3-1-1 data analysis (2019-2024)

*Many thanks to members of RECE
Advisory Committee for informing anti-
racism work in past years*

Steering Committee: Equity Leadership SC

Executive Sponsor: Margaret Wittgens (GM, ACCS)

Managing sponsor:

Jody Sydor Jones (ACCS, MD, Social Policy & Projects)

Project team for developing ARAP:

Carla Suarez (ACCS, SPP, Senior Social Planner)

Amelia Huang (ACCS, SPP, Social Planner II)

Proposed timeline:

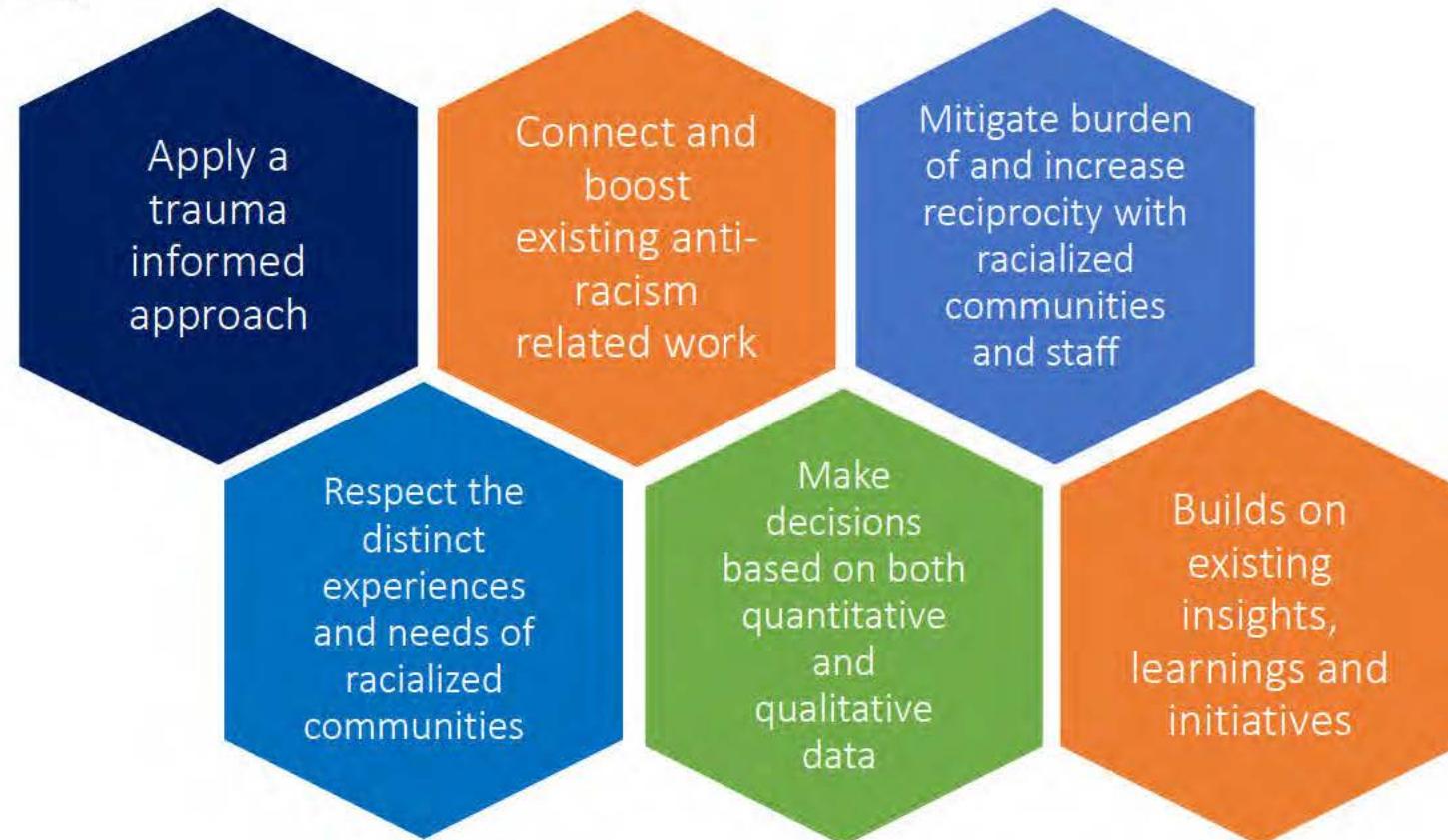
- Research, internal engagement (April – Sept)
- Engagement with partners and community organizations (July – Oct)
- Write Action Plan and Council Report (Oct – Dec)
- Present to Council (Jan 2026)

Objective: To develop a set of actions to prevent and address racial discrimination in the City's policies, strategies, programs and services.

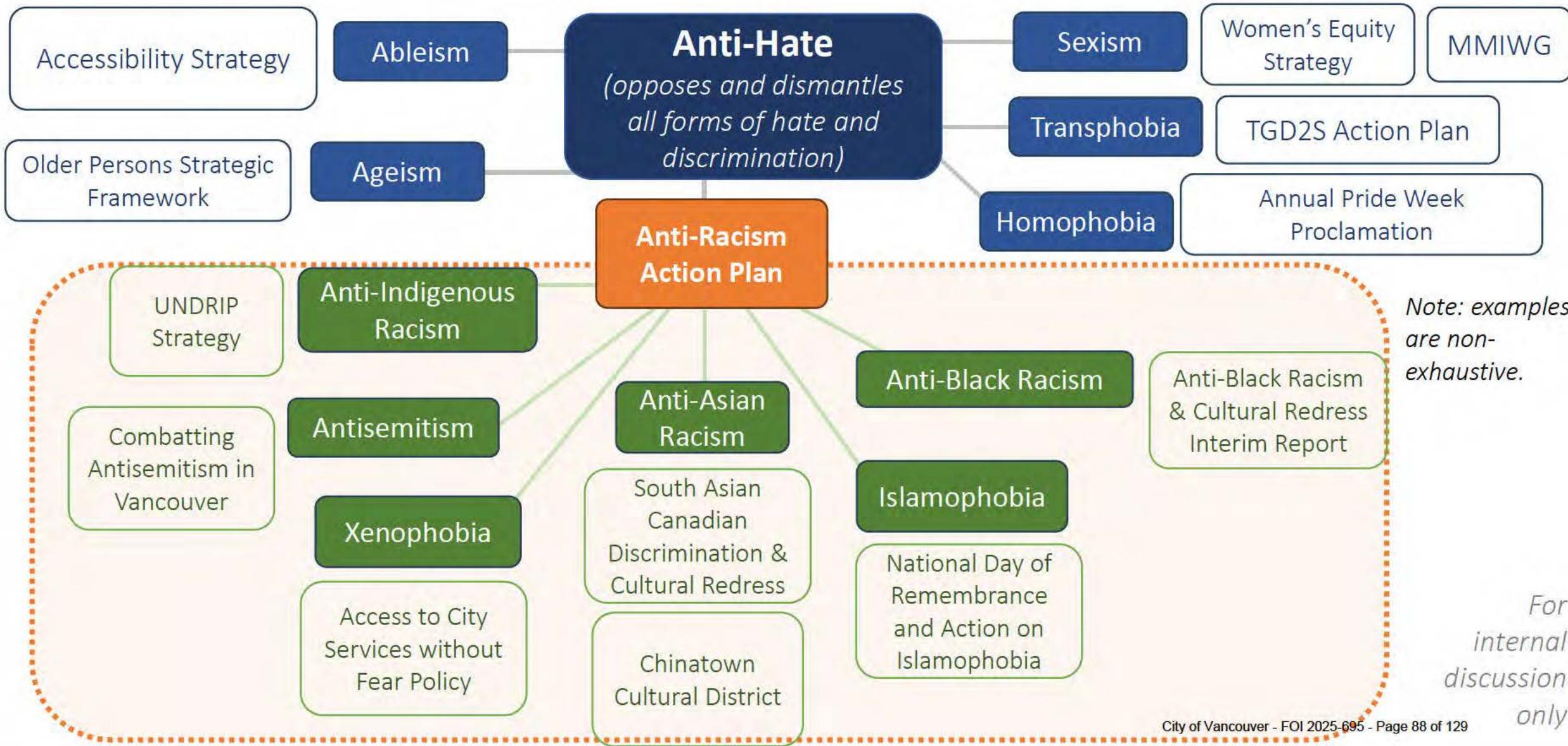
- Be informed by and collaborate with anti-Indigenous racism work from UNDRIP Actions led by Indigenous Relations
- Be informed by and collaborate with initiatives involving intersecting identities (e.g. gender, age, disability)
- Be informed by Anti-Racism Data Act, Anti-Racism Act, and Hate Crime legislation

