2019 City of Richmond Diversity Symposium

Working with Diversity: The Value of Difference

Friday, October 25, 2019
8:00 a.m. to 4:00 p.m.
Richmond City Hall, 6911 No. 3 Road
Greetings from the Mayor

On behalf of City Council, I am pleased to extend my warmest greetings to delegates attending the fifth annual City of Richmond Diversity Symposium.

With the theme, Working with Diversity: The Value of Difference, this year’s symposium is an opportunity to share best and emerging practices in building diverse, inclusive and equitable communities.

The City has recently embarked in creating a Cultural Harmony Plan to guide the City’s social inclusion practices as they relate to policy development, program and service delivery, community engagement and customer service. This plan envisions that Richmond residents recognize and respect diverse groups in the community, acknowledge and celebrate differences, and value and enable the unique contribution of each individual in community life. Events like today move us closer to that vision.

Please accept my best wishes for a productive and enjoyable symposium.

Sincerely,

Malcolm D. Brodie
Mayor, City of Richmond
Thank You to our Volunteers

We would like to recognize the dedication and hard work of volunteers who have donated their time and expertise to the 2019 City of Richmond Diversity Symposium. Special thanks goes to the Richmond Intercultural Advisory Committee (RIAC) and Richmond Multicultural Community Services (RMCS) for their long-standing support of the Diversity Symposium.

2019 Diversity Symposium Steering Committee

Alan Hill, Member, Richmond Intercultural Advisory Committee
Ashok Rattan, Settlement Program Coordinator, Richmond Multicultural Community Services
Biliana Velkova, Public Art Planner, City of Richmond
Dorothy Jo, Inclusion Coordinator, City of Richmond
Emily Ooi, Educational Programs Coordinator, Richmond Museum, City of Richmond
Mahi Khalaf, Settlement Site Manager, ISSofBC
Michael Ma, Member, Richmond Intercultural Advisory Committee
Michaela Fengstad, Career Advisor, LEADS Program, YWCA
Naresh Chopra, Member, Richmond Intercultural Advisory Committee
Diversity Symposium at a Glance

8:00 a.m. – Registration and Networking (Refreshments served in M.1.003)

8:30 a.m. – Welcome (Council Chambers)

9:00 a.m. – Opening Keynote Presentation (Council Chambers)
  • How Not to Let Conflict Go to Waste
    Aftab Erfan

10:00 a.m. – Break (Refreshments served in M.1.003)

10:15 a.m. – Time Band One Presentations
  • Young Changemakers (Council Chambers)
  • Using Theatre for Social Change (M.2.004)
  • Belonging Matters: Reflections on a Peer-Led Overdose Prevention Initiative to Save Lives (M.2.002)

11:30 a.m. – Networking Lunch (M.1.003)

11:45 a.m. – 12:15 p.m. (Lobby)
  • Special Performance by members of the Vancouver Inter-Cultural Orchestra

12:30 p.m. – Time Band Two Presentations
  • Mentorship as a Dynamic Platform for Newcomer Inclusion (Council Chambers)
  • Building Diversity in the Arts (M.2.004)
  • Richmond Indigenous Collaborative Table (M.2.002)

1:45 p.m. – Break (Refreshments served in M.1.003)

2:00 p.m. – Time Band Three Presentations
  • The Joy and Power of Negative Thinking (Council Chambers)
  • Why Evaluation Matters (M.2.004)
  • Will Work for Food Justice: Eating our Way Towards Equity (M.2.002)

3:15 p.m. – Closing Keynote Presentation (Council Chambers)
  • Naming the Tensions
    Aftab Erfan
Keynote Presentations

Opening Keynote:
How Not to Let Conflict Go to Waste
9:00 a.m. | Council Chambers

The benefits of diversity in the context of communities and workplaces are well understood: difference is energizing, we learn so much when we are in diverse groups, we are more likely to have creative ideas and make better decisions. But anyone who lives or works with diverse groups of people also knows the challenges. Difference and conflict go hand in hand, and diversity can just as easily be divisive.

