



THUNDER BAY ANTI-RACISM & RESPECT ADVISORY COMMITTEE

7th ANNUAL SUMMARY OF HIGHLIGHTS - MARCH 21, 2018

The City's Anti-Racism & Respect Advisory Committee developed a four-year Action Plan to challenge individual and systemic acts of racism and foster respect in the community.

Diversity is valued and racism is not accepted. This is the Committee's vision statement and is reflected in the 2017 - 2020 Work Plan, which has the following goals:

- Monitoring racism in the community
- Promoting the **respect.** initiative
- Improving the housing situation
- Providing equal employment opportunities
- Educating stakeholders, partners and the community about racism and anti-racism initiatives

Highlights of 2017 actions include:

INCIDENT REPORTING & REFERRAL SERVICE

The Committee's Incident Reporting Working Group, in partnership with Diversity Thunder Bay and Lakehead Social Planning 211, launched an incident reporting tool that allows those who experience or witness racism to report it. This one-year pilot project was launched on June 27, 2017. It provides an outlet to report incidents of racism to a trained specialist in a way that is appropriate for each individual – online, in person or by phone. The specialist listens, provides referrals to support resources, and tracks the data to watch for trends which will help inform future actions. Incidents of racism can be reported online at lspc.ca/incidentreport, in person at the Lakehead Social Planning Office, or by calling 2-1-1.

ANTI-RACISM ONLINE RESOURCES

A comprehensive anti-racism online tool kit was developed as an additional resource to support people who have experienced incidents of racism. The website outlines what racism is, explains human rights, and provides examples of what to do if racism is experienced in different scenarios. The site also provides links to resource supports and encourages use of the incident reporting and referral service. Learn more by visiting thunderbay.ca/antiracismresources

DEEPENING RESPECT

The **respect.** Working Group continues to work with community partners to deepen the **respect.** initiative and build a more inclusive community. Twelve new organizations and businesses joined the initiative this year, including Tbaytel, who officially launched their workplace **respect.** initiative in September. On March 21, 2017, the Annual Respect Award was presented to Farhan Yousaf, who started Culture Days at Lakehead University to recognize and celebrate campus diversity, has worked as a mentor for racialized youth and who is committed to creating an environment and culture that is inclusive and respectful of all people. Monthly respect training modules continue to be delivered to City employees, and several community partners have also received education sessions on **respect.**

Key events highlighting **respect.** include: Thunder Bay's 2nd Annual **Everyone Matters Day** – a global inclusiveness movement, and the 3rd Annual **Weed Out Hate Day**, which promotes the elimination of hate and bullying and the promotion of inclusion. Funding was received through NOHFC to support a **respect.** Intern, who helped promote **respect.** at several local events, including National Aboriginal Day, City Hall Sounds, Fort William Urban Park, Rockin' Recovery, Strong Block and several student orientation sessions.

SHARING PERSPECTIVES

Since its inception in 2012, the One City, Many Voices column continues to provide a public forum for perspectives on racism and prejudice in the community. Coordinated by the Committee, column submissions are received from a wide range of contributors across the community sharing first person stories, experiences and viewpoints.

The column provides an opportunity 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.

The monthly column is featured as part of the Committee's ongoing partnership with The Chronicle-Journal. Article submissions from the community are welcomed and can be coordinated through the Committee.

2017 One City, Many Voices Columns

- 'Warrior' for Indigenous people to speak at 11th Diversity Thunder Bay Breakfast
- Reflections on conversations across the racial divide
- Leaders without titles needed to champion respect
- A united front
- Acting on discomfort: Incident reporting for racism coming to community
- Cultural diversity, respect can add much to our lives
- Languages to unite, not divide
- For the good people of Thunder Bay
- From different pasts to a common future
- Everyone deserves respect

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

thunderbay.ca/antiracism

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