Project Principles

In addition to the **Equity Framework**, the following principles are being proposed:

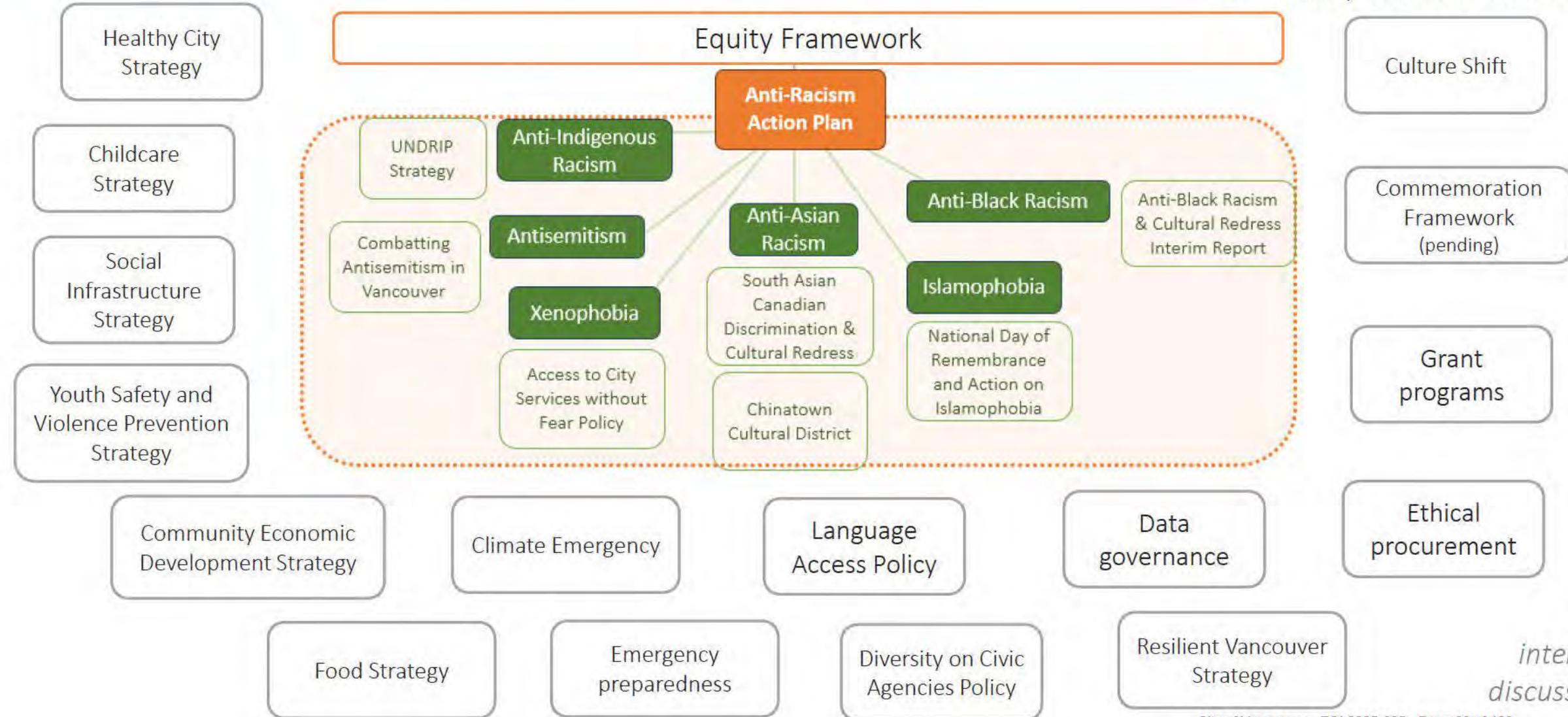


Mapping Identity-based Discrimination and Initiatives

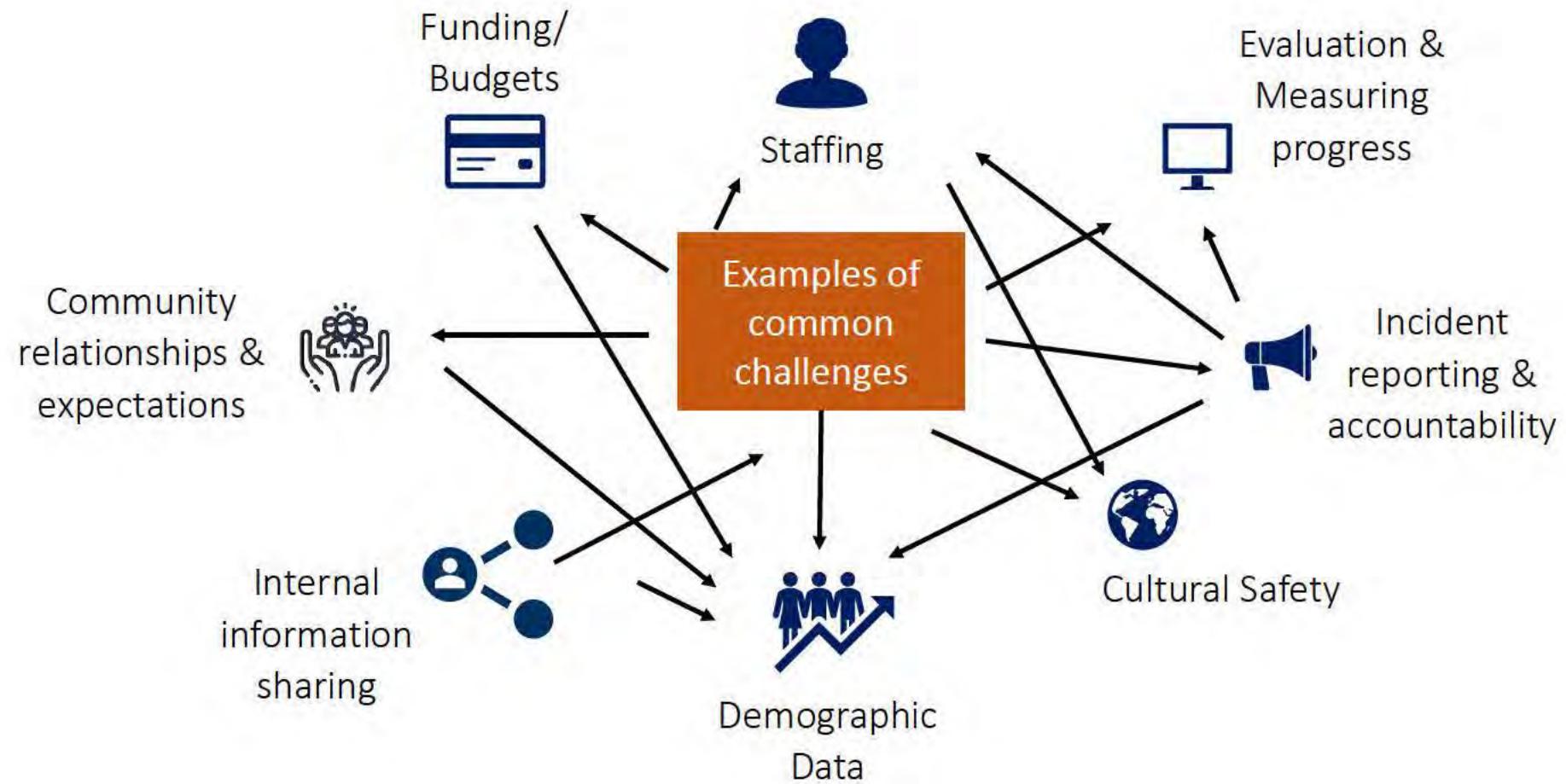


Broader Initiatives Supporting Anti-Racism

Note: examples are non-exhaustive.



