



# City of Richmond

## Report to Committee

**To:** Planning Committee  
**From:** Cathryn Volkering Carlile  
 General Manager - Community Services  
**Re:** **2009 Annual Report and 2010 Work Program:  
 Richmond Intercultural Advisory Committee**

**Date:** January 19, 2010

**File:**

### Staff Recommendation

That, as per the General Manager, Community Services report dated January 19, 2009, entitled "2009 Annual Report and 2010 Work Program: Richmond Intercultural Advisory Committee", the Richmond Intercultural Advisory Committee 2010 Work Program (**Attachment 1**) be approved.

Cathryn Volkering Carlile  
 General Manager - Community Services

Att. 1

<b>FOR ORIGINATING DEPARTMENT USE ONLY</b>		
<b>CONCURRENCE OF GENERAL MANAGER</b> 		
<b>REVIEWED BY TAG</b>	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>
<b>REVIEWED BY CAO DEPUTY</b>	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>

## Staff Report

### Origin

This report presents the Richmond Intercultural Advisory Committee (RIAC) 2009 Annual Report to Council, describing RIAC activities and accomplishments for the year 2009, and the proposed RIAC 2010 Work Program and Budget.

### Findings Of Fact

1. RIAC 2009 Annual Report: The highlights of RIAC's 2009 activities are described in **Attachment 1**.
2. Proposed RIAC 2010 Work Program/Budget: The proposed RIAC 2010 Work Program and Budget are also described in **Attachment 1**.

### Analysis

#### 1. 2009 Annual Report

Highlights of the 2009 Annual Report include:

- "Welcome to the City of Richmond: A Guide for Newcomers" was launched in September 2009 and the first 2,000 copies (1,000 in English and 1,000 in Chinese) were distributed through SUCCESS, Richmond Multicultural Concerns Society, Volunteer Richmond Information Services and the School District. The Newcomers' Guide is also available on the City website.
- RIAC members assisted in hosting a Citizenship Ceremony and Roundtable Discussion at the Cultural Centre in January, 2009.
- A Civic Engagement Forum was organized in partnership with the Civic Education Society using a "conversation circle" format, whereby participants' suggestions to enhance civic engagement at all levels of government were identified and forwarded to the appropriate authorities.
- Two Youth Roundtables were held to discuss "How do we make Richmond the most welcoming, inclusive and harmonious community in Canada?"

#### 2. Proposed 2010 Work Program

RIAC has identified seven strategic directions from the "2004 – 2010 Richmond Intercultural Strategic Plan and Work Program", and specific initiatives pertaining to each, to implement in 2010. Planned initiatives include:

- Contributing to City Planning Processes, specifically the Official Community Plan and the Social Planning Strategy, as priorities,
- Securing sponsorship for further translations of the Newcomers' Guide, and exploring how to make the Guide financially sustainable (e.g., sponsorship, partnership with Volunteer Richmond Information Services),
- Following up on the Youth Roundtables.

### **3. Proposed 2010 Budget**

RIAC had requested an increase in its annual operating budget from \$2,500 to \$5,000 to cover expenses arising from meetings, community forums, interpretation/translation, etc.

RIAC has an approved operating budget of \$2,500. To raise its annual operating budget to \$5,000, an additional level request was reviewed in the 2010 operating budget process. As this request was not approved, the RIAC operating budget remains at \$2,500 for 2010.

### **Financial Impact**

There is no financial impact.

### **Conclusion**

RIAC's 2010 Work Program presents steps to further achieve the Council approved vision for intercultural life in the City, "for Richmond to be the most welcoming, inclusive and harmonious community in Canada".

Staff recommend support for RIAC's proposed 2010 Work Program.



