

## **Richmond Intercultural Advisory Committee 2025 Work Program**

The proposed 2025 Work Program aligns with the Richmond Intercultural Advisory Committee's (RIAC) mandate to act as a resource and provide advice to Council, supporting efforts to enhance and strengthen intercultural harmony and cooperation in Richmond and advance the Council-adopted Cultural Harmony Plan.

This work program supports Council's Strategic Plan 2022–2026 Focus Area #6 A Vibrant, Resilient and Active Community:

*Vibrant, resilient and active communities supported by a wide variety of opportunities to get involved, build relationships and access resources.*

*6.3 Foster intercultural harmony, community belonging, and social connections.*

This work program also supports the Cultural Harmony Plan, Strategic Direction #2 Collaboration and Partnerships:

*2.1 Continue to work with Richmond Intercultural Advisory Committee (RIAC) members to implement the RIAC Intercultural Strategic Plan and Work Program.*

### **2025 RIAC Budget**

The RIAC annually receives an operating budget of \$2,500.00.

## 2025 RIAC Work Program

Richmond Intercultural Advisory Committee (RIAC) 2025 Work Program		
Initiative	RIAC Actions	Expected Outcome
1. Act as a resource to the City on issues related to intercultural harmony in Richmond.	<p>1.1 Participate in consultation on City plans, updates, strategies, projects and new policies related to intercultural harmony.</p> <p>1.2 Provide an intercultural lens to City events and initiatives, as they arise.</p> <p>1.3 Respond to Council requests and provide advice on issues related to intercultural harmony in Richmond, as appropriate.</p>	1.1.1 RIAC members will be able to provide an intercultural lens to City strategies and initiatives, and advise Council, as required.
2. Build on and improve RIAC members' knowledge of intercultural issues through information sharing, guest speakers and educational opportunities.	<p>2.1 Invite guest speakers and facilitators to present on intercultural issues facing the community, including professional development opportunities.</p> <p>2.2 Present on intercultural initiatives from member organizations and/or other groups that may inform the City's policies or practices.</p> <p>2.3 Monitor intercultural issues and emerging trends.</p> <p>2.4 Include an environmental scan on relevant items and media coverage as a standing item on the RIAC agenda.</p>	<p>2.1.1 A summary of key findings from the various speakers is included in the RIAC Annual Report.</p> <p>2.1.2 Members are better informed and well equipped to provide an intercultural lens to City strategies and initiatives, as requested.</p>
3. Support and promote initiatives that address incidents of racism and discrimination in the community.	3.1 Identify and participate in initiatives that address incidents of racism and discrimination and relay relevant information back to the RIAC.	3.1.1 RIAC members share information on best practices from other organizations and/or municipalities that may be applied in Richmond.

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4. Participate in external committees that align with the RIAC's goals and objectives.	<p>4.1 Participate in external committees that align with the RIAC's mandate and provide updates to the RIAC.</p> <p>4.2 Promote the RIAC's role as an advisory body to Council and the City's contributions to fostering intercultural harmony in the community.</p>	<p>4.1.1 Community partners are aware of the RIAC's role in fostering intercultural harmony in Richmond.</p> <p>4.1.2 RIAC members are informed of other committees and initiatives that align with the RIAC's mandate.</p>
5. Participate in initiatives related to the implementation of the Council-adopted Cultural Harmony Plan in Richmond, as appropriate.	5.1 Provide advice and feedback on initiatives that support actions related to the Cultural Harmony Plan, as requested.	5.1.1 RIAC members are involved in the implementation of actions listed in the Cultural Harmony Plan, as appropriate.
6. Assist with the planning and implementation of the 2025 City of Richmond Diversity Symposium.	<p>6.1 Encourage RIAC representatives to sit on the 2025 Diversity Symposium Steering Committee to develop ideas for themes and topics, review options for keynote speakers and presenters and select final presenters for the workshop sessions.</p> <p>6.2 Provide event support, including promoting the event to RIAC representatives' networks, acting as session hosts and networking.</p>	6.1.1 RIAC members support staff in the planning and implementation of the 2025 Diversity Symposium program.
7. Support initiatives related to Truth and Reconciliation.	7.1 Identify and support Truth and Reconciliation initiatives and relay relevant information back to the RIAC.	7.1.1 RIAC members share information on best practices from other organizations and/or municipalities that may be applied in Richmond.