



*Enji Bmaadjidwad Maampii!
Diversity Thrives Here!
Vive la diversité chez nous!*



*Enji Bmaadjidwad Maampii!
Diversity Thrives Here!
Vive la diversité chez nous!*

City of Greater Sudbury Diversity Plan

**Kerry Assiniwe, Chair and Ted Callaghan, Councilor
on behalf of the
Diversity Advisory Panel**

June 30, 2005



**Canadian
Heritage**

**Patrimoine
canadien**





*Enji Bmaadjidwad Maampiis
Diversity Thrives Here!
Vive la diversité chez nous!*

Diversity Plan Presentation

- Mandate
- What Do We Mean by Diversity?
- Project's History and Phases
- Diversity Plan Recommendations





Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!

Panel's Mandate – January 2005

To develop a Diversity Plan that will ensure Sudbury is a welcoming and inclusive community for all people particularly the Aboriginal, Francophone and Multicultural groups, And to Present Plan to Council by June 30, 2005.





*Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!*

Community Members Diversity Advisory Panel

- **Kerry Assiniwe – Chair**
- **Ted Callaghan – Councilor**
- **Dr. Andrew Adegbite**
- **Nancy Cada**
- **Jim Eshkawogan**
- **Scott Fisher**
- **Tom Fitzgerald**
- **Genevieve Gibbons**
- **Rosie Graffi**
- **Josée Guimond**
- **Shirley Honyust**
- **Dr. Rayuda Koka**
- **Terra MacPhail**
- **David Mensour**
- **Niranjan Mishra**
- **Harvey Petahtegoose**
- **Nancy Recollet**
- **Polly Rutenberg**
- **Marc Tassé**
- **Rob Thirkill**
- **Juliette Wemigwans**
- **City Staff**
 - **Carlos Salazar**
 - **Nancy Beynon**



Enji Bmaadjidwad Maampii
Diversity Thrives Here!
Vive la diversité chez nous!

What Do We Mean by Diversity?

Diversity refers to all people in particular, the Aboriginal, Francophone and Multicultural communities of the City of Greater Sudbury



June 30, 2005



*Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!*

Our Approach – Community Based

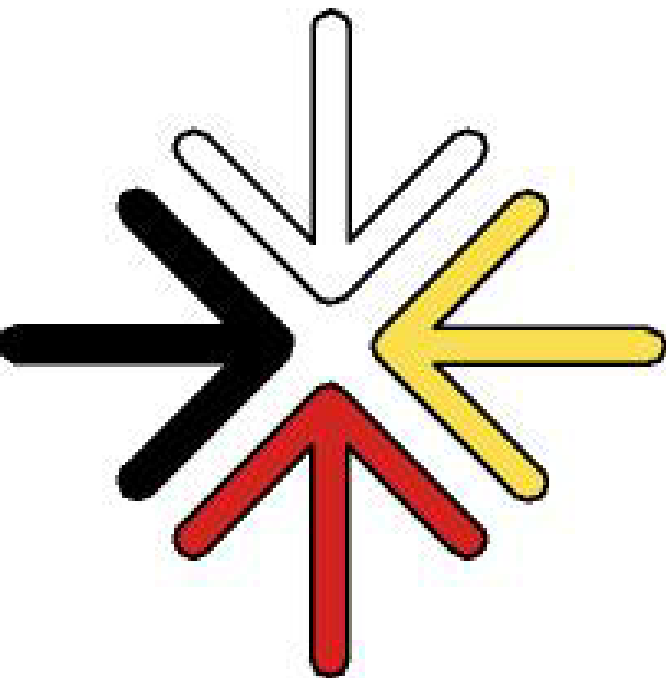
- **First time in the City's history that the Aboriginal, Francophone, and Multicultural Communities come together**



June 30, 2005



Enji Bmaadjidwad Maampii!
Diversity Thrives Here!
Vive la diversité chez nous!



Enji Bmaadjidwad Maampii!
Diversity Thrives Here!
Vive la diversité chez nous!



*Enji Bmaadjidwad Maampiis
Diversity Thrives Here!
Vive la diversité chez nous!*

Why Do We Need a Diversity Plan?