In this opening keynote, Aftab Erfan will reflect on conflict as an inevitable, natural phenomenon that arises in groups, and as a resource to be tapped. She will describe the typical progression of conflict, particularly when it is suppressed or ignored, and propose dialogue as an antidote to conflict escalation and as the necessary means by which we reap the benefits of diversity. Practical tools will be offered for working with tensions as they arise, in the hopes of increasing our collective capacity for dialogue and conflict engagement across difference.

Closing Keynote:
Naming the Tensions
3:15 p.m. | Council Chambers

Aftab Erfan will draw on the presentations and discussions throughout the day to illuminate some of the potential tensions that exist in the collective work of advancing diversity, equity and inclusion. She will re-engage some of the tools from the opening keynote to talk through, and learn from, the differences highlighted throughout the symposium.

Keynote Speaker: Aftab Erfan

Dr. Aftab Erfan is the Director of Dialogue & Conflict Engagement at the University of British Columbia Equity and Inclusion Office. Previously, she spent four years working as an international consultant, holding space for contentious conversations on four continents within the public, private, academic and non-profit sectors. She holds a BSc in Environmental Sciences and a minor in Fine Arts (UBC), a Master’s in Urban Planning (McGill), and a PhD in Community and Regional Planning (UBC). She has also taught graduate level courses at UBC since 2009. She is cautiously optimistic about the future of humanity.
1. Young Changemakers

8 minutes, 8 speakers, 8 different stories. This series of talks features a select panel of young changemakers under the age of 30, who are leaders in their field and at the forefront of innovation and change. These speakers will share their experiences on how they have made meaningful impacts in the areas of diversity and inclusion, redefining what it means to be a leader in today's world. This session will highlight the power of our youth in creating diverse, equitable and inclusive communities, and the type of courage and leadership it takes to inspire change – big and small.

**Moderator:** Lauren Burrows Backhouse, Media Arts Specialist, City of Richmond

**Speakers:**
- Alia Ali, Female Empowerment and Leadership Instructor, Voices of Muslim Women
- Cicely Blain, CEO, Cicely Blain Consulting
- Bremiella De Guzman, Miss BC 2019, Miss, Mrs., Miss Teen BC/CLBC/Special Olympics
- Gillian Der, Summer Market Co-Manager, Hua Foundation
- Rabaab Khehra, Student/Activist
- Nadia Mahamoor, Artist
- Tony Smith, Student, A.R. MacNeill Secondary Citizenship/Leadership Class
- Mssko Wakil, Youth Outreach Case Manager, MOSAIC

2. Using Theatre for Social Change

In this interactive workshop, unresolved scenes of oppression will be presented to the audience using Forum Theatre technique. The scenes will be replayed, the audience invited to stop the action, and then prompted to replace the character struggling or lacking power to improvise solutions. Community actors will present scenes of discrimination based on actors' personal experiences. Spectators become spect-actors, reversing the roles to create an immersive and personal experience. Participants will have a better understanding of how they can help others deal with discrimination, build allies and strengthen communities by group problem-solving.

**Moderator:** Ana Maria Bustamante, Coordinator, Burnaby Intercultural Planning Table & Burnaby Together

**Panelists:**
- Naomi Brand, Artistic Director, All Bodies Dance Project
- Moshe Denburg, Founding Artistic Director, Vancouver Inter-Cultural Orchestra
- Valerie Sing Turner, Artistic Producer, Visceral Visions
- Susanna Uchatius, Artistic Director, Theatre Terrific


This workshop will feature a panel comprised of members from the Addicts Working for Change group and service providers. Members of the panel will share their experiences with the Belonging Matters framework and the importance of including the voices of people with lived experience in our work. They will also share their perspective on reducing stigma and increasing a sense of belonging when working with people who use substances. The second half of the workshop will be a facilitated Belonging Matters Dialogue where participants can experience how the process works and the importance of rooting ourselves in a belonging lens.