What is ARAP trying to address?



Current state: Key pain points



- Ongoing challenges around physical, psychological and cultural **safety** when accessing City services and interacting with staff.
- Unequal access to **information** and levels of **civic literacy** impact access and navigation around City services.
- Doing meaningful **engagement** with diverse racialized communities and ongoing application of our **learnings** continue to face multiple barriers and inequities.
- Systemic structures and tools to address racism and integrate an anti-racism lens into business planning and delivery are under-utilized or require updating.

Internal engagement (currently underway)



Purpose:

- To better **understand** and **connect** existing anti-racism initiatives
- To confirm the **vision**, **mission** and **policy statements**.
- To scope **potential early actions** that advance the Policy Statements outlined in the ARAP



Examples of departments involved in internal engagement:

ACCS – Social Policy and Projects

ACCS – Arts & Culture

ACCS – Social Operations

CEC – Language accessibility, public engagement

CCO – Legislative operations, Protocol, Privacy Office

DBL – Enforcement, Inspections, Policy, Permitting Services

ENG – Public Space and Street Use, Parking Enforcement

Equity Office

Finance – Ethical Procurement

Finance – Revenue Services

Indigenous Relations

HR – EDI team

HR – Recruitment team

Parks & Recreation

PDS - Community Planning

PDS - Reconciliation and Cultural Change

PDS - Sustainability

REEFM – Facilities Planning

Strategy and Project Support Office

Technology Services – 3-1-1



- Finish 3-1-1 Data Analysis
 - Two datasets (2019-2024): Racist incidents, Feedback/commentary



- Outreach (external)
 - Province of BC – BC Data Service - Anti-Racism Data Act
 - Province of BC – Attorney General - Anti-Racism Act
 - Public partners (VPD, VPL, VCH, VSB)
 - Key community interest-holders



- **Joint Advisory Committee Meeting for ARAP & TGD2S Action Plans**
 - June 19, 5:30 – 7:00 pm (Joe Wai room or Online)

AREA Team



AREA Team | Social Policy & Projects | ACCS

Senior Social Planner – Carla Suarez (she/her)

Accessibility Strategy – Karen Lai (she/her)

Anti-Black Racism & Cultural Redress – Pascaline Nsekera (she/her)

Anti-Racism Action Plan – Amelia Huang (they/them)

From: [Harjyot Banwait s.22\(1\)](#)
 To: [Young Joe s.22\(1\)](#) >
[April Sumter-Freitag <April.Sumter-Freitag@vancouver.ca>](mailto:April.Sumter-Freitag@vancouver.ca)
 CC: [Sonia Lotay <Sonia.Lotay@vancouver.ca>](mailto:Sonia.Lotay@vancouver.ca)
[stephkall s.22\(1\)](#)
[victoriamarissabarclay s.22\(1\)](#)
[Sokora Nenko Alemu s.22\(1\)](#)
[jeremiah.rojas s.22\(1\)](#)
[lydajtang s.22\(1\)](#)
[pamela.toor s.22\(1\)](#)
[nainavarshney s.22\(1\)](#)
[sophia.li s.22\(1\)](#)
[Invitations Park Board s.15\(1\)\(l\) @vancouver.ca](#)
[Angela Haer <Angela.Haer@vancouver.ca>](mailto:Angela.Haer@vancouver.ca)
[Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
[s.22\(1\)](#)
[ajpuri s.22\(1\)](#)
[s.22\(1\)](#)
[Security s.15\(1\)\(l\) @vancouver.ca](#)
[Rita RAJ <rita.raj@vpd.ca>](mailto:Rita.RAJ@vpd.ca)
[Lenny Zhou <Lenny.Zhou@vancouver.ca>](mailto:Lenny.Zhou@vancouver.ca)
[Pete Fry <Pete.Fry@vancouver.ca>](mailto:Pete.Fry@vancouver.ca)
[Kevin Burris <Kevin.Burris@vancouver.ca>](mailto:Kevin.Burris@vancouver.ca)
[Meetings Council Chamber s.15\(1\)\(l\)](#)

Date: 2025-05-29 5:16:13 PM

Subject: RE: Racial and Ethno-Cultural Equity Advisory Committee Meeting, May 29, 2025

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Am running a bit late. Will be there in person.

----- Original message -----

From: Young Joe s.22(1)
 Date: 2025-05-26 1:01 p.m. (GMT-08:00)
 To: April Sumter-Freitag <April.Sumter-Freitag@vancouver.ca>
 Cc: Sonia Lotay <Sonia.Lotay@vancouver.ca>, stephkall s.22(1) harjyotbanwait s.22(1) , victoriamarissabarclay s.22(1) Sokora Nenko Alemu s.22(1) , "jeremiah.rojas" s.22(1) lydajtang s.22(1) , "pamela.toor" s.22(1) nainavarshney s.22(1) , "sophia.li s.22(1) Invitations Park Board s.15(1)(l) @vancouver.ca>, Angela Haer <Angela.Haer@vancouver.ca>, Victoria.Jung@vsb.bc.ca, s.22(1) ajpuri s.22(1) s.22(1) , Security s.15(1)(l) @vancouver.ca>, Rita RAJ <rita.raj@vpd.ca>, Lenny Zhou <Lenny.Zhou@vancouver.ca>, Pete Fry <Pete.Fry@vancouver.ca>, Kevin Burris <Kevin.Burris@vancouver.ca>, Meetings Council Chamber s.15(1)(l) , Sonia Lotay <Sonia.Lotay@vancouver.ca>, Sokora Nenko Alemu s.22(1) , Invitations Park Board s.15(1)(l) @vancouver.ca>, Angela Haer <Angela.Haer@vancouver.ca>, Rita RAJ <rita.raj@vpd.ca>,

Lenny Zhou <Lenny.Zhou@vancouver.ca>, Pete Fry <Pete.Fry@vancouver.ca>, Kevin Burris <Kevin.Burris@vancouver.ca>, Meetings Council Chamber s.15(1)(l)

Subject: Re: Racial and Ethno-Cultural Equity Advisory Committee Meeting, May 29, 2025

Thank you.

I will be attending online s.22(1)

Regards,

Young Joe

On May 26, 2025, at 11:47 AM, Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca> wrote:

Greetings,
I'll be intending in person for this meeting.
Look forward to connecting soon,
April/Sumter

April Sumter-Freitag, CAC II, ACS
Pronouns: She/Her, They/Them
Social Planner, Social Policy & Projects City of Vancouver
april.sumter-freitag@vancouver.ca

"Do the best you can until you know better. Then when you know better, do better."
Maya Angelou

I am grateful to live and work on the traditional, ancestral, and unceded territories of the x m k y m (Musqueam), Skwxwú7mesh (Squamish), and s l̓ilw t̓a / sel̓íl̓witulh (Tsleil-Waututh) Nations.

CONFIDENTIALITY NOTICE: This message and any accompanying documents contain confidential information intended for a specific individual and purpose. This message is private and protected by law. If you are not the intended recipient, you are hereby notified that any disclosure, copying or distribution, or the taking of any action based on the contents of this information, is strictly prohibited.

