



Council Member Motion

For the Committee of the Whole Meeting of February 22, 2018

To: Committee of the Whole **Date:** February 16, 2018
From: Mayor Helps, Councillors Alto and Loveday
Subject: Follow up on Council Motion re: Human Rights and Non-Discrimination

BACKGROUND

In the summer of 2017 the following motion was referred to the Mayor and Councillors Loveday and Alto to take action on:

- Communicate to the public the terms of reference to be addressed in rezoning/development applications including direction that an individual's race, engender, age, religion, political or ethnic affiliation, sexual orientation, marital or family status, social or economic status, or disability, are not acceptable consideration for approval or denial of these applications
- Prepare, present and post at a CALUC or other city-endorsed land use review meeting a list of guidelines that outline acceptable behaviours in public consultations including anti-bullying and anti-discrimination best practices.
- Develop and implement procedures to confront bullying and discriminatory conduct that violates the City's commitment to human right, anti-racism and anti-discrimination, and denies or restricts the participation of organization and individuals in CALUC meetings or public hearings.
- Provide opportunities for public sessions in which dialogue is had that will help to confront community stigma associated with poverty and addictions.

In response we worked with the Coalition to End Homelessness, the CAP on Discrimination group and the Together Against Poverty Society to develop the attached policy position, actions, and materials.


RECOMMENDATION

1. That Council adopt the policy position, actions and materials laid out in the Appendices to this report.

Respectfully submitted,


Mayor Helps


Councillor Alto


Councillor Loveday

Appendix A

Building Inclusive Communities - Non-Discrimination Principles in Community Association Land Use Committee Meetings and Public Hearings

Policy Statement

Section 8(1) of the BC Human Rights Code requires that the City of Victoria, its council members, staff and designates, including Community Association Land Use Committees, conduct their services related to land use regulation in ways that do not discriminate against person on the basis of race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of a person or class of persons.

In addition, the City of Victoria as a founding member of the Community Action Plan (CAP) on Discrimination, has committed to recognizing human rights to include protection against discrimination based on perceptions of social condition and disability, including discrimination based on stereotypical physical markers of poverty and illicit drug use.

As such, the City has a responsibility to ensure that all public processes, including the deliberations of Community Association Land Use Committees – which are mandated by the City – are facilitated in ways that are free of all forms of discrimination and therefore inclusive and safe for everyone to participate.

To ensure this policy is carried out the following bodies will undertake the the following actions.

Community Association Land Use Committees (CALUC)

Actions:

1. Hold annual anti-discrimination/anti-bullying training and diversity competence education for CALUC chairs and committee members.
2. Work with BC Human Rights Commission or another relevant body to create an anti-discrimination tool kit for CALUC use.
3. Create a best practices poster and handouts to be posted and handed out at CALUC outlining participant responsibilities that help educate participants on acceptable behaviors that are non-discriminatory and support human rights considerations. *See Appendix A.*
4. In order to establish a common understanding of acceptable behaviours, create a statement that supports a non-discriminatory approach to dialogue and have the statement read at the commencement of each CALUC meeting. A model statement is presented below:

“Our Community Association Land Use Committee and the City of Victoria are committed to upholding the City’s lawful commitments to human rights and anti-discrimination throughout the consultation process, and we are committed to ensuring that all people who speak at this meeting are treated in a fair and respectful manner. No form of discrimination is acceptable or tolerated. This includes discrimination because of race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or economic status. This meeting is a place where all human rights are respected and where we all take responsibility to create a safe, inclusive environment for everyone to participate.

As the land use Committee Chair it is my responsibility to ensure that this remains a safe space for everyone. As such, if I witness what I consider to be discriminatory statements against anyone as outlined above, I may interrupt a speaker, ask a speaker to provide their feedback in writing rather than verbally, call a recess in the meeting, or take other measures to ensure that the safe remains safe for all and that everyone's human rights are respected."

Council

Actions:

1. At the beginning of each term, within Council orientation processes, include anti-discrimination / anti-bullying training and diversity competence education that helps Council members build the skills on how to recognize discrimination and actions they can take to prevent it from happening and/or intervene effectively when it does occur.
2. Create a poster to be posted in the Council chambers outlining best practices that speak to anti-discrimination and human rights considerations. See Appendix A.
3. In order to establish a common understanding of acceptable behaviours, create a statement that supports a non-discriminatory approach to dialogue and deliberation, and have printed at the beginning of each Council Agenda. A model statement is presented below:

"Council is committed to ensuring that all people who speak in this chamber are treated in a fair and respectful manner. No form of discrimination is acceptable or tolerated. This includes discrimination because of race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or economic status. This Council chamber is a place where all human rights are respected and where we all take responsibility to create a safe, inclusive environment for everyone to participate."

4. The Mayor or designate will read the statement prior to the "Requests to Address Council" and "Public and Statutory Hearings" items being addressed at the meetings and include a statement that presents how the Mayor or designate will ensure an inclusive, non-discriminatory atmosphere throughout the meeting. A model statement is presented below:

"As the Mayor (Acting Mayor) it is my responsibility to ensure that this remains a safe space for everyone. As such, if I witness what I consider to be discriminatory statements against anyone as outlined above, I may interrupt a speaker, ask a speaker to provide their feedback in writing rather than verbally, call a recess in the meeting, or take other measures to ensure that the safe remains safe for all and that everyone's human rights are respected."

5. Include a commitment to creating a non-discriminatory environment in the opening statements presented prior to commencing the Public and Statutory Hearing portion of any Council meeting. A model statement is presented below:

"In accordance with legislative requirements that public bodies not discriminate against individuals on the basis of race, colour, ancestry, place of origin, religion, marital status, family

status, physical or mental disability, sex, sexual orientation, gender identity or expression, or economic status, any reference to individuals on the basis of these characteristics is prohibited during these proceedings and will not be considered by Council in its role as land use regulator”.

Greater Victoria Coalition to End Homelessness

1. Support and promote the Coalition to End Homelessness public education and awareness activities outlined in Appendix B.