



City of Richmond

Report to Committee

To: Planning Committee **Date:** December 14, 2017
From: Kim Somerville **File:** 07-3000-01/2017-Vol 01
 Manager, Community Social Development
Re: **Cultural Harmony Plan: Guiding Principles**

Staff Recommendation

1. That the Guiding Principles detailed in the staff report titled “Cultural Harmony Plan: Guiding Principles,” dated December 14, 2017, from the Manager, Community Social Development, be endorsed; and
2. That the Guiding Principles be used to inform the strategic directions and actions of the draft Cultural Harmony Plan.

Kim Somerville
 Manager, Community Social Development
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REPORT CONCURRENCE	
CONCURRENCE OF GENERAL MANAGER	
REVIEWED BY STAFF REPORT / AGENDA REVIEW SUBCOMMITTEE	INITIALS:
APPROVED BY CAO	

Staff Report

Origin

In 2016, Council approved the development of a Cultural Harmony Plan through the 2017 Financial Plan. The underlying rationale for developing a Cultural Harmony Plan was rooted in Richmond's changing demographics that have implications for the City's social cohesion as different communities express their needs and expectations in relation to civic and community life. Furthermore, the Social Development Strategy has identified the need to a) clarify the City's role in refugee and immigrant settlement; b) improve intercultural communication; and c) facilitate opportunities for immigrants to participate in civic life. The development of a Cultural Harmony Plan is intended to support the implementation of relevant Social Development Strategy commitments and further enhance and build on the City's cultural inclusion practices as they relate to policy development, program and service delivery, public consultation and customer service.

The development of the Plan is divided into three phases:

1. Phase One: Research Cultural Harmony Best Practices;
2. Phase Two: Analyze the City's Existing Service Levels and Programs; and
3. Phase Three: Recommended actions for a Cultural Harmony Plan.

The purpose of this report is to adopt Guiding Principles that will shape the development of a draft Cultural Harmony Plan.

This report supports Council's 2014-2018 Term Goal #2 A Vibrant, Active and Connected City:

Continue the development and implementation of an excellent and accessible system of programs, services, and public spaces that reflect Richmond's demographics, rich heritage, diverse needs, and unique opportunities, and that facilitate active, caring, and connected communities.

2.3. Outstanding places, programs and services that support active living, wellness and a sense of belonging.

This report supports Council's 2014-2018 Term Goal #5 Partnerships and Collaboration:

5.2. Strengthened strategic partnerships that help advance City priorities.

This report supports Council's 2014-2018 Term Goal #9 A Well-Informed Citizenry:

Continue to develop and provide programs and services that ensure the Richmond community is well-informed and engaged on City business and decision making.

9.2. Effective engagement strategies and tools.

This report supports the Social Development Strategy's Action 16:

Improve the City's cultural competence through monitoring the intercultural sensitivity and inclusiveness of corporate policies and practices, making adjustments as necessary.

This report also supports the Social Development Strategy's Action 19: Create opportunities to showcase Richmond's cultural diversity and facilitate intercultural dialogue by:

Action 19.1 - Encouraging collaborative approaches to ensure that Richmond remains a welcoming and integrated community, while respecting the desires of immigrant groups to maintain their own cultures.

Action 19.2 - Facilitating the development and coordination of intercultural events that provide opportunities for active learning about the traditions of different cultures.

Action 19.3 - Researching and pursuing opportunities for community-based dialogues or forums about current issues that face the community as a whole, and that build intercultural interaction and awareness regarding shared values and goals amongst residents of Richmond

Analysis

The proposed Guiding Principles will inform the development of the draft Cultural Harmony Plan. They will ensure that the Plan's recommended actions strive to enhance existing and future City practices that relate to policy development, program and service delivery, customer service and public consultation. Developing recommendations for the draft Plan will involve researching best practices from other municipalities, and the analysis of the City's current policies and practices in themed areas such as accountability, community engagement, customer service, partnerships and staff capacity building and training.

The draft Guiding Principles were developed by the Cultural Harmony Steering Committee which consists of staff representatives from Community Social Development, Community Services Administration, Recreation Services, Richmond Fire & Rescue, Community Safety and Human Resources. In developing the draft Guiding Principles, the Steering Committee considered recent examples developed for other City initiatives such as the Minoru Centre for Active Living, the Garden City Lands, the Community Wellness Strategy update and the Recreation Fee Subsidy Program Update. The intent behind the Guiding Principles is to help shape the development of the draft Cultural Harmony Plan.

Guiding Principles

1. Ensure City policies and practices intentionally promote excellence in equity, respect and intercultural harmony.
2. Align with and complement existing City strategies, plans, processes and practices that seek to address cultural harmony.

3. Provide measurable outcomes related to how the City's diverse communities interact with each other and the City.
4. Facilitate ongoing community engagement as a means to implementing the recommended actions of the Cultural Harmony Plan and ensure that there are opportunities for feedback.
5. Develop actions that support the Richmond Intercultural Advisory Committee's intercultural vision "for Richmond to be the most welcoming, inclusive and harmonious community in Canada".
6. Develop actions that promote and facilitate cultural inclusion and that are realistic and achievable in the context of available resources, are resilient over time and are flexible enough to be revised.

Next Steps

The Guiding Principles will be used to formulate the draft Cultural Harmony Plan. A draft Cultural Harmony Plan and public engagement strategy will be presented to Council in 2018 for endorsement and approval to seek community input. Subsequently, the Cultural Harmony Plan, including the results of the community engagement process, will be presented to Council for final adoption.

Financial Impact

None.

Conclusion

Richmond's changing demographics have implications for the City's social cohesion as different communities express their needs and expectations in relation to civic and community life. The development of the Cultural Harmony Plan will help advance and support the City's efforts to ensure that its policies and practices are effectively promoting and supporting the integration of its diverse communities. Building interaction and awareness around shared values and goals will help to ensure that Richmond continues to be a welcoming and integrated community.



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