From: Stephanie Kallstrom s.22(1)

Sent: Friday, May 23, 2025 4:34:33 PM

To: Lotay, Sonia <Sonia.Lotay@vancouver.ca>

City of Vancouver - FOI 2025-695 - Page 96 of 129

Cc: harjyotbanwait [s.22\(1\)](#) ; victoriamarissabarclay
[s.22\(1\)](#) >; Alemu Sokora Nenko [s.22\(1\)](#) ; jeremiah.rojas
[s.22\(1\)](#) ; lydajtang [s.22\(1\)](#) ; pamela.toor
[s.22\(1\)](#) ; nainavarshney [s.22\(1\)](#) ; sophia.li [s.22\(1\)](#)
[s.22\(1\)](#) ; [s.22\(1\)](#) [s.22\(1\)](#) ; Park Board Invitations
[s.15\(1\)\(l\)](#) @vancouver.ca>; Haer, Angela <Angela.Haer@vancouver.ca>; Victoria.Jung@vsb.bc.ca
 <Victoria.Jung@vsb.bc.ca>; [s.22\(1\)](#) ; ajpuri [s.22\(1\)](#) ;
[s.22\(1\)](#) [s.22\(1\)](#) >; Sumter-Freitag, April <April.Sumter-
 Freitag@vancouver.ca>; Security [s.15\(1\)\(l\)](#) @vancouver.ca>; RAJ, Rita <rita.raj@vpd.ca>; Zhou, Lenny
 <Lenny.Zhou@vancouver.ca>; Fry, Pete <Pete.Fry@vancouver.ca>; Burris, Kevin
 <Kevin.Burris@vancouver.ca>; Council Chamber Meetings [s.15\(1\)\(l\)](#)
 Subject: Re: Racial and Ethno-Cultural Equity Advisory Committee Meeting, May 29, 2025

Hi,

Encouraging everyone again to come in person!

-Steph

Stephanie Kallstrom [she/her]

C:[s.22\(1\)](#)

[s.22\(1\)](#)

As a settler I acknowledge that the land on which I live, work and play is located on the unceded territory of the Coast Salish peoples—S'xwəwú7mesh (Squamish), Stó:l and S'lilwta /Selilwitulh (Tsleil-Waututh) and xwm k'ym (Musqueam) Nations.

Because my place of work and current residence is on unceded lands without formal invitation, I make a commitment to decolonize my daily life.

On May 23, 2025, at 4:27 PM, Lotay, Sonia <Sonia.Lotay@vancouver.ca> wrote:

Hello,

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on Thursday, May 29, 2025 from 5:30 PM - 7:30 PM in the Cascadia Room (Third Floor) at City Hall. Meeting details are below.

If you are unable to attend, please submit a **leave of absence request**, including reason for your absence, to the Clerk at sonia.lotay@vancouver.ca. This is required under the *Procedure By-law* and helps ensure quorum and minimize food waste. **Absence due to illness is considered automatic leave, but members are still required to inform the Clerk in advance.**

The meeting will be held in person, with a virtual attendance option for those members who require it. In-person attendees will be connected to virtual attendees via **Teams Meeting**.

Meeting Details:

- **Agenda:** [Agenda – Racial and Ethno-Cultural Equity Advisory Committee – May 29, 2025](#)
- **Minutes for review, March 13, 2025:** [Racial and Ethno-Cultural Equity Advisory Committee](#)

- [Minutes – March 13, 2025](#)
- **Meeting documents:** [Council Meeting - May 20, 2025](#)

In-Person Attendance

- **Arrival:** Please arrive 10-15 minutes before the meeting starts, and identify yourself to Security staff to be directed to the meeting room.
- **Building Access:** If arriving after 5:00 PM, enter via the 12th Avenue entrance using the intercom (this entrance has a wheelchair ramp). Security will grant access and direct you to the meeting room.
- **Meals:**
 - A light meal will be provided for members if the meeting takes place over lunch or dinner hours.
 - Disposable plastics are discouraged at City Hall—please bring a reusable drink container.
- **Parking:**
 - Public parking is available in the City Hall upper surface lot. Five accessible spots are available on the southeast side.
 - Civic agency members can request a parking pass at <https://survey.vancouver.ca/s3/City-Hall-Campus-Parking-Exemption-Request>.
 - If you receive a ticket after obtaining a parking pass, email [s.15\(1\)\(l\)@vancouver.ca](mailto:s.15(1)(l)@vancouver.ca) with the ticket details and CC Kevin Burris (kevin.burris@vancouver.ca) for confirmation. Security can only void tickets issued in City Hall lot during civic agency business.

Virtual Attendance

- Teams Meeting login details are at the bottom of this invite. Please let the Clerk know in advance if you plan to attend virtually.
- Please join 10 – 15 minutes before the start time to ensure a stable connection. If you experience technical issues during the meeting, the Clerk may not be available to assist immediately.
- Please enter your full name (first and last) if prompted.
- Best Practices for Virtual or Hybrid Meetings:
 - Use a quiet space with a strong internet connection.
 - For better audio, use a headset or earbuds with a microphone (avoid built-in computer speakers and microphone).
 - Mute yourself when not speaking.

Expense Allowances:

To reduce financial barriers, certain expense allowances are available via bank deposit:

- \$40 per member, per regular meeting or working session for dependent care expenses.
- \$5 per member, per regular meeting or working session for transportation expenses (If additional support is required, e.g., a wheelchair-accessible taxi, please contact us).

We ask that only those members in need claim these expense allowances. For further information, please contact the Manager, Civic Agencies at kevin.burris@vancouver.ca.

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: [s.15\(1\)\(l\)](#)

Passcode: [s.15\(1\)\(l\)](#)

Dial in by phone

[+1 604-665-6000](#) [s.15\(1\)\(l\)](#) Canada, Vancouver

[Find a local number](#)

Phone conference ID: [s.15\(1\)\(l\)](#)

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)



By attending this meeting, you are aware that personal information, such as video recording and transcription, may be collected and disclosed via the Teams Meetings platform used by the City of Vancouver for managing meetings under the authority of s.26(c) of FIPPA. Questions can be emailed to the Director, ATIP at privacy@vancouver.ca or through 311.

[Privacy and security](#)

<mime-attachment.ics>

<CoV-Anti-Racism Action Plan-RECE Committee mtg - May 29.pdf>

From: Lotay, Sonia <Sonia.Lotay@vancouver.ca>
To: [Council - DL s.15\(1\)\(l\)](#)
CC: [Mayor and Council Support - DL s.15\(1\)\(l\)](#)
Leckovic, Katrina <Katrina.Leckovic@vancouver.ca>
Penney, Tina <Tina.Penney@vancouver.ca>
O'Connor, Patrick <Patrick.O'Connor@vancouver.ca>
Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>
RAJ, Rita <rita.raj@vpd.ca>
Victoria Jung <Victoria.Jung@vsb.bc.ca>
Burris, Kevin <Kevin.Burris@vancouver.ca>
Date: 2025-06-05 11:50:58 AM
Subject: Racial and Ethno-Cultural Equity Advisory Committee - May 29, 2025

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello,

For your information, the minutes of the Racial and Ethno-Cultural Equity Advisory Committee meeting on May 29, 2025 are available at the link below:
<https://vancouver.ca/docs/council/rece20250529.pdf>

Please note, the Racial and Ethno-Cultural Equity Advisory Committee approved a motion with respect to:

3. Supportive Housing Motion

Request for Further Exploration of Supportive Housing Freeze

MOVED by Steph Kallstrom
 SECONDED by Naina Varshney

WHEREAS

1. The City of Vancouver, per the 2023 Homeless Count (snapshot) identified 2,420 people as homeless (605 unsheltered and 1,815 sheltered) and 33% of unhoused people in Metro Vancouver are Indigenous while Indigenous people only make up 2% of the population;
2. These The Council Members' Motion submitted by Mayor Sim entitled "Temporarily Pausing Net-New Supportive Housing Investments in Vancouver to Prioritize Replacing Existing Stock and Promoting Regional Equity" approved by Council at the Standing Committee on Policy and Strategic Priorities meeting on February 26, 2025, asserts that Vancouver has taken a leading role in providing supportive housing to individuals facing homelessness, mental health challenges, and substance use disorders and Vancouver has an aging supportive housing infrastructure that is in need of updating and replacing;
3. The 2023 City of Vancouver Low-Income Housing Survey estimated that there are about 6,500 Single Room Occupancy (SRO) rooms (48% privately-owned). Vancity Community Foundation found that the number of privately-owned SROs available at shelter rates (\$375/month in 2023) decreased from 1,700 in 2003 to 52 in 2023;
4. The Vancity Community Foundation estimates that in addition to a demand for improvements to existing supportive housing units of at least 4,000 homes, there is a demand of at least 5,800 net new homes.