**Moderator:** Morgan Meloche, Program Coordinator, Turning Point Recovery Society

**Panelists:** Members of the Addicts Working for Change group
2. Mentorship as a Dynamic Platform for Newcomer Inclusion

This session features three different agencies making a compelling case for mentorship as an effective tool for newcomer inclusion. They will discuss the power of mentorship programs to change the perspective of mentors and advance the development of equitable and inclusive company policies, and showcase efforts to support the integration of multi-barrier newcomer clients through pre-employment programs, such as ISSoBC’s TechWomen program. This session will highlight success stories and allow participants to engage with the presenters.

Liza Bautista, Manager, Job Quest & TechWomen Programs, ISSoBC
Elmir Ismayilov, Volunteer and Community Connections Facilitator, MPA, ISSoBC
Anna Price, Program Manager, Back in Motion
Daisy Quon, Senior Manager, Programs and Stakeholder Relations, Immigrant Employment Council of BC

3. Richmond Indigenous Collaborative Table

The Richmond Indigenous Collaborative Table consists of representatives from the Musqueam Nation, City of Richmond, Richmond Public Library, and local community agencies who work together towards integrating Indigenous arts, culture and heritage practices into the activities of Richmond-based community programs. Presenters will discuss the rewards and challenges of creating this new community resource, and allow participants to explore the idea of creating something similar in their own communities.

Anne Bechard, Manager of Community Engagement, Richmond Public Library
Terry Point, Aboriginal Education Teacher, Richmond School District No. 38

TIME BAND THREE 2:00 – 3:15 p.m.

1. Why Evaluation Matters

Be part of a conversation that will explore the role of evaluation in diversity and difference. The panelists will navigate this exploration by way of insights on evaluation within the social justice space, and thoughts on carrying out evaluation within complexity through emerging practices and adaptive strategies. Panelists will also share examples of outcome-focused evaluations, offering practical methods and tools to support the implementation of evaluations that are methodologically inclusive.

Moderator: Mandeep Bains, Manager, Continuous Improvement, City of Richmond
Panelists: Carolyn Camman, Evaluation Consultant
Jasmina Fatic, Manager, MNP
Sarah Farina, Planning & Evaluation Consultant, Broadleaf Consulting
Kim Van Der Woerd, Principal & Founder, Reciprocal Consulting

2. The Joy and Power of Negative Thinking

Can good thinking be positive and negative? Are there good aspects of negative ways of thinking? UBC philosopher, Dr. Sam Rocha, will argue that the answer to both of these questions is yes, revealing the power and the joy, the strength and even the fun, of negative ways of thinking. This session is meant to stimulate, provoke, and challenge us to think in a different way.

Dr. Sam Rocha, Associate Professor, University of British Columbia

3. Will Work for Food Justice: Eating our way Towards Equity

This session is a primer for those interested in what food justice is all about and how their daily lives intersect with inequities in the food system. In this workshop, participants will explore understandings of food justice through discussions, storytelling, and an interactive mapping activity. Participants will collectively map how food justice concepts overlap with other forms of justice in order to integrate developing critiques and awareness of social justice issues as they pertain to their professional roles.

Joyce Liao, Food Justice Pedagogy Co-lead, Faculty of Land and Food Systems at UBC
Meryn Corkery, Food Justice Pedagogy Co-lead, Faculty of Land and Food Systems at UBC
Addicts Working for Change group
Addicts Working for Change is a group of people with lived experience of substance use who came together through the Richmond Community Action Team (CAT), a multi-agency table aimed at reducing stigma and saving lives in the face of the overdose crisis. The group participated in a facilitated Belonging Matters process and created two powerful posters about the impact of stigma and the importance of belonging that have been distributed throughout the community. Members have been sharing their stories with health care providers in an effort to inspire system change.

Alia Ali
Female Empowerment and Leadership Instructor, Voices of Muslim Women
Alia is currently the host of the podcast “Why Would She,” President of the Rotaract Club of Surrey, and Director of the Big West Institute. She has always lived a life of service to her community – creating and running programs for youth, working in the corporate world of water works, and serving as an executive in a start-up tech company in Vancouver. Alia is also an outspoken advocate for empathy.

Mandeep Bains
Manager, Continuous Improvement, City of Richmond
Mandeep has over 15 years of experience in the BC public service sector leading research, evaluation, strategic planning, program design, and outcome measurements initiatives. Prior to joining the City of Richmond, she worked with the Province of BC, where she was responsible for the design and evaluation of immigrant settlement and welcoming communities programs.

