

Richmond Intercultural Advisory Committee 2026 Work Program

The Richmond Intercultural Advisory Committee's (RIAC) proposed 2026 Work Program outlines initiatives intended to advance the RIAC's mandate to serve as a resource and provide advice to Council on enhancing intercultural harmony and cooperation in Richmond and support the implementation of the Council-adopted Cultural Harmony Plan.

RIAC Proposed 2026 Work Program		
Initiative	RIAC Actions	Expected Outcome
1. Participate in a RIAC orientation.	1.1 Members participate in an orientation to the RIAC to learn about the roles and responsibilities of advisory committee members, the RIAC Terms of Reference and the City's current strategies and initiatives related to cultural harmony. 1.2 Members participate in a mentorship initiative between new and returning RIAC members to foster peer relationships and learning.	Members are aware of and understand the following: • The RIAC Terms of Reference • Their role as a Council-appointed member of the RIAC • The City's Respectful Workplace Policy 6800 • The RIAC 2026 Work Program • Current City strategies and initiatives related to intercultural harmony, including the 2019–2029 Cultural Harmony Plan
2. Act as a resource to the City on issues related to intercultural harmony in Richmond.	2.1 Participate in consultation of City plans, updates, strategies, projects and new policies related to cultural harmony. 2.2 Provide an intercultural lens to City events and initiatives, as they arise. 2.3 Respond to Council requests and provide advice on issues related to cultural harmony in Richmond.	RIAC members will provide feedback through an intercultural lens to City strategies, policies and initiatives, and advise Council and staff, as requested.

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3. Build on and improve RIAC members' knowledge of intercultural issues through information sharing, guest speakers and educational opportunities.	3.1 Invite guest speakers and facilitators to present on intercultural issues facing the community, including professional development opportunities. 3.2 Present on intercultural initiatives from member organizations and/or other groups that may inform the City's policies or practices. 3.3 Monitor intercultural issues and emerging trends for discussion as a standing item on the RIAC agenda.	RIAC members are informed of intercultural issues and trends affecting the Richmond community. RIAC members are well equipped to provide an intercultural lens to City strategies and initiatives, as requested.
4. Support the implementation of the Council-adopted Cultural Harmony Plan in Richmond.	4.1 Provide advice and feedback on initiatives that support actions related to the Cultural Harmony Plan, as requested. 4.2 Participate in initiatives related to the implementation of the Cultural Harmony Plan, including: - Assisting with the planning and implementation of the 2026 Diversity Symposium; - Identifying Truth and Reconciliation initiatives and sharing best practices; and - Identifying and participating in initiatives that address incidents of racism and discrimination.	RIAC members are involved in the implementation of actions listed in the Cultural Harmony Plan, as appropriate. RIAC members share opportunities and information on best practices from other organizations and/or municipalities that may be applied in Richmond.

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5. Foster public awareness and promote meaningful community engagement to address the needs and concerns of newcomers, racialized communities and cultural- and faith-based groups in Richmond.	5.1 Participate in external committees and networks that align with the RIAC's mandate and provide updates to the RIAC. 5.2 Promote the RIAC's role as an advisory body to Council and the City's contributions to fostering intercultural harmony in the community. 5.3 Promote opportunities for newcomers, racialized groups, cultural- and faith-based groups to participate in community engagement opportunities led and supported by the City.	Community partners are aware of the RIAC's role in fostering cultural harmony in Richmond. RIAC members are informed of other committees and initiatives that align with the RIAC's mandate. RIAC members promote opportunities for underrepresented groups to provide input on City initiatives and plans.