

DATE: APRIL 25, 2016 **MEETING NO. 02-2016**
TIME: 12:09 P.M.
PLACE: MCNAUGHTON ROOM, 3RD FLOOR, CITY HALL
CHAIR: MS. A. ABU-BAKARE

PRESENT:

Ms. Amina Abu-Bakare, *Community Representative*
Mr. Ron Bourret, *Community Representative*
Ms. Shawn Carney, *Community Representative*
Mayor Keith Hobbs
Councillor Rebecca Johnson
Mr. Moffat Makuto, *Regional Multicultural Youth Council*
Ms. Robyn Pepin, *Community Representative*
Mr. Vince Simon, *Community Representative*
Ms. Cathy Woodbeck, *Thunder Bay Multicultural Association*

REGRETS/ABSENT:

Thunder Bay Urban Aboriginal Advisory Committee
Councillor Paul Pugh

OFFICIALS:

Ms. Karen Lewis, Director - Corporate Strategic Services
Ms. Lorraine MacPhail, Staffing & Organizational Development Specialist - Corporate Services & Long Term Care
Ms. Ann Magiskan, Aboriginal Liaison
Ms. Karen Timmons, Intern – Office of the Aboriginal Liaison
Ms. Maureen Nadin, Committee Resource
Ms. Linda Douglas, Committee Coordinator

GUESTS:

CAP Team – Leadership Thunder Bay

- Precious Anderson
- Laura Fralick
- Brook Mainville
- Stephanie Reid

Ms. V. Marasco, Supervisor – Corporate Communications

1.0 WELCOME & DISCLOSURES OF INTEREST

The Chair, Ms. A. Abu-Bakare, called the meeting to order at 12:09 p.m., and welcomed the Leadership Thunder Bay CAP Team and Ms. V. Marasco. A roundtable of introductions followed.

Ms. Karen Timmons, Intern working in the Office of the Aboriginal Liaison, provided some background information about herself and a brief overview about her placement.

There were no disclosures of interest declared at this time.

2.0 CONFIRMATION OF AGENDA

Under New Business, Ms. C. Woodbeck added an update on diversity training with the Thunder Bay Police Service and an overview of a meeting she attended in Minnesota about the Hubert H.

Humphrey Fellowship Program.

MOVED BY: Mayor K. Hobbs
SECONDED BY: Mr. R. Bourret

WITH REGARD TO the April 25, 2016 meeting of the Anti-Racism & Respect Advisory Committee, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

3.0 PRESENTATION

3.1 Leadership Thunder Bay – Community Action Project (CAP)

Ms. P. Anderson, Ms. L. Fralick, Mr. B. Mainville, and Ms. S. Reid, from the Leadership Thunder Bay Community Action Project (CAP) Team, provided a preliminary report on the 2016 youth engagement held on April 4, 2016.

The CAP Team representatives jointly presented a PowerPoint slideshow, which included:

- the outcome of the project
- an overview of Ms. Becky Kuffner-Sasakamoose's speech and presentation
- the questions posed to the youth attendees
- lessons learned for future events
- overview of the initial thoughts and reactions
- some common themes heard throughout the breakout sessions
- an overview of the entertainment and other highlights
- an overview of the marketing/promotion of the event
- the budget and actual cost of the event.

The youth attendees rotated through three (3) breakout sessions during the event. It was noted that a conscious effort was made to keep adult attendees to a minimum.

Copies of the Participant Survey were circulated on desks at the meeting.

The CAP Team responded to questions, and noted that they will be preparing a Final Report of the event for the Committee; they will also be making a deputation to City Council about the project.

At 12:43 p.m., the presentation ended and the CAP Team representatives were thanked for appearing before the Committee with their preliminary report.

3.2 Anti-Racism & Respect Advisory Committee Roll-It-Up Banner

Ms. V. Marasco, Supervisor – Corporate Communications, presented two options for the Roll-It-Up Banner for the Committee’s consideration.

Copies of both visuals were distributed separately on desks at the meeting for consideration. The rationale for each design was presented.

Committee members discussed each design, and were in consensus that the design with the children’s faces was their choice.

Two banners will be printed – one that will include the Principles and Vision Statement and the other with only the Vision Statement on it.

Ms. Marasco noted that this imagery will continue into other print material for the Committee.

At 12:53 p.m., the presentation ended and Ms. Marasco was thanked for appearing before the Committee.

