

VISION

Diversity is valued and racism is not accepted.*

PRINCIPLES

We observe the following anti-racism principles:

1. We recognize that racism exists in Canadian society and in its institutions, and therefore affects Thunder Bay itself.
2. We recognize our role in combating racism in Thunder Bay.
3. We assert our commitment to implement specific measures to combat racism and to engage in actions to eliminate it.
4. We recognize and value the racial diversity of Thunder Bay.
5. We recognize and respect the unique identities of Aboriginal peoples and the need for a distinct approach to anti-racism measures for Aboriginal peoples. **

*Excerpted from Thunder Bay Counts Shared Agenda for Change

** Excerpted from the Ontario Human Rights Commission



MEASURES OF SUCCESS

The following will be tracked:

1. Progress against plan (Annual Report)
2. Participation in events
3. Citizen Satisfaction Survey every two years—perceptions of racism and discrimination [percentage of residents who agree racism is a serious issue in Thunder Bay; awareness of **respect.** initiative]
4. Number of organizations that commit to **respect.**
5. Reported hate crime incidents
6. Visits to the Online Resource Centre
7. Calls to 211

Note: Additional Measures may be added

2015–2018 Work Plan



Anti-Racism & Respect
Advisory Committee

To reach the Committee contact the Office of the City Clerk:
(807) 625-2230 | antiracism@thunderbay.ca

Visit:
thunderbay.ca/antiracism

Cover photo: The Regional Multicultural Youth Council,
Winners of the 2015 **respect.** Award

Published November 2015

2015–2018 Work Plan



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| GOAL | OBJECTIVES | TIMELINES/ PARTNERS | ACTION – NOTES |
|-----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Monitoring Racism in the Community | 1. Develop Online Resource Centre followed by planning for a pilot of incident reporting online and to 211 | Fall 2015/Spring 2016 | Research other communities for best practices. Provide access to anti-racism information and tools; and through reporting to 211 give a voice to people experiencing racism in our community. |
| | 2. Implement incident report pilot | Spring 2016 | Annual reports from 211 Marketing. |
| | 3. Look for opportunities to promote work of the Anti-Racism Committee | Ongoing - Community Partners; Elders; Role Models | Increase awareness of the Committee within the community. |
| | 4. Celebrate success | Ongoing - Community Partners | Identify success stories, use of social media, etc. |
| Promote respect. Campaign | 5. Initiate program with major employers | Ongoing - Hospital; University | Acknowledge partners already involved in this initiative. Broaden partnerships. |
| | 6. Work with Crime Prevention Council to promote initiatives | Ongoing - respect. Working Group | NOHFC Respect Intern expected to start in early November with focus on welcoming community initiative. |
| Improve the Housing Situation | 7. Conduct community workshops – issues related to housing | 2017-2018 - Human Rights Commission of Ontario | |
| | 8. Educate Committee on issues related to housing | Ongoing - Housing & Homelessness Strategy AMO Task Force | Partner with the LSPC and the Drug Strategy Housing and Homelessness Strategies – presentation to the Committee on their activities. |
| | 9. Advocate on housing issues | Ongoing - Intergovernmental Committee | |
| Provide Equal Employment Opportunities | 10. Consult with City HR on outcome of Employment Equity Survey | May 2015 - HR Division | Updates as available. |
| | 11. Consult with HR on current hiring processes | Ongoing - In conjunction with results of Equity Survey | |
| | 12. Work with HR to examine wording to be included in city job descriptions | 2016 | Identify commitment to equal opportunity in hiring. Changes to happen as job descriptions come up for review in the normal cycle of things. |
| | 13. Keep informed on Corporate Orientation Aboriginal and Cultural Awareness Training | Ongoing - City HR Division | Note number of staff going through orientation. |
| | 14. Promote diversity in the workplace through community forums | Ongoing - Roundtable Against Racism | Staff training through the respect. campaign. |
| | 15. Develop strategies to monitor and increase diversity in the workplace | Ongoing - Roundtable Against Racism | Diversity in the workplace across the community. |
| Educate Stakeholders, Partners and Community about racism issues and anti-racism initiatives | 16. Facilitate community focus workshops/ conversations on issues related to racism | 2016 – 2017 – 2018 Human Rights Commission of Ontario Roundtable Against Racism | Examples: Shifting the Lens: Understanding Racism, April 2015. |
| | 17. Raise the profile of the Anti-Racism Committee | Ongoing | Folklore Festival; marketing banner; promo material. |
| | 18. Hold annual joint meeting with Diversity Thunder Bay | Winter of 2016 – 2017 – 2018 Diversity Thunder Bay | |
| | 19. Host one community conversation annually | Spring 2016 – 2017 – 2018 | |
| | 20. Connect annually with Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) and report on activities | Ongoing | |
| | 21. Host a youth engagement activity | Spring 2016 | Leadership Thunder Bay CAP Team to undertake, organize and implement the project. |
| | 22. Seek participation of youth to advance anti-racism initiatives | 2016 - Youth Strategy; Student Unions; Multicultural Youth | |
| | 23. Develop roll-up banner to use at activities/events | Fall 2015 - Corporate Communications | Once new Committee name is approved by Council, a banner will be designed and purchased. |
| | 24. Promote March 21 Breakfast | March 2016 - Diversity Thunder Bay | Stephen Lewis confirmed – March 22, 2016 - \$25.00 – Valhalla Inn. |
| | 25. Distribute, promote Walk-A-Mile Films | Ongoing - Aboriginal Liaison; Library | |
| | 26. Keep informed of current issues and be involved as appropriate | Ongoing | Develop measures and responses, as appropriate. |
| | 27. Promote Online Resource Centre and Anti-Racism Toolkit and share with community organizations, etc. | 2016 – 2017 Other Communities | Share through Online Resource Centre and promote through public workshops. Use in schools, community for public education and training. Number of organizations signing up for program. |
| | 28. Formulate community-wide Welcoming Initiative | 2016 – 2017 Northern & Local Immigration Partnership; NAN; University; College; School Boards; Library; CEDC; Others | Identify, acknowledge and promote what is already currently happening. Broaden to a community wide initiative. NOHFC Respect Intern expected to start in early November with focus on welcoming community initiative. |
| | 29. Improve orientation for new students in September and January | 2016 – 2017 Northern & Local Immigration Partnership; NAN, University, College; School Boards, Library; CEDC; Others | |
| | 30. Truth & Reconciliation Report | 2016 – 2017 Community Partners | Review recommendations applying to municipal government. Decide on future action. |
| 31. Continue “One City – Many Voices” newspaper column | Committee Lead and Resource Chronicle Journal Writers | Began in February 2012. Develop writer list. | |
| 32. Provide a Report to City Council and community | Annually in March | To coincide with annual Diversity Breakfast. Corporate report to Council in March. | |