Lesley Sherlock  
Social Planner  
(604-276-4220)

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## Richmond Intercultural Advisory Committee

### 2009 Annual Report 2010 Work Program and Budget

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#### 1. RIAC 2009 Annual Report

RIAC continued to work to achieve its goals this year as laid out in the 2004 - 2010 Richmond Intercultural Strategic Plan and Work Program. The Committee invited guest speakers who brought current issues related to our city, with the aim of developing ways to integrate diverse cultures in Richmond, and have them participate in activities undertaken by the City of Richmond and its staff.

There was a collaboration between the new and the continuing members, making 2009 a successful year.

In keeping with the committee's rotational system, Chairs and Vice-Chairs were elected in January for three-month terms in 2009.

The following activities were undertaken by RIAC in 2009:

#### (A) Issues Discussed and Support Given to Guest Speakers:

##### 1. Official Community Plan

June Christy, Senior Planner, explained the Official Community Plan review process, circulated information and encouraged RIAC members to complete the survey and prepare a submission. Members offered suggestions regarding consultation methods, including study circles.

##### 2. Racism-Free Workplace Strategy

Debbie Nider, Racism Prevention Officer from Human Resources and Skills Development Canada's Racism-Free Workplace Strategy discussed the removal of barriers to employment and upward mobility in the workplace. The goal of the strategy is to reduce the level of racism and discrimination by facilitating the integration of skilled individuals in Canadian society.

##### 3. Cultural Interpreter

Patti Pascal from the Richmond School District explained the roles and responsibilities of Cultural Interpreters within the School District.

#### (B) Civic Engagement Forum

RIAC partnered with the Civic Education Society to conduct a conversation circle to discuss civic engagement and a sense of belonging. The circles allowed revolving conversation and engaged the majority of those who attended. Approximately 30 people attended this session and four recorders captured feedback from the discussion.

### **(C) Newcomer's Guide Launch**

The Newcomers Guide was launched in English and Chinese on September 23, 2009 at City Hall. RBC/Dominion Securities and ASPAC sponsored the publication, distributed through SUCCESS, Richmond Multicultural Concerns Society, Volunteer Richmond Information Services and on the City website.

### **(D) MEMBERSHIPS WITH OTHER AFFILIATIONS**

We continue to be an associate member of the Affiliation of Multicultural Societies and Service Agencies of B.C. (AMSSA) and its Collaborative Committee on Multiculturalism. RIAC also has become a member of the Multifaith Action Society.

### **(E) RIAC SUB-COMMITTEES**

The following sub-committees are actively working on issues pertaining to their areas (please see sub-committee reports in **Appendix 1**):

- Newcomers Guide
- Media Watch
- Civic Engagement/Intercultural Vision and Outreach
- Youth Integration

## **4. RIAC 2010 Work Program**

RIAC will continue to implement the "2004 - 2010 Richmond Intercultural Strategic Plan and Work Program" to support the City in working toward its corporate vision of making Richmond the "most appealing, livable and well-managed city in Canada", by undertaking activities that will strengthen this vision (**Appendix 2**).

## **5. RIAC 2010 Proposed Budget**

As requested in our last report, RIAC would like to receive an operating budget of \$5000 for 2010. This will cover costs incurred by meetings, forums, interpretation/translation of materials and consultant fees (should these be required) associated with the implementation of the 2010 Work Program.

## **6. Acknowledgements**

I would like to take this opportunity to thank all RIAC members who have worked so diligently with great enthusiasm throughout the year, Mayor and Council for their ongoing support and Councillor Bill McNulty (RIAC Council Liaison) for attending the meetings and supporting us. I would also like to extend our greatest appreciation to the City Social Planner, Lesley Sherlock for undertaking extensive work to ensure that committee needs are met and its goals reached, and City Staff Alan Hill for enhancing the work of the Committee.

