



Hamilton

**MINUTES**  
**IMMIGRANT & REFUGEE ADVISORY COMMITTEE (I & RC)**  
**Thursday, May 10, 2012 - 6:30 pm**  
**City Hall, 71 Main St. W., Room 192**

---

**Present:** Aspy Ayrton, David Hosten, Joana Fejzaj, Thayra Marting, Sumaira Khurshid, Maher Hamade, Arvind Sahay, Dustin Rouse, Minh Trinh.

**Also Present:** Maxine Carter, Jaffar Hayat – City of Hamilton - Access & Equity Division, Grace Maciak, Ontario Works Program

**Regrets:** Hana Pinthus Rotchild (leave), Nasir Sarwar (leave), Isaac Acquah (leave), Dena Honig, Minh Trinh, Zafar Siddiqui, Shuja Qureshi, Paul Hoang, Abdulkhaliq Herati

**Absent:**

**1. DECLARATION OF INTEREST.**

**1.1** D. Hosten declared the he provides consultancy to his clients regarding the item 10.4. Super Visa

**2. WELCOME AND INTRODUCTIONS.**

All were welcomed and everyone introduced themselves.

**3. APPROVAL OF AGENDA.**

Addition of Item 10.3: Resignation of Mohammad Hamoda

Addition of Item 10.4: Super Visa

Addition of Item 10.5: Awareness about I & RC- Outreach

Addition of Item 10.6: 2<sup>nd</sup> Part Hamiltonian

Addition of Item 10.7: Bye Law and Policy Review Project

**A. Ayrton/A. Sahay**

To accept the agenda, as amended.

**CARRIED.**

**4. Approval of minutes of April 12, 2012.**

**D. Rouse/A. Ayrton**

To approve the minutes of April 12, 2012, as presented.

**CARRIED.**

**5. Matters Arising from the Minutes of April 12, 2012.**

**5.1 Work Force Census:**

The committee had some discussion regarding the Workforce census.

M. Carter informed the committee that the questions that were raised during the Work force Census presentation, was forwarded to Mary Agro in Human Resources for follow up.

Members raised the following points:

- Some members noted that they know of qualified individuals who have applied for jobs that they are qualified for but very few have been successful in obtaining interviews and even fewer get work with the City. The committee agreed that one of the sub-committees will collect and track these cases where qualified individuals who are newcomers are not getting jobs that they are competing for in the hiring process. More discussion to come at future meetings.
- Members recommended that the Human Resources develop a process whereby prior to final selection candidates are interviewed one more time.
- It was also recommended that the City develop a transparent process whereby candidates have a right to request an explanation for why they were not successful in getting the job that they were in competition for. This will be a good learning process for them.
- A member shared an example of how processes can have built in barriers. For example in the case of a medical school in Ontario, they revised the entry test criteria by adding the interview process and awarded a huge percentage for this part of the process. In so doing this change ultimately reduced the numbers of Asian students that were accepted to the school. It spoke to the fact that this group did not have the awareness and knowledge of how to manage an interview process in the North American context.
- That the Human Resources at the City conduct a system's review, to ensure that the entire recruiting, hiring, retention, promotion and evaluation process is fair and equitable and it was suggested that this is also a requirement of the new AODA 2005 (to facilitate the hiring of persons with disabilities.)
- The committee also noted that they could provide valuable input to the Human Resources at the City regarding the entire recruitment, selection, hiring and retention process?

M. Hamade informed the committee that he will be a member of the Employment and Labour Workforce Planning Committee of HIBC. He will provide monthly updates.

A. Ayrton shared information regarding the next Strengthening Newcomer Services to be held on May 31, 2012 from 3 – 7 p.m. M. Hamade will email the registration form to M. Carter so that she can register the committee for a table at the event.

**M. Hamade/A. Ayrton**

That the Immigrant and Refugee Advisory Committee register and participate in the Strengthening Newcomer Services form.

**CARRIED.**

The following members volunteered to work at the table: A. Sahay, S. Kurshid, J. Fejzaj, and G. Maciak.

**6. Presentation.**

No presentation.

**7. Business Items.**

**7.1 Work Plan & Priorities Discussion- Finalize.**

The committee consolidated all the work plan items and assigned them to sub committees. The following work plan items were added/deleted from the list of priorities finalized on April 12, 2012.

**Items Added:**

- Employment has been moved under item 2- Employment opportunities
- Meeting with community leaders has been moved under item 3- Partnerships
- Item 4-Policy and Programs has been added.