- 50% increase in the Aboriginal population in Sudbury: majority being youth
- 7% of Greater Sudbury's population is foreign-born
- 28% of Greater Sudbury's population is Francophone
- Number of international students is growing – close to 600
- Aboriginals and immigrants are the main source of population growth
- Aboriginals, immigrants and youth: key to solving labour shortages



Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!

Overview

Why was Diversity Thrives Here! developed? Our Potential

- **Diversity** is the **foundation** for innovation, and innovation is the key for **economic development**.
- Sudbury is **one of the very few cities in the World** where the Aboriginal English, French, and Immigrant Communities work and live.
 - ➔ Ranked 16 of 159 Cities in the Mosaic-Diversity Index – Richard Florida
- Places that offer a **high quality of life** and **best accommodate diversity** enjoy the greatest success in talent attraction/retention
- The **Aboriginal and Immigrant** communities are key to our **population growth**.



*Enji Bmaadjidwad Maampiis
Diversity Thrives Here!
Vive la diversité chez nous!*

How did we begin?

- Mayor Jim Gordon established Diversity Community Working Group – Fall 2003
- Mayor David Courtemanche reaffirmed Working Group December 2003
- 9 Community Focus Groups: Winter 2003
- Funding:
 - ➔ Canadian Heritage
 - ➔ City of Greater Sudbury
 - ➔ Greater Sudbury Development Corporation
 - ➔ Social Planning Council



Enji Bmaadjidwad Maampii
Diversity Thrives Here!
Vive la diversité chez nous!

Diversity Thrives Here! Community Launch

May 14, 2004 at Tom Davies Square
Website www.SudburyDiversity.ca



June 30, 2005



Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!

Diversity Plan Phases

PHASE I



PHASE II

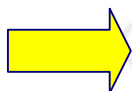


PHASE III



PHASE IV

**Assessing
the
Situation**



**Preparing
for a
Coalition**



**Planning
for
Action**



**Drafting
the
Diversity
Plan**



June 30, 2005





*Enji Bmaadjidwad Maampiis
Diversity Thrives Here!
Vive la diversité chez nous!*

Diversity Panel Process





Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!