Prepared by:  
Parm Grewal  
Chair, Richmond Intercultural Advisory Committee  
January 2010

## **RIAC 2009 Membership**

### **Citizen Appointees**

Ning Alcuitas-Imperial  
Joe Greenholtz  
Shawkat Hasan  
Diane Jubinville  
Lawrence Lim  
Jake Pogoson  
Bhupinder Sihota (Youth)

### **Organizational Representatives**

Shashi Assanand, Ministry of Children & Family Development  
Nycki Basra, RCMP Richmond Detachment  
Belinda Boyd, Richmond Health Services  
Mohinder Grewal, Richmond Seniors Advisory Committee  
Daphne McMillan, School District #38  
Nick Chopra, Richmond Community Services Advisory Committee  
Parm Grewal, Richmond Community Services Advisory Committee  
Sylvia Tremblay, Richmond Community Services Advisory Committee  
Jocelyn Wong, Richmond Community Services Advisory Committee  
Viet Vu, Richmond Centre for Disability

## **RIAC 2009 SUBCOMMITTEE REPORTS**

### **NEWCOMER'S GUIDE**

The Richmond Newcomer's Guide Subcommittee is pleased to report that during the year, the final draft of the Guide was finally adopted after much updating and revision. It was presented to Council who authorized the solicitation of corporate sponsorships to print the Guide for distribution.

The partnership of Royal Bank of Canada and Dominion Securities agreed to sponsor the English Edition and ASPAC (the developer of the Olympic Lands) sponsored the Chinese Edition. Each of the sponsors contributed \$5,000 toward the publication of the Newcomer's Guide.

"Welcome to the City of Richmond: A Guide for Newcomers" was launched on September 23rd, 2009 at the City Hall with His Worship, Mayor Brodie presenting the Guide to a few selected newcomers. The event was well covered by the local media, telecasted on Fairchild TV and reported in many Chinese news media the following day. Representatives from Royal Bank/Dominion Securities and ASPAC were on hand to compliment the work of RIAC and the publication of the Newcomer's Guide. The Guide is also available on the City of Richmond's website.

RIAC is partnering with SUCCESS, Volunteer Richmond, the School District, and Richmond Multicultural Concerns Society as distribution partners for the Guide. Judging by the response, it is likely that the first Edition will run out very soon.

The focus of the sub-committee for the coming year will be to continue updating the Guide and possibly obtaining sufficient resources to publish a Punjabi and a Tagalog version. We will also be looking into obtaining additional funds to publish the 2nd edition of the English and Chinese versions.

Lawrence Lim  
Chair, Newcomer's Guide Subcommittee

### **MEDIA WATCH**

The Media Watch Subcommittee's mandate is to monitor the local media (principally print, but other media as well) for stories that reflect misconceptions or perpetuate stereotypes or foster prejudice and to bring those stories to the attention of the committee of the whole for discussion.

The encouraging trend appears to be that the biweekly Richmond newspapers, in particular, cover cultural issues in a balanced and sensitive way. The committee also noted that one major event, the visit of Xiamen Philharmonic Orchestra (representing one of Richmond's Friendship Cities in southern China) was reported in a way that highlighted and promoted the benefits of Richmond's international and intercultural exchanges.

A number of stories were brought to RIAC for discussion, including:

- The need for translation services as a possible research area for PhD students
- The impact of culture on diagnoses of mental illness
- The inaction of bystanders/witnesses during an assault, which was attributed to cultural background and,
- Diversity in the Richmond Fire Department

## Proposed Work Program for 2010:

Bolstered by the addition of a fourth member to the subcommittee, Media Watch proposes to:

- continue the ongoing monitoring of media, including, but not limited to the Richmond Review, Richmond News, Vancouver Sun and Province
- monitor of non-English media, where subcommittee members' language capabilities permit
- provide RIAC with a monthly summary of items of interest for discussion
- recommend, where appropriate, a position for RIAC to take
- recommend if advice to City Council is necessary

Joe Greenholtz  
Chair, Media Watch Subcommittee

## YOUTH INTEGRATION

The Youth Integration Sub-committee's intent is to identify and promote programs and partnerships that support a greater understanding of intercultural issues and a sense of belonging in Richmond's immigrant youth population.