**Item Removed:**

- Item 6 “To make presentations, host workshops and/or open houses to educate service providers, Police Services, Ontario Works, School Boards, settlement agencies, employment agencies, professional regulating bodies and other relevant services and programs about immigrant and refugee issues” has been removed.

**A. Ayrton/J. Fejzaj**

To accept the work Plan of Immigrant and Refugee Advisory Committee for the term 2011-2014.

**CARRIED.**

### **7.1.1 Establishment of Work Group:**

#### **Item 1: Education**

1. Grace Maciak
2. Minh Trinh
3. Sumaira Khurshid
4. Dena Honig

#### **Item 2: Employment Opportunities**

1. Dustin Rouse
2. Maher Hamade
3. Paul Hung Hoang
4. Dena Honig

#### **Item 3: Partnerships**

1. Minh Trinh
2. Arvind Sahay
3. Shuja Qureshi

#### **Item 4: Policy and programs**

1. Maher Hamade
2. David Hosten

#### **Item 5: To connect with Professional regulating bodies regarding concerns and issues of newcomers and immigrants with respect to professions and trade.**

Aspy Ayrton

1. Dustin Rouse
2. Maher Hamade
3. Dena Honig

#### **Item 6: Welcome Open House- Year 2012**

1. Joana Fejzaj
2. Minh Trinh (backup)
3. David Hosten

#### **Item 7: Refugee Claimant**

1. Thayra Marting
2. David Hosten

**Members still to join a subcommittee:** Zafar Siddiqui, Abdulkhaliq Herati,

**Members on leave:** Hana Pinthus Rotchild, Nasir Sarwar, Isaac Acquah.

### **8. Review and comment on reports, legislation and studies.**

No reports shared.

**9. Correspondence/Current affairs.**

No correspondence.

**10. New Business.**

**10.1 Immigrant and Refugee Open House-Date**

The committee proposed three dates for the Open House.

- o Option one: October 14, 2012
- o Option two: October 21, 2012
- o Option three: September 30, 2012

**M. Trinh/T. Marting**

Staff to secure the venue of the City Hall to host the Immigrant and Refugee Open House on one of the proposed dates: October 14, 21, or September 30th.

**CARRIED**

**10.2 Arts of August Fashion Show**

The committee expressed interest to facilitate the festival "Arts of August" by providing them a venue at City Hall and requested staff to check availability of City Hall. J. Fezaj to provide more information at the next meeting.

**J. Fezaj/T. Marting**

To potentially collaborate with the committee Arts of August to host a fashion show.

**CARRIED**

**10.3 Resignation of Mohammad Hamoda**

**T. Marting/A. Ayrton**

That the committee accept the resignation of M. Hamoda and wishes him well.

**CARRIED.**

The committee also asked staff to send Mohammad Hamoda a thank you card.

**10.4 Super Visa**

The committee was informed about the newly approved Super Visa Program for the parents and grandparents of new immigrants to visit Canada.

**A. Ayrton/M. Hamade**

That the issue of super visa was tabled for the next meeting at which time the chair D. Hosten will bring more details for discussion.

**CARRIED.**

**10.5 Awareness about Immigrant & Refugee Advisory Committee – Outreach.**

The committee discussed various ways and means to increase its outreach. Various options under discussion were print, electronic and virtual media. Members felt that the virtual media may be the most effective way of inclusive communication as it is accessible and could be easily made available/translated into any language. The issue will be discussed further at the next meeting.

**10.6 Committee Photo Opportunity.**

D. Hosten asked permission to take a committee picture at the June meeting, for his second series of photographs for “Below Biosphere Photography”.

**10.7 By Law and Policy Review Tools Development Project for the AODA and the Equity and Inclusion Policy**

M. Carter provided an update on the project and what the key achievements are to date. She also mentioned that at least two members from I&RC is invited to participate in the rollout workshop of proposed tools to provide their feedback.

The following members volunteered to participate in the workshops:

- Maher Hamade
- Sumaira Khurshid

Back up candidates:

- Aspy Ayrton
- Dustin Rouse
- Joana Fejzaj
- Arvind Sahay

M. Carter will send the workshop schedule to the committee members, upon finalization of dates.

**11. Next Meeting Date.**

The next meeting will be held on June 14, 2012.

**12. Adjournment.**

The meeting adjourned at 8:30 p.m.