Diversity Panel Recommendations

Term concurrent with City
Council elections

From July 2004 – December
2006 Current Panel :
Implementation program

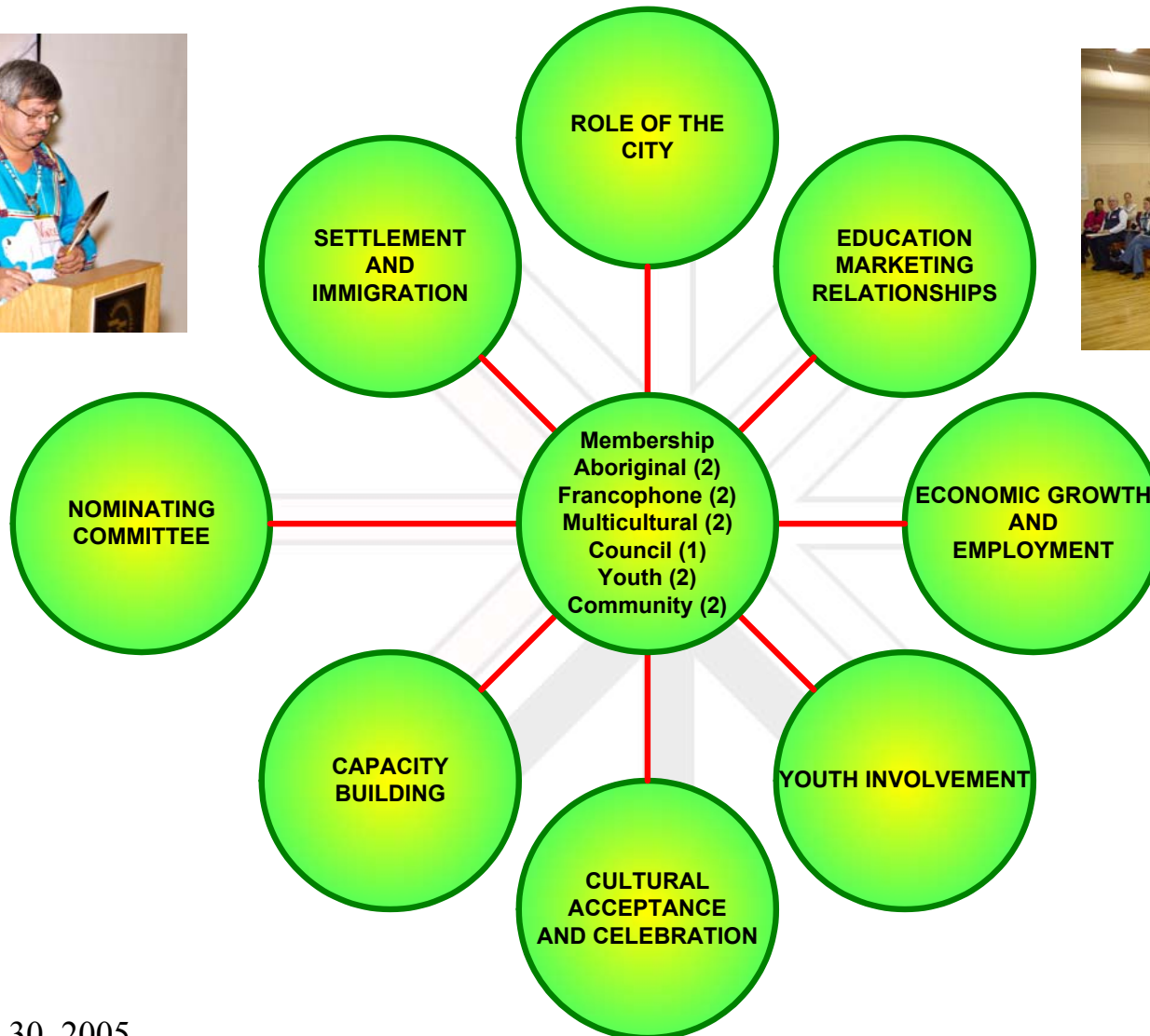
December 2006 – Nominating
Committee of Council
advertises for new membership





Enji Bmaadjidwad Maampii
Diversity Thrives Here!
Vive la diversité chez nous!

Diversity Panel





*Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!*

Diversity Panel Recommendations

- **Marketing Program**
 - ➔ Diversity benefits
 - ➔ Encourage pride in our different cultures and heritage
- **A Community Calendar**
 - ➔ Bring Community together to celebrate our diversity



*Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!*

Diversity Panel Recommendations

- **Coordinate all services for newcomers**
 - ➔ all levels of government
 - ➔ a single window stop for all newcomers
 - City's Citizen Service Centers
 - Immigration Portal
- **Capacity Building and Training opportunities**
 - ➔ non-profit groups/charities supporting Aboriginal and Immigrant communities
 - ➔ Board management, marketing, fund-raising, inter-agency coordination



*Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!*

Diversity Panel Recommendations

- **An employment program for Aboriginal/Immigrant youth**
 - ➔ Assessment of skills
 - ➔ Matching with job opportunities
- **An entrepreneurship Mentorship Program**
 - ➔ In partnership with the private sector



*Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!*

Diversity Panel Recommendations

- **Establish a Provincial Immigration Nominee Program –**
 - ➔ Shortages of skilled trades/technical
- **An Immigrant Investor and International student attraction**
 - ➔ Population growth
 - ➔ Attracting and retaining talent



Enji Bmaadjidwad Maampi:
Diversity Thrives Here!
Vive la diversité chez nous!

Conclusion

This is the first time the Aboriginal, Francophone, and Multicultural communities come together.

This Plan is the first step to:

➔ ***ensure Sudbury is a welcoming and inclusive community for all people particularly the Aboriginal, Francophone and Multicultural groups.***

Now, we need to move from planning to ACTION.



June 30, 2005

20



*Enji Bmaadjidwad Maampii!
Diversity Thrives Here!
Vive la diversité chez nous!*

Diversity Advisory Panel



*Enji Bmaadjidwad Maampii!
Diversity Thrives Here!
Vive la diversité chez nous!*



June 30, 2005



Canadian
Heritage

Patrimoine
canadien