To meet this objective, the sub-committee facilitated two Youth Roundtable discussions to explore the question- "How do we make Richmond the most welcoming, inclusive and harmonious community in Canada?". Roundtable sessions were held in February and April from 4:30- 6:00 p.m. at City Hall. During each Roundtable session, sub-committee members fostered dialogue and youth participants provided feedback. Although welcoming, inclusive and harmonious are complex and inter-connected concepts the data generated from the 2 Youth Roundtable discussions, found three emerging themes:

- Continued opportunities for youth to participate in honest, open and respectful dialogue in a variety of venues
- Continued participation of all cultural groups in City of Richmond events. This included the desire for some highly publicized, free events, and information accessible in many languages
- Access to information through the use of multi-media forms as a vehicle for creating opportunities for youth to participate in dialogue.

At the beginning of the February and April RIAC meetings, Youth Roundtable participants were introduced to the RIAC committee. One of the student participants was a guest at the May and June RIAC meetings.

In the coming year, the sub-committee will continue to explore opportunities for youth to be involved in addressing intercultural issues in the community of Richmond. The sub-committee will integrate findings of the Roundtable into the 2010 RIAC Work Program. The sub-committee wishes to thank the RIAC committee for its ongoing support of the Youth Roundtable Discussions.

Daphne McMillan  
Chair, Youth Integration Subcommittee

## CIVIC ENGAGEMENT/INTERCULTURAL VISION AND OUTREACH

### Civic Engagement Dialogue:

Many citizens and community activists of Richmond have noticed that the last civic election, held in November of 2008, was marked with a low voter turnout. Such results did not go unnoticed, but were taken seriously by the Civic Education Society and the RIAC Civic Engagement sub-committee. A partnership came into effect between the Society and the RIAC sub-committee to address the public on the need for better participation.

On Wednesday, April 29<sup>th</sup> the Civic Engagement Sub Committee of the Richmond Intercultural Advisory Committee (RIAC) partnered with the Civic Education Society (CES) to host an evening of discussion on



the topic of civic engagement and a sense of belonging. The public was invited to attend the forum through various communication mechanisms, including a mailed letter of invitation, promotional advertising in local English papers, and a print and radio press conference with Asian media. Approximately 30 people attended.

The method of discussion used was a 'Conversation Circle', which engaged the majority of those who attended. Four recorders captured feedback from the discussion as it related to the three levels of government and other comments. The intent was for the feedback to be directed to the appropriate level of government for information and to 'hear' the voices of those who participated. Within the scope of RIAC's role as an advisory committee to Richmond City Council, the Civic Engagement sub-committee will use the feedback in an effort to increase civic engagement and improve a sense of belonging for residents. The compiled notes were distributed to Mayor and Councillors, as well as the Provincial and Federal Governments.

#### Citizenship Ceremony and Roundtable Discussion with the Institute for Canadian Citizenship:

A special citizenship ceremony and roundtable session for new citizens took place in January 27<sup>th</sup> 2009 in the Cultural Centre, at which RIAC subcommittee members assisted in hosting more than 40 new citizens. The ceremony started with roundtable discussions, resulting in some new citizens making connections to further their education and job opportunities. Participants were from Russia, Sri Lanka, Italy, New Zealand, United Kingdom, China, India, Malaysia, Ukraine, Scotland, Philippines, and Kuwait.

There was a general feeling of relief expressed by the new Canadians at having achieved their goal of becoming a citizen. Most felt it was a long process and are glad it is over. New citizens generally experienced Canada as a tolerant society and many expressed feeling safe here. The mutual theme for all the groups seemed to be economic integration and credential recognition. There was a frustration expressed at not being able to work as professionals in the field they were trained in.