Liza Bautista
Manager, JobTech & TechWomen programs, ISSofBC
Liza Bautista has worked in immigrant settlement and employment for over 20 years, directly assisting newcomers from numerous countries, cultures and immigration categories. Currently, Liza manages a variety of settlement employment programs such as TechWomen, Job Quest Express for Women, and Job Quest. She also manages two new initiatives – Online Learning Program for Temporary Foreign Workers and Sexual Harassment in the Workplace Legal Support for Immigrants. Liza is also an avid commuter cyclist.

Anne Bechard
Manager of Community Engagement, Richmond Public Library
With over 25 years of professional experience and having worked for three public libraries in two Canadian provinces, Anne has a unique perspective on community engagement and responding to community needs. She is committed to building and growing our community and expanding community access to programs, services, and collections at the Richmond Public Library.
Cicely Blain
CEO, Cicely Blain Consulting

Cicely Blain is an activist, writer and consultant originally from London, UK. Cicely’s notable achievements include co-founding Black Lives Matter Vancouver, being listed as one of Vancouver’s 50 most powerful people in 2018, and a 2019 winner of BC Business 30under30. Cicely is passionate about intersectional feminism, Black liberation, queer rights and transforming spaces for greater inclusion. Cicely’s first book debuts with Arsenal Pulp Press and VS Books in 2020.

Naomi Brand
Artistic Director, All Bodies Dance Project

Naomi Brand is a dancer, choreographer, writer, educator and community facilitator. She is the co-founder and Artistic Director of All Bodies Dance Project, an inclusive dance company made up of artists with and without disabilities based in the unceded territories of the Musqueam, Squamish and Tsleil Waututh Nations. In this mixed-ability dance practice, differences are regarded as creative strengths.

Lauren Burrows Backhouse
Media Arts Specialist, City of Richmond

A radio broadcaster turned youth outreach worker, Lauren can be found engaging with young people in the Richmond Media Lab and around the city. Working within the Developmental Asset framework, Lauren helps members of the Richmond Youth Media Program (RYMP) develop skills in media arts and build connections in the community. Lauren understands how important it is for all youth to feel valued, and believes that celebrating our diversity is integral to that process.

Ana Maria Bustamante
Coordinator, Burnaby Intercultural Planning Table & Burnaby Together

Ana is a Columbian born Canadian and a passionate community developer. With a M.A. in Latin American Studies, along with a degree in Sociology and Anthropology, and certificates in International Development, Teaching & Learning, and Public Policy, Ana has expansive experience in developing social initiatives and building communities for vulnerable populations.

Carolyn Camman
Evaluation Consultant

Carolyn (they/them) is an independent evaluation consultant specializing in the use of participatory and developmental approaches that support learning and accountability when working in spaces of uncertainty and change. They bring creativity and rigour together to make the evaluation experience accessible and transformative. Carolyn is an engaged member of their community and co-hosts the Eval Cafe podcast, a series of informal conversations on evaluation topics.
Meryn Corkery  
**Food Justice Pedagogy Project Co-Lead, Faculty of Land and Food Systems at UBC**

Meryn is an undergraduate student at the University of British Columbia finishing her degree in Global Resource Systems, with a focus on Sustainable Food Systems. Through her work to increase food security at the campus level, Meryn began to realize how problems related to inequity in the food system are tied to larger systems of oppression. She believes an understanding of these systems and how individuals engage with them is key to being able to transform the food system to a more just, equitable system for all.

Bremiella De Guzman  
**Miss BC 2019, Miss, Mrs., Miss Teen BC/CLBC/Special Olympics**

As the reigning Miss British Columbia 2019, Bremiella uses her platform to partner with several charities and non-profits to advocate for diversity and inclusion. She is one of the 20 Youth Leaders in the province chosen by Special Olympics and is launching her *Spread the Word: Inclusion* campaign this year. She is also an Ambassador of Ability for the BC Centre for Ability and helps fundraise for children with special needs. Bremiella works as a Facilitator at Community Living BC (CLBC), helping individuals with intellectual disabilities navigate the world of adulthood.

