



City of Delta
COUNCIL REPORT
Regular Meeting

To: **Council**

From: **Diversity, Inclusion and Anti-Racism Committee**

Date: **April 13, 2026**

Diversity, Inclusion and Anti-Racism Committee – 2023-2025 Achievements

The following recommendation has been reviewed by Diversity, Inclusion and Anti-Racism Committee.

▪ **RECOMMENDATION:**

THAT the report titled “Diversity, Inclusion and Anti-Racism Committee – 2023-2025 Achievements”, dated April 13, 2026 be received into the record.

▪ **PURPOSE:**

This report summarizes the activities and key achievements of the Diversity, Inclusion and Anti-Racism Committee (DIAC) during the 2023–2025 term.

▪ **BACKGROUND:**

The Diversity, Inclusion and Anti-Racism Committee (DIAC) serves as an advisory body to Council, providing strategic guidance and recommendations to advance equity, diversity, inclusion (EDI), and anti-racism initiatives within the City of Delta and the broader community. The Committee provides advice on advancing equity, diversity, and inclusion in City policies, programs, services, and community engagement practices. (see Attachment A for Terms of Reference). The DIAC term ends on March 31, 2026.

Prior to 2023, DIAC operated as the Mayor’s Task Force on Diversity, Inclusion and Anti-Racism. In that capacity, the Task Force provided advice that informed the development of the City’s EDI Workplan and related initiatives. In 2023, the Task Force transitioned into a formal Committee of Council. In 2024, Councillor Jennifer Johal was appointed Chair and Councillor Dylan Kruger was appointed Vice-Chair. Committee members were appointed and re-appointed annually by Council. The Committee was supported by staff liaison Olga Shcherbyna, Social Planning Manager.

As of March 1, 2026, the committee membership consisted of:

- Councillor Jennifer Johal, Chair
- Councillor Dylan Kruger, Vice-Chair
- Raminderjit Dhani
- Nancy Dhillon
- Warren Dean Flandez

- Carol Johnson
- Rajeev Kainth
- Corinne Kessel
- Jovyl Kumar
- Michelle Renee

As per the committee terms of reference, Mayor George V. Harvie is an ex-officio member of the committee.

▪ **DISCUSSION:**

During the 2023–2025 term, the Committee held eight (8) meetings. During this period, DIAC provided ongoing advice to Council and contributed to the advancement of inclusive practices across the City of Delta. The Committee reviewed City initiatives, identified community needs and equity gaps, and provided recommendations to Council through an inclusion lens.

In total, seventeen (17) presentations were made to members of the Committee during 2023-2025 term (no meetings were held in 2026). These included updates on the Social Action Plan, access to civic spaces, inclusionary housing initiatives, newcomer supports, public engagement strategies, cultural programming, Pride and reconciliation initiatives, recreation accessibility, and major civic projects such as the Winskill redevelopment (see a full list of all presentation in Attachment B). Senior staff from various departments, including Corporate Services, Human Resources, Parks, Recreation & Culture, Planning, Fire & Emergency Services, Police, and Communications & Engagement, regularly attended meetings to present reports, provide updates, and respond to Committee questions. This cross-departmental participation helped ensure equity considerations were incorporated into City initiatives.

2023-2025 Key Achievements

More Inclusive Public Engagement Processes

Committee members provided feedback on public engagement strategies during meetings, emphasizing language, community outreach, and reducing other barriers to participation. This input influenced engagement approaches for major initiatives, including the Winskill redevelopment project, resulting in more inclusive and accessible engagement processes.

Inclusionary Housing

Following a presentation by Delta Housing Be Mine Society (HBMS), the Committee recommended that the organization present directly to Council. As a result, the HBMS team presented to Council and staff are now working with HBMS on inclusive housing initiatives that support individuals with intellectual disabilities and advance inclusive housing practices in Delta.

More Cultural Programming

The Committee supported expanded cultural celebrations, including Diwali. Following Committee recommendation and Council's approval, the inaugural DIYAFest was held in October 2025 and attracted close to 4,000 residents, strengthening community connections and expanding opportunities to celebrate Delta's cultural diversity.

As a result of Committee advocacy, dedicated space was allocated in North Delta for South Asian seniors to gather and socialize during the winter months, creating opportunities for connection and reducing isolation. Staff are currently working with additional senior groups in the community to better understand their needs and explore further inclusive programming options.

Enhanced Supports for Newcomers

Based on feedback from the Committee to better utilize City's facilities in addressing community needs, in 2025, the City partnered with local libraries and settlement agencies to provide settlement supports within civic facilities. This approach improved access to settlement services for newcomers and strengthened community support.

Period Promise Initiative

The Committee recommended that Council consider implementing the Period Promise initiative to provide free menstrual products in civic facilities. Staff conducted a jurisdictional scan and following Council's directions, the City introduced the program within civic facilities. The initiative has helped reduce stigma, improve access to essential hygiene products, and improve access to menstrual products in public facilities, particularly benefiting youth and residents experiencing financial barriers.

Strengthened Partnership with Delta Pride Society

During this term, a board member of the Delta Pride Society was appointed by Council to the DIAC, fostering more direct collaboration between the City and the organization. Staff have since expanded engagement efforts, including hosting an educational "Lunch and Learn" session for staff and increasing participation in Pride events such as the Pride Picnic. These efforts helped strengthen collaboration with the Delta Pride Society and increased awareness of 2SLGBTQIA+ inclusion within the organization and the community.

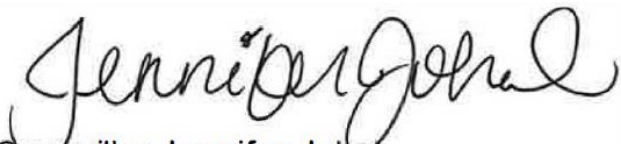
Implications:

Financial Implications – There are no financial implications associated with receiving this report.

CONCLUSION:

During the 2023–2025 term, the Diversity, Inclusion and Anti-Racism Committee provided valuable advice to Council and contributed to advancing inclusive practices across the City of Delta. Through its review of initiatives, community partnerships, and strategic recommendations, the Committee helped strengthen cultural programming, community engagement, and supports for diverse populations in Delta. The City would

like to thank the members of the Committee for their time and meaningful contributions toward fostering a more inclusive and welcoming community.

A handwritten signature in black ink, reading "Jennifer Johal". The signature is fluid and cursive, with the first name "Jennifer" written in a larger, more prominent script than the last name "Johal".

Councillor Jennifer Johal

Chair, Diversity, Inclusion and Anti-Racism Committee

Department submission prepared by: Olga Shcherbyna, Social Planning Manager
OS

▪ **ATTACHMENTS:**

- A. DIAC Terms of Reference, 2024
- B. List of Presentations to DIAC. 2023-2025