In 2010, the subcommittee plans to:

- Expand on civic engagement exercise in partnership with community civic groups.
- Annual meeting with newcomers living in Richmond.
- Annual meeting with help providers for newcomers in need in Richmond. Better statistical and evaluation processes will be encouraged.
- Promote a more "open door" policy among community religious and ethnic groups in Richmond.

Shawkat Hasan

Chair, Civic Engagement/Intercultural Vision & Outreach Subcommittee

## RIAC 2009 SUBCOMMITTEES

Committee/RIAC Actions	Members
<p><b>Media Watch</b></p> <ul style="list-style-type: none"> <li>- Monthly monitoring of Richmond News/Review, Vancouver Sun, etc., &amp; non-English media as members' language capacity permits</li> <li>- Summary report at each RIAC meeting</li> <li>- Recommend RIAC position (no public statements will be made)</li> <li>- Recommend if advice to City Council is necessary</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Joe Greenholtz</b></li> <li>- Jake Pogoson</li> <li>- Shashi Assanand</li> <li>- Mohinder Grewal</li> </ul>
<p><b>Civic Engagement</b></p> <ul style="list-style-type: none"> <li>- Participation in governance:</li> <li>- Advise RIAC re: research and information</li> <li>- Advise RIAC re: research initiatives</li> <li>- Advise Council as appropriate</li> <li>- Information re: rights and responsibilities</li> <li>- Advise RIAC and community partners re: existing awareness materials and information campaigns</li> <li>- Advise Council as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Shawkat Hasan</b></li> <li>- Jake Pogoson</li> <li>- Shashi Assanand</li> <li>- Nick Chopra</li> <li>- Belinda Boyd</li> <li>- Lawrence Lim</li> <li>- Sylvia Tremblay</li> <li>- Ning Alcuitas-Imperial</li> </ul>
<p><b>Intercultural Vision and Outreach</b></p> <ul style="list-style-type: none"> <li>- Expand on civic engagement exercise in partnership with community civic groups</li> <li>- Annual meeting with Richmond newcomers</li> <li>- Annual meeting with help providers for newcomers in need in Richmond. Better statistical and evaluation processes will be encouraged.</li> <li>- Promote a more "open door" policy among community religious and ethnic groups</li> <li>- Direct community feedback to Council, recommendations as appropriate</li> </ul>	
<p><b>Newcomer's Guide</b></p> <ul style="list-style-type: none"> <li>- Continue updating the Newcomers' Guide</li> <li>- Seek corporate sponsorship and governmental support for translation (e.g., Punjabi, Tagalog)</li> <li>- Seek corporate sponsorship and governmental support for 2<sup>nd</sup> edition of English and Chinese versions</li> <li>- Explore possible role for Volunteer Richmond Information Services (VRIS) and advise Council</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Lawrence Lim</b></li> <li>- Nick Chopra</li> <li>- Mohinder Grewal</li> <li>- Jocelyn Wong</li> <li>- Daphne McMillan</li> </ul>
<p><b>Youth Integration</b></p> <ul style="list-style-type: none"> <li>- Continue to explore opportunities for youth to participate in open and respectful dialogue in a variety of venues</li> <li>- Support and promote access to information that addresses the understanding of intercultural issues in the community</li> <li>- Encourage access to cultural events for youth and their families</li> <li>- Advise Council as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- <b>Daphne McMillan</b></li> <li>- Belinda Boyd</li> <li>- Lawrence Lim</li> <li>- Jocelyn Wong</li> <li>- Parm Grewal</li> <li>- Diane Jubinville</li> <li>- Bhupinder Sihota</li> </ul>