4.0 MINUTES OF PREVIOUS MEETINGS

Minutes of Meeting No. 01-2015 of the Anti-Racism & Respect Advisory Committee, held on February 29, 2016, were presented for approval.

MOVED BY: Ms. S. Carney
SECONDED BY: Councillor R. Johnson

THAT the Minutes of Meeting No. 01-2016 of the Anti-Racism & Respect Advisory Committee, held on February 29, 2016, be approved.

CARRIED

5.0 BUSINESS ARISING FROM PREVIOUS MINUTES

Incidence Reporting Working Group

Ms. S. Carney provided some background information about the Lakehead Social Planning Council’s (LSPC) 211 telephone service.

The proposed partnership with the LSPC and the 211 telephone service would allow the community to report all forms of discrimination, including incidents of racism. Callers would be speaking with trained individuals who could refer them to further information and/or agencies for assistance. The first year will form a baseline for statistics.

The LSPC is hoping that the City will take a lead on tracking the information and compiling

statistics. A webpage associated with the 211 service will be set up on the City's website. The Working Group is working with Ms. K. Lewis on the budget

Ms. K. Lewis, Director - Corporate Strategic Services, reported that research is being conducted on developing a 211 toolkit, and the Committee will need to review this research.

It was noted that this service is included in Objectives 1 and 2 in the Committee's Work Plan which was approved by City Council.

Ms. Carney will contact Ms. B. Reimer about setting up a meeting to move forward with this initiative. Ms. A. Magiskan asked to be included in this Working Group.

6.0 RESPECT WORKING GROUP

Copies of a memorandum from Karen Lewis, Director - Corporate Strategic Services to members of the Anti-Racism & Respect Advisory Committee, dated April 25, 2016, relative to a presentation from the Respect Working Group, was provided for information.

Respect shirts were presented to members of the Committee.

7.0 ANNUAL CCMARD REPORT

Copies of the Comparison of the CCMARD: 10 Common Commitments to the Anti-Racism & Respect Advisory Committee 2015 – 2018 Work Plan, which were distributed at the February 29, 2016 Committee meeting, for reference and information.

Mrs. L. Douglas, Committee Coordinator, will work with Councillor R. Johnson on a reporting process to CCMARD. Future opportunities to work with CCMARD will be presented to the Committee.

8.0 JOINT MEETING WITH DIVERSITY THUNDER BAY

Brenda Reimer, Secretary for Diversity Thunder Bay, had advised that Diversity Thunder Bay (DTB) would like to meet with the Anti-Racism & Respect Advisory Committee on Monday, May 30th, 2016.

Councillor R. Johnson advised that Diversity Thunder Bay would now like to delay the joint meeting to Fall 2016.

In preparation for the joint meeting, the Chair, Ms. A. Abu-Bakare, and Ms. S. Carney will meet with the Chair of Diversity Thunder Bay to develop an agenda to address the concerns of both groups.

9.0 ONE CITY, MANY VOICES

Ms. R. Pepin, Coordinator of the *One City, Many Voices* column in the Chronicle Journal, provided an update on the status of the column.

She now has writers to October, 2016.

Ms. K. Lewis suggested that the CAP Team write another article on the youth engagement after the recommendations are presented to the Committee.

Ms. A. Abu-Bakare suggested that an article be written on Diana Atkinson, the 2016 recipient of the Respect Award. Ms. Pepin and Ms. M. Nadin will work with the Respect Intern, Ms. A. Bortolon, on an article – hopefully for next month.

Committee member, Mr. R. Bourret, volunteered to write an article. He will coordinate the article with Ms. Pepin.

Another suggestion was an article on the wooden float plane sculpture currently hanging at the Thunder Bay Art Gallery.

10.0 2015 – 2018 WORK PLAN

Truth & Reconciliation Report

On June 2, 2015, a summary of the pending Truth & Reconciliation (T&R) Report was released to the public, making 94 recommendations to the 3 levels of government.

On December 15, 2015, the Final Report of the Truth and Reconciliation Commission of Canada was released.

Copies of the Recommendations for Consideration by the Anti-Racism & Respect Advisory Committee (recommendations made to municipal governments and/or all levels of government), were provided for information.

A link to the Truth & Reconciliation Commission of Canada Report - 94 Calls to Action was delivered electronically to Committee members on Wednesday, April 20, 2016 for review prior to the meeting.

Ms. A. Magiskan, Aboriginal Liaison, advised that the Calls to Action need to be reviewed to determine which ones can be implemented.

