**Minutes of a meeting of the**

**Intercultural Diversity Commission**

**September 25, 2023**

The Intercultural Diversity Commission of Shining Waters Regional Council met on April 24, 2023 by video conference. The meeting began at 6:00 p.m.

**Present**: Hedy Baker-Graf, Amy Lee (Chair), Néstor Medina, John Joseph Mastandrea.

Staff: Kim Uyede-Kai, Celio de Andrade

Regrets: Moon Ja Park, Innocent Karuhanga, Joel Aguirre.

**Welcome, Land Acknowledgement, Opening Reflection, and Prayer**

Amy Lee welcomed everyone gave an acknowledgement of the land, an opening reflection and lit a candle.

The Commission acknowledges a commitment to being a safe place for all people to gather and participate in our Region.

**Agenda**

The agenda was approved by consensus as circulated.

**Sharing Circle**

The commission members had a time of sharing community and community of faith news.

**Minutes**

The minutes of the Commission meeting held September 25, 2023 were approved by consensus, as circulated.

**Sharing thoughts on 2023 regional meeting presentation**

Amy shared that at the Regional Council annual meeting held at North Bramalea Church, the commission had a wonderful presentation under the theme of equity from intercultural perspectives.

John Joseph shared that it was very well received and quite thought-provoking.

Nestor agreed with the term "provoking" and added that there were beautiful moments when Kim was at the front, telling people not to ask where they're from again. He liked that.

Hedy shared that there was a gentleman who stood up and talked about how friendly he had been as a child with the Japanese. When the war came along, he could not continue to have them as playmates. This story stood out for Hedy. Other than that, Hedy enjoyed being a participant in the regional meeting.

Kim suggested that the commission's presentation can't be the only one. She wants to have more commission’s presentations at other regional meetings in the future.

**Staff Updates** – *Kim Uyede-Kai*

Kim reported:

* That the staff portfolios have been readjusted because Jeffrey. His job is currently being reworked, and it's in draft form. The commission will soon see the final job description.

Kim portfolio will be to support all the racialized communities of faith in shining waters and the indigenous communities of faith.

* That someone from the disability community in the region has requested to initiate a disability justice project under an equity umbrella. Kim has been in conversation with Sharon Ellsworth, and she's wondering if the commission could potentially begin with a book study on "My Body is not a Prayer Request."

**Disability equity gathering budget under IDC budget for “Education”**

Kim reported that the second aspect of the disability equity work is her proposal that the commission should have a budget. Currently, they have no budget anywhere and have been relying solely on volunteers and the goodwill of people who offer their assistance. Kim proposed a budget of $3,000 from the 2023 commission's budget. Nestor commented on the importance of allocating this money for the benefit of intercultural diverse people, and Kim assured that this budget would not exclusively benefit white disabled individuals.

**MOTION** by John Joseph / Nestor Medina that the Intercultural Diverse Commission will give $3,000 to the Disability Equity group for “Education” purpose.

**MOTION CARRIED**

**Seoul Presbytery PROK proposal for Partner in Mission “Memorandum of Agreement”**

Kim reported that Seoul Presbytery wants a memorandum of agreement specifically focused on programs. She commented that the commission had previously discussed and agreed that they wanted a broader type of memorandum agreement, emphasizing mutual respect and openness, and also agreeing to have a youth group visit with 20 people.

Kim suggested working on a smaller, less specific, and more inclusive memorandum agreement. Amy will be responsible for working on this new agreement.

John Joseph recommended focusing on the concept of "Han" because he believes it's a valuable teaching element and can help the commission better understand justice issues.

**Korean translations completed by Woong Yuom, YunJung Kim, final edit by Richard Choe**

Kim reported that the translations are done.

1. **Pastoral Relations Guidelines for Search and Selection;**

Kim Reported that the Pastor Relations guidelines for search and selection committees was done and it was a big document.

1. **Ministry and Personnel Committee Policy, Procedures, Practices.**

Kim Reported that the Ministry Personnel committee policy procedures and practices has also been done.

**Korean translations to be prioritized next: Shining Waters pastoral relations policies:**

Kim Reported that the next priorities will be the following:

* 1. **Short-term appointments, appointments, and call;**
  2. **Regional Council Liaisons;**
  3. **Pastoral Charge Supervisors**

**New Business**

There was no new business to come to the meeting.

**Next meeting**

Monday, October 30, 2023, 6:00-8:00 p.m. John Joseph will work on the land acknowledgement and opening reflection for the meeting.

**Closing**

Amy Lee offered a closing prayer and the meeting closed at 7:32 p.m.