Proposed RIAC 2010 Work Program

Strategy/Initiative	RIAC Actions/Steps	Expected Outcome of RIAC Actions	Indicator of RIAC Success	RIAC Lead/Sub-ct	Partners	Status
<p>1. Address the perception and reality of racism and discrimination in the community. Dispel misconceptions related to culture that maintain stereotypes and foster prejudice</p> <p>Establish media watch mechanisms to monitor media reports that present misconceptions and stereotypes and that foster prejudice.</p>	<ul style="list-style-type: none"> <li>- Monthly monitoring of Richmond News/Review, Vancouver Sun, etc., &amp; non-English media</li> <li>- Summary report at each RIAC meeting</li> <li>- Recommend RIAC position (no public statements will be made)</li> <li>- Recommend if advice to City Council is necessary</li> </ul>	<ul style="list-style-type: none"> <li>- Summary of media reporting of intercultural matters at each meeting</li> <li>- Standing item of discussion by RIAC</li> <li>- Occasional written advice to Council</li> </ul>	<ul style="list-style-type: none"> <li>- RIAC members will be well informed about media reporting</li> <li>- Council will be provided with advice regarding intercultural matters in the press</li> </ul>	<p>Joe, Jake, Shashi, Mohinder</p>	<p>Media</p>	<p>Ongoing</p>
<p>2. Ensure that City &amp; stakeholder systems, policies and planning processes are aligned with the Intercultural Vision recommended in this plan and use 'best practice' methods to make decisions and prevent cross-cultural misunderstanding and antipathy</p> <p>3. Develop Opportunities for Intercultural Experiences</p>	<ul style="list-style-type: none"> <li>- Expand on civic engagement exercise in partnership with community civic groups</li> <li>- Annual meeting with Richmond newcomers</li> <li>- Annual meeting with help providers for newcomers in need in Richmond. Better statistical and evaluation processes will be encouraged.</li> <li>- Promote a more "open door" policy among community religious and ethnic groups</li> <li>- Direct community feedback to Council, recommendations as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- Community forums held</li> <li>- Collaboration with community partners</li> <li>- Meetings with newcomers</li> <li>- Council advised</li> </ul>	<ul style="list-style-type: none"> <li>- RIAC advising community partners and Council re: building bridges and promoting social integration among Richmond residents</li> </ul>	<p>Shawkat, Shashi, Nick, Lawrence, Jake, Ning</p>	<p>All Stakeholders</p>	<p>See Youth Roundtables (#6 below)</p>
<ul style="list-style-type: none"> <li>- Encourage reference to Intercultural Vision and Principles in City and stakeholders' Terms of Reference, where appropriate</li> <li>- Research opportunities for community forums</li> </ul>						