She noted that the Walk A Mile Film Project is being used for training purposes for new hires within the Corporation and in the community to broaden cultural awareness. Several organizations have expressed interest in having their staff trained using the Walk A Mile videos. This could be tied in to Call to Action #54.

Ms. Magiskan does see potential partnerships with several Robinson Superior Chiefs who are willing to work with this Committee to move the Calls to Action forward. There is an initiative to have a monument placed at the former residential school site on Franklin Street (now Pope John Paul II Elementary School).

Mayor K. Hobbs suggested that the One City, Many Voices column be used to provide the community with updates regarding Calls to Action which are being supported by the Committee.

As part of the Calls to Action, Ms. Magiskan would like to see more support for mental health issues in the City.

Councillor R. Johnson suggested that two (2) Committee representatives work with Diversity Thunder Bay, with Ms. M. Nadin as a possible resource, to work on addressing the T&R Calls to Action. Ms. R. Pepin and Mr. Moffat Makuto volunteered to represent the Committee. A meeting is scheduled for next Wednesday. Ms. Pepin will provide an overview of that meeting at the next Committee meeting.

Ms. K. Lewis, Director - Corporate Strategic Services, suggested that Administration prepare a report on what the City is already doing to support the T&R Calls to Action.

11.0 ROUNDTABLE OF UPDATES

Under the Committee's new composition under the revised Terms of Reference, Roundtable of Updates will be changed to Announcements going forward.

Ms. C. Woodbeck, Thunder Bay Multicultural Association, noted that the Folklore Festival was being held this weekend.

Mayor K. Hobbs reported that a recommendation to fly the Fort William First Nation flag at City Hall on a permanent basis was going to be discussed at tonight's City Council meeting. Committee members were invited and encouraged to attend the official flag-raising ceremony next Monday, May 2nd, 2016. More information on the event will be sent out to Committee members.

12.0 NEW BUSINESS

12.1 Diversity Training

Ms. C. Woodbeck provided an overview of diversity training that the Thunder Bay Multicultural Association is involved with. Diversity training has been developed for the Thunder Bay Police Service, which includes full day sessions on Aboriginals, immigrants, the LGBT community, Islam, mental health, brain injury, etc. All uniformed officers will be participating in this training over the next three months.

12.2 Hubert H. Humphrey Fellowship Program

Ms. C. Woodbeck, Thunder Bay Multicultural Association, provided an overview of the Hubert H. Humphrey Fellowship workshop she attended in Minnesota. At the workshop, she spoke about the refugee resettlement in Thunder Bay. Attendees at the workshop took great interest in what Thunder Bay was doing to welcome refugees, with issues surrounding resettlement, and how Thunder Bay was dealing with them.

12.3 Webinar on Healthy Communities

Councillor R. Johnson provided an overview of a provincial webinar she attended at the end of March on healthy communities. The webinar identified some of the principles that are already being implemented in Thunder Bay.

12.4 Disrupting Safe Spaces Workshops

Councillor R. Johnson advised that the next workshop on Disrupting Safe Spaces is sold out.

Councillor Johnson provided an overview of the meeting she attended for Racialized Young Professionals. She suggested that this group be invited to a Committee meeting to make a presentation about what they are doing to break down racial barriers.

13.0 NEXT MEETING

Committee meetings are scheduled monthly, on the last Monday of each month, except July and August, from 12:00 noon to 2:00 p.m., in the McNaughton Room, 3rd Floor, City Hall, unless otherwise notified.

- Monday, May 30, 2016 (5th Monday of May) - CANCELLED
- Monday, June 20, 2016 (3rd Monday of June)
- Monday, September 26, 2016
- Monday, October 24, 2016 (4th Monday of October)
- Monday, November 28, 2016

Outstanding Items:

- Presentation of the Housing and Homelessness Strategy for a future meeting [Work Plan Objective 8].
- A Human Resources (HR) overview of employment opportunities with the City, including provincial data on equal employment opportunities, will be planned for the May meeting. (Ms. L. MacPhail)

14.0 ADJOURNMENT

Further to discussions earlier in the meeting, and upon canvassing the Committee members, it was determined that quorum would not be present for the May 30th Committee meeting. Ms. L. Douglas, Committee Coordinator, will send out a cancellation notice.

The next meeting will be held on Monday, June 20, 2016.

The meeting adjourned at 1:55 p.m.