Moshe Denburg  
**Founding Artistic Director, Vancouver Inter-Cultural Orchestra**

Moshe’s musical career has spanned across five decades and his accomplishments encompass a wide range of musical activities, including composition, performance, music education and artistic direction. For the past 35 years, Moshe has been engaged in exploring the musical resources of the non-Western world, creating music that challenges musicians of differing disciplines to work together across aural/written cultural divides, and to find a common musical aesthetic. As the founder of the Vancouver Inter-Cultural Orchestra (VICO), Moshe has been involved in its evolution since its inception in 2001.

Gillian Der  
**Summer Market Co-Manager, Hua Foundation**

As a descendant of head tax payers and CPR builders on her father’s side, and a strong line of activists and organizers on her mother’s side, Gillian is interested in processes of cultural reclamation and understanding how food, community, storytelling, and language can aid reclamation. She has coordinated the Hua Foundation’s ChoiBox program for the last two years and has been delighted to grow with the program.

Sarah Farina  
**Planning & Evaluation Consultant, Broadleaf Consulting**

Sarah Farina, MA, MCIP, RPP, CE, is the founder of Broadleaf Consulting, where she leads planning processes, creates evaluation frameworks, and conducts evaluations, primarily in health and community development. Sarah is driven by her passion for inclusive and authentic approaches to build better communities and systems. She is an adaptive leader and skilled facilitator who uses collaborative approaches to help non-profit organizations, government and funders turn their aspirations into reality. Sarah serves as the President of the Canadian Evaluation Society.
**Jasmina Fatic**  
Manager, Consulting Services, *MNP LLP*  
Jasmina has over 10 years of experience in the field of consulting and specializes in conducting program reviews, evaluations, and performance measurement engagements that examine the relevance, effectiveness and efficiency of programs and services. She has significant experience working with the public sector and non-profit organizations.

**Elmir Ishayilov**  
Volunteer and Community Connections Facilitator, *ISSofBC*  
Elmir brings more than 15 years of experience in mentoring programs, volunteer mentor recruitment, and facilitation. He manages a wide variety of projects and programs focusing on refugees and displaced populations. He coordinates community connections-related programming and training of volunteer settlement mentors at ISSofBC. Elmir holds a Master's of Public Administration degree from the University of Liverpool.

**Rabeeb Khehra**  
Student, *University of British Columbia*  
Rabaab is a Political Science and International Relations student at the University of British Columbia. She was born in India and came to Canada when she was eight years old. Rabaab has been passionate about women’s rights and human rights since she was very young, and dreams of working as a conflict resolution officer/peacekeeper for the United Nations.

**Joyce Liao**  
Food Justice Pedagogy Project Co-Lead, *Faculty of Land and Food Systems at UBC*  
Joyce is a first generation Taiwanese Canadian with an undergraduate degree in Sustainable Food Systems from UBC. Since moving to the Coast Salish territories to pursue her degree, she has been gardening up a storm with peers and adopted placemaking as a community practice. These days, Joyce spends most of her time pondering the interfaces of critical pedagogy, food justice and youth community engagement.
Rebekah Mahaffey
Social Planner, City of Burnaby
Rebekah has worked as a Social Planner with the City of Burnaby for nearly ten years, focusing largely on access and inclusion-related portfolios. With a global upbringing, Rebekah grew up in Indonesia, England and Libya, before moving to Canada as a teenager. She has volunteered as a Fund Development Committee Member and as a Board Member with Pacific Immigrant Resources Society (PIRS). Rebekah lives in Vancouver with her partner and young son.

Nadia Mahamoor
Artist
Nadia is an 18 year old recent high school graduate and has been an art instructor at West Richmond Community Centre for the past two years. Her approach to art-making is based within a traditional 2D art materials practice, but inspired by the graphic design of pop culture, music, and fashion, which she uses to interpret cultural issues. Nadia has been one of the youngest artists featured the City of Richmond Public Art program.