Proposed RIAC 2010 Work Program

Strategy/Initiative	RIAC Actions/Steps	Expected Outcome of RIAC Actions	Indicator of RIAC Success	RIAC Lead/Sub-cte	Partners	Status
<p>4. Continue support for newcomers through current City and stakeholder programs and partnerships</p> <ul style="list-style-type: none"> <li>- Welcome newcomers to Richmond through stakeholder partnerships (e.g. hosting an annual event, brochure, letter of welcome)</li> </ul>	<ul style="list-style-type: none"> <li>- Continue updating the Newcomers' Guide</li> <li>- Seek corporate sponsorship and governmental support for translation (e.g., Punjabi, Tagalog)</li> <li>- Seek corporate sponsorship and governmental support for 2<sup>nd</sup> edition of English and Chinese versions</li> <li>- Explore possible role for Volunteer Richmond Information Services (VRIS) and advise Council</li> </ul>	<ul style="list-style-type: none"> <li>- Guide updated</li> <li>- Guide translated</li> <li>- Guide re-printed</li> <li>- Draft approved for translation, publication and distribution</li> <li>- VRIS role endorsed by Council</li> </ul>	<ul style="list-style-type: none"> <li>- Guide used by more newcomers through additional translations</li> <li>- Guide widely distributed</li> <li>- Partnership with VRIS established to ensure a sustainable publication</li> </ul>	<p>Lawrence, Nick, Mohinder, Jocelyn, Daphne</p>	<ul style="list-style-type: none"> <li>- School Board</li> <li>- Other levels of Gov't</li> <li>- RCMP</li> <li>- Business</li> <li>- Media</li> <li>- NGO's</li> <li>- Religious/ethnic-cultural groups</li> <li>- VRIS</li> </ul>	<ul style="list-style-type: none"> <li>- Newcomers' Guide to be presented to Council in 2009</li> <li>- January 27, 2009 Citizenship Ceremony at City Hall with Institute for Canadian Citizenship</li> </ul>
<p>5. Address Participation Gaps in Events &amp; Electoral Processes</p> <ul style="list-style-type: none"> <li>- Analyze available research &amp; information about barriers to participation in governance, etc. and make recommendations</li> </ul>	<ul style="list-style-type: none"> <li>- Monitor research and information, as necessary</li> <li>- Invite speakers re: research initiatives</li> <li>- Hold public meetings to address the importance of electoral participation (see #2 &amp; 3 above)</li> <li>- Advise Council as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- RIAC informed about participation gaps</li> <li>- Council advised</li> </ul>	<ul style="list-style-type: none"> <li>- Recommendations made to remove barriers to participation</li> </ul>	<p>Shawkat, Shashi, Nick, Lawrence, Jake, Ning</p>	<ul style="list-style-type: none"> <li>- NGO's</li> <li>- Religious/ethnic-cultural groups</li> <li>- Institute for Canadian Citizenship</li> <li>- others</li> </ul>	<p>Ongoing</p>
<ul style="list-style-type: none"> <li>- Develop awareness materials and information campaign for different populations re: their rights and responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>- Advise community partners re: existing awareness materials and information campaigns</li> <li>- Advise Council as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- Materials and information campaigns prepared or enhanced by partners</li> <li>- Council advised</li> </ul>	<ul style="list-style-type: none"> <li>- improved materials and information campaigns prepared</li> </ul>	<p>as above</p>	<p>as above</p>	<p>Ongoing</p>

Proposed RIAC 2010 Work Program						
Strategy/Initiative	RIAC Actions/Steps	Expected Outcome of RIAC Actions	Indicator of RIAC Success	RIAC Lead/Sub-cte	Partners	Status
6. Programs for Integrating Youth	<ul style="list-style-type: none"> <li>- Continue to explore opportunities for youth to participate in open and respectful dialogue in a variety of venues</li> <li>- Support and promote access to information that addresses the understanding of intercultural issues in the community</li> <li>- Encourage access to cultural events for youth and their families</li> <li>- Advise Council as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- Partnerships enhanced</li> <li>- Youth 'voice' at RIAC meetings</li> <li>- Greater participation by youth in civic dialogue and events</li> <li>- Council advised</li> </ul>	<ul style="list-style-type: none"> <li>- Greater numbers of youth participating in a variety of RIAC Forums</li> <li>- Youth perspective and suggestions incorporated into RIAC Work Programs</li> </ul>	Daphne, Lawrence, Jocelyn, Parm, Diane, Bhupinder	All Stakeholders	Youth Roundtable discussions planned for February and April 2009
7. City Planning Processes (Priority)						
- Official Community Plan	<ul style="list-style-type: none"> <li>- Participate in the Official Community Plan consultation process</li> </ul>	<ul style="list-style-type: none"> <li>- Intercultural perspective incorporated into the OCP</li> </ul>	<ul style="list-style-type: none"> <li>- Intercultural harmony promoted through OCP</li> </ul>	TBD	City staff	2010 Ongoing
- Social Planning Strategy	<ul style="list-style-type: none"> <li>- Participate in the Social Planning Strategy consultation process</li> </ul>	<ul style="list-style-type: none"> <li>- Intercultural perspective incorporated into the Social Planning Strategy</li> </ul>	<ul style="list-style-type: none"> <li>- Intercultural harmony and cooperation strengthened through the Social Planning Strategy</li> </ul>	TBD	City staff Stakeholders	2010 Ongoing