THEREFORE BE IT RESOLVED

THAT the Racial and Ethno-Cultural Equity Advisory Committee expresses its concern of the potential risks caused by the temporary pause of City of Vancouver contributions of land or funding for homelessness response and supportive housing developments, except for projects focused on replacing existing Single Room Occupancy (SRO) buildings or Temporary Modular Housing (TMH) projects;

FURTHER THAT the Racial and Ethno-Cultural Equity Advisory Committee agree that the existing supportive housing supply needs to be updated and/or replaced, to ensure that it is free of hazards, meets safety and seismic standards and offers dignified living conditions;

AND FURTHER THAT the Racial and Ethno-Cultural Equity Advisory Committee recommend that City Council request that the Vancouver Housing Development Office provide an assessment of the supportive housing supply gap for the City of Vancouver.

CARRIED UNANIMOUSLY

Sincerely,

City Clerk's Office | City of Vancouver
sonia.lotay@vancouver.ca
604.873.7191



I am grateful to live and work on the traditional, ancestral, and unceded territories of the x m k y m (Musqueam), Skwxwú7mesh (Squamish), and s lilw ta / selílwitulh (Tsleil-Waututh) Peoples.

From: [Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
Required: [Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>](mailto:civicagenciesinfo@vancouver.ca)
Subject: Accepted: Racial and Ethno-Cultural Equity Advisory Committee Meeting
Location: Cascadia Room, Third Floor, City Hall; Cascadia Room (formerly Committee Room 1)
When: 2025-05-29 5:30:00 PM - 7:30:00 PM

From: [Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
Required: [Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>](mailto:civicagenciesinfo@vancouver.ca)
Subject: Tentative: Racial and Ethno-Cultural Equity Advisory Committee Meeting
Location: Cascadia Room, Third Floor, City Hall; Cascadia Room (formerly Committee Room 1)
When: 2025-05-29 5:30:00 PM - 7:30:00 PM

From: [STOffice <stoffice@vsb.bc.ca>](mailto:STOffice@vsb.bc.ca)
To: [Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
Date: 2025-06-03 1:33:38 PM
Subject: RE: Liaison Report - Racial and Ethno-Cultural Equity Advisory Committee May 29 2025

Thanks Victoria. This has been received and will be included in the June board agenda.

Thank you,
Judy

Judy Mah (she/her)
Executive Coordinator
Secretary Treasurer's Office
Vancouver School District
1580 West Broadway, Vancouver BC V6J 5K8
e: jmah@vsb.bc.ca | p: 604-713-5286



vsb.bc.ca | [Instagram](#) | [Facebook](#) | [Twitter](#) | [LinkedIn](#) | [TikTok](#) | [YouTube](#)

Honoured to be working and learning together on the traditional, ancestral, and unceded territories of the x m k y m (Musqueam) www7mesh.squamish (Squamish) & s ilw la (Tsleil-Waututh) Nations

VSb.bC.ca | Instagram | Facebook | Twitter | LinkedIn | TikTok | YouTube
 e: Victoria.Jung@vsb.bc.ca
 1580 West Broadway, Vancouver BC V6J 5K8
 Vancouver School District
 Trustee, Board Chair
 Victoria Jung (she/her)



Please see attached report for next board meeting agenda.

Attachments: [Liaison Trustee Report May 29.docx](#)

Subject: Liaison Report - Racism and Ethno-Cultural Equity Advisory Committee May 29 2025

Date: 2025-06-03 1:28:05 PM

To: STOffice <STOffice@vsb.bc.ca>

From: [Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung <Victoria.Jung@vsb.bc.ca>)

LIAISON TRUSTEE REPORT

Name of Committee/Organization: Racial and Ethno-Cultural Equity Advisory Committee

Liaison Trustee: Victoria Jung

Date of Meeting: May 29, 2025

Topics Discussed Most Relevant to the VSB:

- VSB SLO Program in partnership with VPD
- Pride Month
- Anti-Racism strategy from CoV
- Supportive Housing Motion

Committee / Organization Actions:

The committee requested that CoV councillors pass a motion to have a full review of the SLO Program. The committee requested that CoV councillors pass a motion on providing supportive housing to individuals facing homelessness, mental health challenges, and substance use disorders and Vancouver has an aging supportive housing infrastructure that is in need of updating and replacing.

From: Burris, Kevin <Kevin.Burris@vancouver.ca>

To: Mochrie, Paul <Paul.Mochrie@vancouver.ca>
Rowley, Cheryl <Cheryl.Rowley@vancouver.ca>
Amrolia, Armin <Armin.Amrolia@vancouver.ca>
Levitt, Karen <karen.levitt@vancouver.ca>
Singh, Sandra <Sandra.Singh@vancouver.ca>
Wittgens, Margaret <Margaret.Wittgens@vancouver.ca>
Leckovic, Katrina <Katrina.Leckovic@vancouver.ca>
Penney, Tina <Tina.Penney@vancouver.ca>
Zhou, Lenny <Lenny.Zhou@vancouver.ca>
Fry, Pete <Pete.Fry@vancouver.ca>
Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>
Victoria Jung <Victoria.Jung@vsb.bc.ca>
RAJ, Rita <rita.raj@vpd.ca>

CC: Lotay, Sonia <Sonia.Lotay@vancouver.ca>

Date: 2025-06-03 12:02:55 PM

Subject: Motions - Racial and Ethno-Cultural Equity Advisory Committee - May 29, 2025

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello,

The following is a motion passed by the Racial and Ethno-Cultural Equity Advisory Committee at its meeting on May 29, 2025, and is provided in advance of the minutes being circulated to Mayor and Council and published to the web:

3. Supportive Housing Motion

Request for Further Exploration of Supportive Housing Freeze

MOVED by Steph Kallstrom
 SECONDED by Naina Varshney

WHEREAS

1. The City of Vancouver, per the 2023 Homeless Count (snapshot) identified 2,420 people as homeless (605 unsheltered and 1,815 sheltered) and 33% of unhoused people in Metro Vancouver are Indigenous while Indigenous people only make up 2% of the population;
2. The Council Members' Motion submitted by Mayor Sim entitled "Temporarily Pausing Net-New Supportive Housing Investments in Vancouver to Prioritize Replacing Existing Stock and Promoting Regional Equity" approved by Council at the Standing Committee on Policy and Strategic Priorities meeting on February 26, 2025, asserts that Vancouver has taken a leading role in providing supportive housing to individuals facing homelessness, mental health challenges, and substance use disorders and Vancouver has an aging supportive housing infrastructure that is in need of updating and replacing;
3. The 2023 City of Vancouver Low-Income Housing Survey estimated that there are about 6,500 Single Room Occupancy (SRO) rooms (48% privately-owned). Vancity Community Foundation found that the number of privately-owned SROs available at shelter rates (\$375/month in 2023) decreased from 1,700 in 2003 to 52 in 2023;
4. The Vancity Community Foundation estimates that in addition to a demand for improvements to existing supportive housing units of at least 4,000 homes, there is a demand of at least 5,800 net new homes.

THEREFORE BE IT RESOLVED

THAT the Racial and Ethno-Cultural Equity Advisory Committee expresses its concern of the potential risks caused by the temporary pause of City of Vancouver contributions of land or funding for homelessness response and supportive housing developments, except for projects focused on replacing existing Single Room Occupancy (SRO) buildings or Temporary Modular Housing (TMH) projects;

FURTHER THAT the Racial and Ethno-Cultural Equity Advisory Committee agree that the existing supportive housing supply needs to be updated and/or replaced, to ensure that it is free of hazards, meets safety and seismic standards and offers dignified living conditions;

AND FURTHER THAT the Racial and Ethno-Cultural Equity Advisory Committee recommend that City Council request that the Vancouver Housing Development Office provide an assessment of the supportive housing supply gap for the City of Vancouver.

CARRIED UNANIMOUSLY.

Best,

Kevin Burris, PhD (he/him) | Manager, Civic Agencies
City Clerk's Office | City of Vancouver
kevin.burris@vancouver.ca
604 707 5412



I am grateful to live and work on the traditional, ancestral, and unceded territories of the x m k y m (Musqueam), Skwxwú7mesh (Squamish), and s l̓ilw t̓a / sel̓íl̓witulh (Tsleil-Waututh) Peoples.

