



THUNDER BAY ANTI-RACISM & RESPECT ADVISORY COMMITTEE

6th ANNUAL SUMMARY OF HIGHLIGHTS - MARCH 22, 2017

The City's Anti-Racism & Respect Advisory Committee developed a four-year Action Plan to challenge systemic and individual acts of racism and foster respect in the community. The 2015 - 2018 Work Plan reflects the Committee's continuing commitment to its primary vision statement: "Diversity is valued and racism is not accepted."

In 2016, the Committee successfully achieved the Work Plan objectives under the identified goals of:

1. Monitoring racism in the community
2. Promoting the respect campaign
3. Educating stakeholders, partners and the community about racism and anti-racism initiatives

2016 Highlights Include:

REPORTING INCIDENTS - IN DEVELOPMENT

The Committee collaborated with community partners Diversity Thunder Bay and the Lakehead Social Planning Council (211) to develop a plan for the introduction of an Incident Reporting and Referral Service for people who have experienced acts of racism in the community. People wishing to report incidents will be able to speak to trained staff who will listen to their story and provide referrals to services. Calls will be tracked in a confidential database. Data will be analyzed for patterns to identify gaps in service, and to help determine if current anti-racism initiatives are working.

An anti-racism toolkit is being developed and will be available online as an additional resource to support people who have experienced or witnessed incidents of racism. Visit thunderbay.ca/antiracism for updates.

ENGAGING YOUTH

Recommendations that resulted from the 2015 *Shifting the Lens* forum with Becky Sasakamoose-Kuffner, City of Saskatoon Cultural Diversity and Race Relations Coordinator, placed a strong emphasis on the importance of engaging youth in a dialogue on racism. The Committee applied for a Leadership Thunder Bay Community Action Project (CAP) to organize and implement a youth forum on racism.

The Unity Project took place on April 4, 2016, at Lakehead University, and provided a forum for 85 students from the Lakehead District School Board, Thunder Bay Catholic District School Board, Dennis Franklin Cromarty High School, Matawa Learning Centre and the Multicultural Youth Council to discuss their perspectives on racism in the community and make recommendations for further events and strategies.

The keynote address, "Unified Minds: Working towards the elimination of racial discrimination" was presented by Ms. Sasakamoose-Kuffner. Facilitated breakout sessions provided the youth with a safe and respectful opportunity for open dialogue. A summary report, entitled "The Unity Project", was developed by the CAP team for the City and school boards and documented the thoughts, concerns and recommendations from the youth who participated. Recommendations are being developed and a report will be provided to the CAP team.

DEEPENING RESPECT

The Respect Working Group made considerable progress in implementing the **respect.** Initiative 2016 – 2018 Action Plan. The **respect.** Intern, Alison Bortolon, funded by the Northern Ontario Heritage Fund Corporation (NOHFC), used her videography skills to produce 10 short films about the Initiative, which helped increase the Initiative's visibility in the community. On March 22, 2016, the Committee presented the fourth annual **respect.** Award to Dianna Atkinson, president of the Thunder Bay Caribbean African Multicultural Association. An emphasis was placed on partner engagement, education and outreach efforts to expand and deepen the **respect.** Initiative, and provide training and materials to new community partners, including Tbaytel.

SHARING PERSPECTIVES

For the fifth year since its inception in 2012, the One City, Many Voices column continues to provide a public forum for first person stories and perspectives on racism and discrimination in the community. The monthly column is featured as part of the Committee's ongoing partnership with The Chronicle Journal. The column is coordinated by the Committee and submissions are accepted from a diverse and wide range of contributors across the community.

The column provides a public forum for the community to engage in meaningful dialogue on various aspects of racism. All columns are first person perspectives, opinions and stories which reflect the opinion of the writer only.

2016 One City, Many Voices Columns

- Power and the responsibility of privilege
- Stephen Lewis to speak at breakfast
- The raging force of inequality
- We are all immigrants
- How youth can end racism
- Great leaders earn respect
- The Unity Project
- No pork for me, thanks
- Reflection for the school year
- Defeating the trolls
- Be outraged by racism, not terms
- As we move into 2017, consider being an ally

The **respect.**
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Anti-Racism & Respect
Advisory Committee

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To reach the Committee contact the Office of the City Clerk: (807) 625-2230