

Date: December 14, 1999



TO: Board Members - Parks and Recreation
FROM: General Manager - Parks and Recreation
SUBJECT: MULTICULTURAL IMPLEMENTATION PLAN

Information Report

In 1993, the Park Board developed a Multicultural Implementation Plan providing a rational, steps options and resources towards cultural inclusion in community centres. While this has been a resource for some centres, others have used it less.

The Park Board Diversity Committee and an Intermunicipal Diversity Committee with membership in six municipalities, identified that to move towards inclusive practices in community centres a practical approach to implementing change would be needed. Park Board staff, working with the intermunicipal committee, received a \$20,000 grant from Canadian Heritage in September, 1999 for the Multicultural Implementation Project. Additional funds for the project come from existing Park Board budgets, the other municipalities (Burnaby, Coquitlam, New Westminster and Richmond) and participating community centre associations for a total budget of 31,000.

Project objectives are as follows:

- 1) To improve access to and integration in community centre programs and services by the culturally diverse members of the community.
- 2) To identify barriers to full participation in the decision making processes that determine the mandate of the community centres.
- 3) To activate and supplement the strategies of the Multicultural Implementation Plan and to use the plan to assist in setting benchmarks for evaluating success.

Circa Enterprises, a team of four consultants, (Sandy Berman, Adrienne Chan, Rod Cunningham and Suzu Speier) has been contracted for \$21,000. Sandy Berman was part of the team which developed the Multicultural Implementation Plan in 1993. This team will lead the project over the next six months in addressing the following components:

■ **Practice Leader Project.(All municipalities)**

Consultants will work with programmers to look at making programming more inclusive. Working on site at the various centres, programmers will compare programs where integration is occurring and where it isn't and analyse causes. The assessment of community needs in program development and the means of promotion will be examined.

■ **Assessment of Service Delivery (All municipalities)**

Focus groups in Vancouver and the other municipalities will look at how effective the centres are in serving the diversity of the community. The groups will be composed of staff, community members and representatives of neighbourhood multicultural and immigrant settlement organizations.

Point of reference will be the Vancouver Park Board Multicultural Implementation Plan.

■ **Staffing (Vancouver only)**

Centres in Vancouver will address how staff are recruited and hired, identifying entry points, putting into practice the City's Guidelines for Hiring a Diverse Workforce and setting up outreach procedures.

■ **Community Associations (Vancouver and Richmond only)**

The participating community associations will be involved through presentations at board meetings and/or committees of the board.

■ **Implementation (All municipalities)**

Throughout each aspect of the project the consultant will assist in hands on implementation of recommendations that arise. (For example, changes in translation or graphics for promotion, assistance in establishing volunteer and job outreach strategies and media connections, collaborations with other agencies, and developing a resource base.) The intent of this part of the work is to see the changes implemented as the project develops. A \$10,000 budget will support these changes.

■ **Open Forum or Information Sessions (Open to all lower mainland municipalities)**

As the projects develop and topics needing exploration are identified, a number of educational sessions will be held open to lower mainland municipalities. These might include 'Gathering local demographic information,' 'Consultation with diverse communities' or 'Representative board development'.

The project will be steered by a committee of staff from the five municipalities and representatives

from a Vancouver community association and MOSAIC.

Five centres in Vancouver are participating: Britannia, Kensington, Riley, the Roundhouse and the West End.

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