From: Fry, Pete <Pete.Fry@vancouver.ca>
To: Lotay, Sonia <Sonia.Lotay@vancouver.ca>
 harjyotbanwait **s.22(1)**
 victoriamarissabarclay **s.22(1)**
 stephkall **s.22(1)**
 Alemu Sokora Nenko **s.22(1)**
 jeremiah.rojas **s.22(1)**
 lydajtang **s.22(1)**
 pamela.toor **s.22(1)**
 nainavarshney **s.22(1)**
 sophia.li **s.22(1)**
s.22(1)
 Cascadia Room (formerly Committee Room 1) <Cascadia.Room@vancouver.ca>
CC: Park Board Invitations **s.15(1)(l)** @vancouver.ca
 Haer, Angela <Angela.Haer@vancouver.ca>
 Victoria Jung <Victoria.Jung@vsb.bc.ca>
s.22(1)
 ajpuri **s.22(1)**
s.22(1)
 Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>
 Security **s.15(1)(l)** @vancouver.ca
 RAJ, Rita <rita.raj@vpd.ca>
 Zhou, Lenny <Lenny.Zhou@vancouver.ca>
 Burris, Kevin <Kevin.Burris@vancouver.ca>
Date: 2025-06-24 6:25:47 PM
Subject: RE: Racial and Ethno-Cultural Equity Advisory Committee Regular Meeting - June 26, 2025

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hi apologies but I must send my regrets for RECE on Thursday as I am double-booked with a community event.

In my stead please accept the following liaison update.

Recent Council decisions and updates:

1. Countdown to FIFA, City marked 1 year until the World Cup.
2. Long simmering resolution to suspend the office of the Integrity Commissioner was declared out of order, leaving that office intact for the time being.
3. Trutch Street renamed to Musqueamview Street (sxʷməθkʷəy̕əmasəm) righting a historic injustice by erasing the colonial racist namesake.
4. New measures to support development including deferrals and payment plan options for Developer Cost Levies and public benefits, forgoing the inflationary rate adjustment and similar considerations passes. These measures are to support the delivery of new housing as market continues to face significant economic headwinds.
5. Consultation to pass legislatively required Official Development Plan for Vancouver passes with amendment to broaden consultants to include residents and advocacy groups
6. 2026 Budget Outlook, staff suggested a 6-7% increase (with 1%) for infrastructure renewal, driven largely by inflationary and wage pressures. On amendment, staff will be coming back with options for 0%, 1.5% and 2.5% options. Subsequently the City Manager sent an all staff update [advising of new targets](https://www.vancouver.ca/city-council/2025-06-26-council-meeting/2025-06-26-council-meeting.aspx)

6. including deferral of non-essential hiring and additional controls on certain categories of expenditure, including travel, training, equipment purchases and external service contracts.
7. Member motion for report back on temporary property tax deferral of rental and below market rental projects – FAILED
8. Member motion report back on options and costs to expand the School Travel Planning Program – PASSED

I will be “calling notice” on the RECE SLO motion at our council meeting on July 8, for debate and decision at the July 22 meeting. I have added some edits (**in red**) to make as actionable by council, as follows:

Request for Review of School Liaison Officer Program

Submitted by Councillor Fry on behalf of the Racial and Ethno-Cultural Equity Advisory Committee

WHEREAS

1. The School Liaison Officer (SLO) program in Vancouver was previously eliminated in 2021 after careful consideration.
2. The Vancouver School Board’s review of the School Liaison Officer program conducted by Argyle Communications (the Argyle study) was completed and due to predominantly Indigenous and Black voices articulating that they felt unsafe and/or it did not foster a safe environment school, it was eliminated.
3. The current SLO program has been revised but continues to raise concerns. It is understood that officers are now plain clothed, have concealed weapons and must engage in special training such as de-escalation techniques with special considerations towards mental health, while recognizing that student safety is apriority.
4. As per the Argyle study 60% of Black students disagreed or strongly disagreed that SLO contributed to a sense of safety in schools.
5. As per the Argyle study 33% of Indigenous students disagreed or strongly disagreed that SLO contributed to a sense of safety in schools.

THEREFORE BE IT RESOLVED

s.13(1)

Pete Fry (he/him)
 Vancouver City Councillor
 City Hall | 453 W 12th Avenue
 Vancouver, BC V5Y 1V4
 604.873.7246 | Pete.Fry@vancouver.ca
 Twitter: @PtFry



The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the x̱m̱ḵy̱m̱ (Musqueam), S̱wxwú7mesh (Squamish), and s̱ḻiḻw̱ta̱ (Tsleil-Waututh) Nations.

CONFIDENTIALITY NOTICE: Please be advised that this correspondence may be subject to disclosure under BC's Freedom of Information and Protection of Privacy Act.

-----Original Appointment-----

From: Lotay, Sonia <Sonia.Lotay@vancouver.ca>
 Sent: Monday, June 23, 2025 2:45 PM
 To: harjyotbanwait; victoriamarissabarclay; stephkall; Alemu Sokora Nenko; jeremiah.rojas; lydajtang; pamela.toor; nainavarshney; sophia.li s.22(1); Cascadia Room (formerly Committee Room 1)
 Cc: Park Board Invitations; Haer, Angela; Victoria.Jung@vsb.bc.ca; s.22(1) ajpuri; s.22(1) ; Sumter-Freitag, April; Security; RAJ, Rita; Zhou, Lenny; Fry, Pete; Burris, Kevin
 Subject: Racial and Ethno-Cultural Equity Advisory Committee Regular Meeting - June 26, 2025
 When: Thursday, June 26, 2025 5:30 PM-7:30 PM (UTC-08:00) Pacific Time (US & Canada).
 Where: Cascadia Room / Teams

Hello,

***Please note, forwarding has been disabled to prevent third-party AI apps from joining. Please contact the Clerk to add any additional participants.**

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on Thursday, June 26, 2025 from 5:30 PM - 7:30 PM in the Cascadia Room (Third Floor) at City Hall. Meeting details are below.

If you are unable to attend, please submit a **leave of absence request**, including reason for your absence, to the Clerk at sonia.lotay@vancouver.ca. This is required under the *Procedure By-law* and helps ensure quorum and minimize food waste. **Absence due to illness is considered automatic leave, but members are still required to inform the Clerk in advance.**

The meeting will be held in person, with a virtual attendance option for those members who require it. In-person attendees will be connected to virtual attendees via **Teams Meeting**.

Meeting Details:

- **Agenda:** <https://vancouver.ca/docs/council/rece20250626ag.pdf>
- **Minutes for review, May 29, 2025:** <https://vancouver.ca/docs/council/rece20250529.pdf>
- **Meeting documents:** None

In-Person Attendance

- **Arrival:** Please arrive 10-15 minutes before the meeting starts, and identify yourself to Security staff to be directed to the meeting room.
- **Building Access:** If arriving after 5:00 PM, enter via the 12th Avenue entrance using the intercom (this entrance has a wheelchair ramp). Security will grant access and direct you to the meeting room.
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 - For better audio, **use a headset or earbuds with a microphone** (avoid built-in computer speakers and microphone).
 - Mute yourself when not speaking.