Terry Point
Aboriginal Support Worker, Richmond School District
Terry Point is from the Musqueam First Nation and currently works as an Aboriginal Support Worker with the Richmond School District. Terry has a Bachelor of Arts degree majoring in First Nations Studies from the University of British Columbia. He has worked for many years in areas of public outreach and developing public programs for and with the Musqueam Nation.

Anna Price
Program Manager, Back in Motion
As the Program Manager of Career Paths for Skilled Immigrants, Anna provides regular training and support to staff and subcontractors, and ensures that program operations achieve contractual outcomes. She is also responsible for building relationships with stakeholders and partners. Anna has 11 years of leadership experience in employment services for skilled immigrants and is committed to Back in Motion’s mission of “Helping People Work, Helping People Live.”
Daisy Quon
Senior Manager, Programs and Stakeholder Relations, Immigrant Employment Council of BC

Daisy is responsible for oversight and implementation of IEC-BC’s programs and services, as well as external relations with employers, service provider organizations, government and other key stakeholders. Her professional background includes senior positions in the private, non-profit and public sectors in the area of strategic partnership development. Daisy’s commitment to the work of IEC-BC is fuelled by its blend of economics and social mission resulting in the ability to “do good and do well”.

Sam Rocha
Associate Professor, University of British Columbia

Sam is an Associate Professor in the Department of Educational Studies at the University of British Columbia, specializing in Philosophy of Education. He is the author of three books and numerous academic articles, along with popular essays and reviews. Rocha was awarded the Killam Teaching Prize for 2019 and is passionate about making philosophy accessible for everyone – especially those who may not traditionally have access or interest in the field.

Valerie Sing Turner
Artistic Producer, Visceral Visions

Valerie is the founding Artistic Producer of Visceral Visions and an award-winning theatre artist who performs, writes, directs, dramaturges, and produces. As the founder and creative visionary of CultureBrew.Art, which features a searchable database of indigenous and racialized artists in the performing and media arts, Valerie is an acknowledged leader on issues of diversity and decolonization in the Canadian arts sector.

Tony Smith
Student, A.R. MacNeill Secondary Citizenship/Leadership Class

Tony is a grade 12 student who currently attends A.R. MacNeill Secondary School. He is a studious individual with a passion for science, technology and photography. Outside of school, Tony has worked within his community to positively impact the lives of others through his volunteer experience with the Richmond Food Bank and the Salvation Army emergency shelter.

Linda Sum
Principal, Linda Sum Consulting

Linda is a widely-respected investigator and trainer with over 20 years of experience in the areas of harassment prevention, respectful workplaces and diversity. Linda has extensive experience designing and delivering workshops for a wide range of audiences. She has a particular interest in incorporating the arts in her diversity work, and is a frequent volunteer and performer for local theatre organizations.
Speakers

Susanna Uchatius  
Artistic Director, Theatre Terrific

Susanna has been the producing playwright and artistic director of Theatre Terrific for 15 years. In that time, she has produced 29 professional and community productions, with casts that include new and emerging artists who may or may not identify as living with physical, mental health, cognitive, gender, cultural and age challenges. Recipient of Vancouver’s “Inclusion through Innovation” Award, Susanna is honoured to collaboratively create powerful inclusive theatre that supports the voices, perceptions and lived stories of humanity in all its diverse mosaic wonder.

Kim van der Woerd  
Principal & Founder, Reciprocal Consulting

Kim is a member of the ‘Namgis First Nation and Principal and Founder of Reciprocal Consulting, an Indigenous evaluation and research firm. Reciprocal Consulting specializes in conducting culturally responsive evaluations with an emphasis on social justice. Kim completed her PhD in Psychology at Simon Fraser University.

Mssko Wakil  
Youth Outreach Case Manager, MOSAIC

Mssko currently leads the Canadian Council for Refugees Youth Local Branch in BC and advocates for youth representation in national level consultations. She supports newcomer youth in their settlement and integration into Canada, and helps youth become leaders in their communities. Mssko graduated from the Kyrgyz State Academy of Law, while she was a refugee in Kyrgyz Republic. She enjoys supporting people, reading books, writing, traveling and learning about cultures and history.