Expense Allowances:

To reduce financial barriers, certain expense allowances are available via bank deposit:

- **\$40 per member, per regular meeting or working session for dependent care expenses.**
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Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: [s.15\(1\)\(l\)](#)

Passcode: [s.15\(1\)\(l\)](#)

Dial in by phone

+1 604-665-6000 **s.15(1)(l)** Canada, Vancouver

[Find a local number](#)

Phone conference ID: **s.15(1)(l)**

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)



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[Privacy and security](#)

From: Lotay, Sonia <Sonia.Lotay@vancouver.ca>

Required: Lotay, Sonia <Sonia.Lotay@vancouver.ca>

[harjyotbanwait &s.22\(1\)](mailto:harjyotbanwait &s.22(1)@vancouver.ca)

[victoriamarissabarclay &s.22\(1\)](mailto:victoriamarissabarclay &s.22(1)@vancouver.ca)

[stephkall &s.22\(1\)](mailto:stephkall &s.22(1)@vancouver.ca)

[Alemu Sokora Nenko &s.22\(1\)](mailto:Alemu Sokora Nenko &s.22(1)@vancouver.ca)

[jeremiah.rojas &s.22\(1\)](mailto:jeremiah.rojas &s.22(1)@vancouver.ca)

[lydajitang &s.22\(1\)](mailto:lydajitang &s.22(1)@vancouver.ca)

[pamela.toor &s.22\(1\)](mailto:pamela.toor &s.22(1)@vancouver.ca)

[nainavarshney &s.22\(1\)](mailto:nainavarshney &s.22(1)@vancouver.ca)

[sophia.li &s.22\(1\)](mailto:sophia.li &s.22(1)@vancouver.ca)

[&s.22\(1\)](mailto:&s.22(1)@vancouver.ca)

[Cascadia Room \(formerly Committee Room 1\) <Cascadia.Room@vancouver.ca>](mailto:Cascadia Room (formerly Committee Room 1) <Cascadia.Room@vancouver.ca>)

Optional: [Park Board Invitations &s.15\(1\)\(l\)@vancouver.ca](mailto:Park Board Invitations &s.15(1)(l)@vancouver.ca)

Haer, Angela <Angela.Haer@vancouver.ca>

Victoria Jung <Victoria.Jung@vsb.bc.ca>

[&s.22\(1\)](mailto:&s.22(1)@vancouver.ca)

[ajpuri &s.22\(1\)](mailto:ajpuri &s.22(1)@vancouver.ca)

[&s.22\(1\)](mailto:&s.22(1)@vancouver.ca)

Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>

[Security &s.15\(1\)\(l\)@vancouver.ca](mailto:Security &s.15(1)(l)@vancouver.ca)

RAJ, Rita <rita.raj@vpd.ca>

Zhou, Lenny <Lenny.Zhou@vancouver.ca>

Fry, Pete <Pete.Fry@vancouver.ca>

Burris, Kevin <Kevin.Burris@vancouver.ca>

Subject: Racial and Ethno-Cultural Equity Advisory Committee Regular Meeting - June 26, 2025
(Reminder To Join)

Location: Cascadia Room / Teams

When: 2025-06-26 5:30:00 PM - 7:30:00 PM

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello,

**Please note, forwarding has been disabled to prevent third-party AI apps from joining. Please contact the Clerk to add any additional participants.*

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If you are unable to attend, please submit a **leave of absence request**, including reason for your absence, to the Clerk at sonia.lotay@vancouver.ca. This is required under the *Procedure By-law* and helps ensure quorum and minimize food waste. **Absence due to illness is considered automatic leave, but members are still required to inform the Clerk in advance.**

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Meeting Details:

- **Agenda:** <https://vancouver.ca/docs/council/rece20250626.pdf> - FOI 2025-695 - Page 114 of 129

- **Minutes for review, May 29, 2025:** <https://vancouver.ca/docs/council/rece20250529.pdf>
- **Meeting documents:** None

In-Person Attendance

- **Arrival:** Please arrive 10-15 minutes before the meeting starts, and identify yourself to Security staff to be directed to the meeting room.
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Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: [s.15\(1\)\(l\)](#)

Passcode: [s.15\(1\)\(l\)](#)

Dial in by phone

[+1 604-665-6000](#), [s.15\(1\)\(l\)](#) Canada, Vancouver

[Find a local number](#)

Phone conference ID [s.15\(1\)\(l\)](#)

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)



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[Privacy and security](#)

From: [Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>](mailto:civicagenciesinfo@vancouver.ca)

Required: [Civic Agencies & Committees Information <civicagenciesinfo@vancouver.ca>](mailto:civicagenciesinfo@vancouver.ca)
[harjyotbanwait s.22\(1\)](mailto:harjyotbanwait@s.22(1).ca)
[victoriamarissabarclay s.22\(1\)](mailto:victoriamarissabarclay@s.22(1).ca)
[stephkall s.22\(1\)](mailto:stephkall@s.22(1).ca)
[Alemu Sokora Nenko s.22\(1\)](mailto:Alemu.Sokora.Nenko@s.22(1).ca)
[jeremiah.rojas s.22\(1\)](mailto:jeremiah.rojas@s.22(1).ca)
[lydajitang s.22\(1\)](mailto:lydajitang@s.22(1).ca)
[pamela.toor s.22\(1\)](mailto:pamela.toor@s.22(1).ca)
[nainavarshney s.22\(1\)](mailto:nainavarshney@s.22(1).ca)
[sophia.li s.22\(1\)](mailto:sophia.li@s.22(1).ca)
[s.22\(1\)](mailto:s.22(1).ca)

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Zhou, Lenny <Lenny.Zhou@vancouver.ca>
Fry, Pete <Pete.Fry@vancouver.ca>
Burris, Kevin <Kevin.Burris@vancouver.ca>

Resource: [Cascadia Room \(formerly Committee Room 1\) <Cascadia.Room@vancouver.ca>](mailto:Cascadia Room (formerly Committee Room 1) <Cascadia.Room@vancouver.ca>)

Subject: Canceled: Racial and Ethno-Cultural Equity Advisory Committee Regular Meeting

Location: Cascadia Room / Teams; Cascadia Room (formerly Committee Room 1)

When: 2025-06-26 5:30:00 PM - 7:30:00 PM

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Hello,

A Regular Meeting of the **Racial and Ethno-Cultural Equity Advisory Committee** will be held on Thursday, June 26, 2025, at City Hall. Agenda and attendance information will be added to this invite closer to the meeting date.

Members, if you are not able to attend and need to request a Leave of Absence, or plan to attend virtually or by telephone, please let me know by June 23, 2025.

Sincerely,

Sonia Lotay (she/her) | Meeting Coordinator
 City Clerk's Office | City of Vancouver
sonia.lotay@vancouver.ca
 604.873.7191

I am grateful to live and work on the traditional, ancestral, and unceded territories of the x̄m̄k̄ȳm̄ (Musqueam), Skwxwú7mesh (Squamish), and s̄l̄ilw̄tā / sel̄ilwitulh (Tsleil-Waututh) Peoples.

From: Lotay, Sonia <Sonia.Lotay@vancouver.ca>

Required: [harjyotbanwait s.22\(1\)](mailto:harjyotbanwait s.22(1)@vancouver.ca)

[victoriamarissabarclay s.22\(1\)](mailto:victoriamarissabarclay s.22(1)@vancouver.ca)

[stephkall s.22\(1\)](mailto:stephkall s.22(1)@vancouver.ca)

[Alelu Sokora Nenko s.22\(1\)](mailto:Alemu Sokora Nenko s.22(1)@vancouver.ca)

[jeremiah.rojas s.22\(1\)](mailto:jeremiah.rojas s.22(1)@vancouver.ca)

[lydiajtang s.22\(1\)](mailto:lydiajtang s.22(1)@vancouver.ca)

[pamela.toor s.22\(1\)](mailto:pamela.toor s.22(1)@vancouver.ca)

[nainavarshney s.22\(1\)](mailto:nainavarshney s.22(1)@vancouver.ca)

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[ajpuri s.22\(1\)](mailto:ajpuri s.22(1)@vancouver.ca)

[s.22\(1\)](mailto:s.22(1)@vancouver.ca)

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RAJ, Rita <rita.raj@vpd.ca>

Zhou, Lenny <Lenny.Zhou@vancouver.ca>

Fry, Pete <Pete.Fry@vancouver.ca>

Burris, Kevin <Kevin.Burris@vancouver.ca>

Subject: Racial and Ethno-Cultural Equity Advisory Committee Regular Meeting - June 26, 2025
(Reminder To Join)

Location: Cascadia Room / Teams

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- **Meeting documents:** None

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Microsoft Teams [Need help?](#)

Join the meeting now

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Passcode: **s.15(1)(l)**

Dial in by phone

+1 604-665-6000 **s.15(1)(l)** Canada, Vancouver

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[Privacy and security](#)

From: [Lydia T](#) s.22(1)

To: [Alemu Sokora Nenko](#) s.22(1)

[Pamela Toor](#) s.22(1)

[Lotay, Sonia](#) <sonia.lotay@vancouver.ca>

[stephkall](#) s.22(1)

[harjyotbanwait](#) s.22(1)

[victoriamarissabarclay](#) s.22(1)

[nainavarshney](#) s.22(1)

[jeremiah.rojas](#) s.22(1)

[sophia.li](#) s.22(1)

s.22(1)

[Haer, Angela](#) <angela.haer@vancouver.ca>

[ajpuri](#) s.22(1)

[Victoria Jung](#) <Victoria.Jung@vsb.bc.ca>

CC: s.22(1)

s.22(1)

[RAJ, Rita](#) <rita.raj@vpd.ca>

[Burris, Kevin](#) <Kevin.Burris@vancouver.ca>

[Sumter-Freitag, April](#) <april.sumter-freitag@vancouver.ca>

Date: 2025-06-27 1:11:57 PM

Subject: Re: Racial and Ethno-Cultural Equity Advisory Committee Regular Meeting - June 26, 2025

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hey all, I also want to extend my apologies s.22(1)

s.22(1)

Lydia

On Thu, Jun 26, 2025 at 8:05 PM Alemu Sokora Nenko s.22(1) wrote:

s.22(1)

Best regards,

Alemu

Cellphone: s.22(1)

Mail address: s.22(1)

On Thu, Jun 26, 2025 at 7:00 PM Pamela Toor s.22(1) wrote:

Hello Everyone,

I wanted to send my sincere apologies regarding quorum. I had messaged in the chat at the start of the meeting s.22(1)

s.22(1) I had flagged the quorum in the message but from Sonia's message it appears it didn't go through or may not have been seen. I am sorry for the miscommunication and disruption for the meeting protocols.

Sincerely,
Pavan

On Friday, 20 June 2025, Lotay, Sonia <Sonia.Lotay@vancouver.ca> wrote:

Hello,

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Members, if you are not able to attend and need to request a Leave of Absence, or plan to attend virtually or by telephone, please let me know by June 23, 2025.

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Sonia Lotay (she/her) | Meeting Coordinator

City Clerk's Office | City of Vancouver

sonia.lotay@vancouver.ca

604.873.7191

I am grateful to live and work on the traditional, ancestral, and unceded territories of the x m k y m (Musqueam), Skwxwú7mesh (Squamish), and s l̓ilw t̓a / sel̓íl̓witulh (Tsleil-Waututh) Peoples.

--

Sent from Gmail Mobile

From: Lotay, Sonia <Sonia.Lotay@vancouver.ca>
To: [Council - DL s.15\(1\)\(l\)](#)
CC [Mayor and Council Support - DL s.15\(1\)\(l\)](#)
Leckovic, Katrina <Katrina.Leckovic@vancouver.ca>
Penney, Tina <Tina.Penney@vancouver.ca>
O'Connor, Patrick <Patrick.O'Connor@vancouver.ca>
Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>
Haer, Angela <Angela.Haer@vancouver.ca>
RAJ, Rita <rita.raj@vpd.ca>
Victoria Jung <Victoria.Jung@vsb.bc.ca>
Burris, Kevin <Kevin.Burris@vancouver.ca>
Date: 2025-07-08 12:40:19 PM
Subject: Racial and Ethno-Cultural Equity Advisory Committee - June 26, 2025

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello,

For your information, the minutes of the Racial and Ethno-Cultural Equity Advisory Committee meeting on June 26, 2025 are available at the link below:

[Minutes - Racial and Ethno-Cultural Equity Advisory Committee - June 26, 2025](#)

Sincerely,

Sonia Lotay (she/her) | Meeting Coordinator
City Clerk's Office | City of Vancouver
sonia.lotay@vancouver.ca
604.873.7191



I am grateful to live and work on the traditional, ancestral, and unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səl̓ílwətaʔɬ / sel̓ílwitulh (Tsleil-Waututh) Peoples.

From: [Pamela Toor s.22\(1\)](#)
To: [Young Joe s.22\(1\)](#)
CC: [Lotay, Sonia <Sonia.Lotay@vancouver.ca>](#)
[haryotbanwait s.22\(1\)](#)
[victoriamarissabarclay s.22\(1\)](#)
[stephkall s.22\(1\)](#)
[sophia.li s.22\(1\)](#)
[Alemu Sokora Nenko s.22\(1\)](#)
[jeremiah.rojas s.22\(1\)](#)
[lydajtang s.22\(1\)](#)
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[s.22\(1\)](#)
[Fry, Pete <Pete.Fry@vancouver.ca>](#)
[Zhou, Lenny <Lenny.Zhou@vancouver.ca>](#)
[Sumter-Freitag, April <April.Sumter-Freitag@vancouver.ca>](#)
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[Victoria Jung <Victoria.Jung@vsb.bc.ca>](#)
[Preeti Faridkot <Preeti.Faridkot@vsb.bc.ca>](#)
[s.22\(1\)](#)
[ajpuri s.22\(1\)](#)
[Burris, Kevin <Kevin.Burris@vancouver.ca>](#)

Date: 2025-07-31 5:04:26 PM

Subject: Re: Racial and Ethno-Cultural Equity Advisory Committee Working Session

This email originated from outside of the VSB. Do not click on links, attachments or reply to emails from unknown sources.

Hello everyone,

I also have a work commitment this evening as well. Looking forward to joining you at the next session.

Kindly,
Pavan

On Thursday, 31 July 2025, Young Joe s.22(1) wrote:

My apologies—I won't be able to attend the working group meeting today. I look forward to receiving the meeting notes. Thank you!

Regards,

Young Joe

On Wed, 23 Jul 2025 at 17:40, Lotay, Sonia <Sonia.Lotay@vancouver.ca> wrote:

Hello,

**Please note, forwarding has been disabled to prevent third-party AI apps from joining. Please contact the Clerk to add any additional participants.*

A Working Session of the Racial and Ethno-Cultural Equity Advisory Committee will be held on Thursday, July 31, 2025 from 5:30 PM - 7:30 PM, virtually via the Microsoft Teams platform.

Please note that the Clerk will not be present during the working session, and members are responsible for agenda and further coordination.

Virtual Attendance

- Teams Meeting login details are at the bottom of this invite.
- Please join 10 – 15 minutes before the start time to ensure a stable connection. The Clerk will not be available during the session to assist with technical issues.
- Please enter your full name (first and last) if prompted.
- Best Practices for Virtual or Hybrid Meetings:
 - Use a quiet space with a strong internet connection.
 - For better audio, use a headset or earbuds with a microphone (avoid built-in computer speakers and microphone).
 - Mute yourself when not speaking.

Expense Allowances:

To reduce financial barriers, certain expense allowances are available via bank deposit:

- \$40 per member, per regular meeting or working session for dependent care expenses.
- \$5 per member, per regular meeting or working session for transportation expenses (If additional support is required, e.g., a wheelchair-accessible taxi, please contact us).

We ask that only those members in need claim these expense allowances. For further information, please contact the Manager, Civic Agencies at kevin.burris@vancouver.ca.

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: [s.15\(1\)\(l\)](#)

Passcode [s.15\(1\)\(l\)](#)

Dial in by phone

[+1 604-665-6000](#) [s.15\(1\)\(l\)](#) Canada, Vancouver

[Find a local number](#)

Phone conference ID: [s.15\(1\)\(l\)](#)

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)



By attending this meeting, you are aware that personal information, such as video recording and transcription, may be collected and disclosed via the Teams [City of Vancouver FOI 2025-695, Page 0127 of 129](#) application.

for managing meetings under the authority of s.26(c) of FIPPA. Questions can be emailed to the Director, ATIP at privacy@vancouver.ca or through 311.

[Privacy and security](#)

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Sent from Gmail Mobile

From: [Victoria Jung <Victoria.Jung@vsb.bc.ca>](mailto:Victoria.Jung@vsb.bc.ca)
Required: [Lotay, Sonia <Sonia.Lotay@vancouver.ca>](mailto:Sonia.Lotay@vancouver.ca)
Subject: Tentative: Racial and Ethno-Cultural Equity Advisory Committee Working Session
Location: Microsoft Teams Meeting
When: 2025-07-31 5:30:00 PM - 7:30:00 PM
