



THUNDER BAY ANTI-RACISM & RESPECT ADVISORY COMMITTEE

9TH ANNUAL SUMMARY OF HIGHLIGHTS – MARCH 19, 2020

Diversity is valued and racism is not accepted. This is the Committee's primary vision statement and is reflected in the Committee's work plan objectives under the identified goals of:

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

Highlights of 2019 actions include:

REPORTING ON INCIDENTS

The Incident Reporting and Referral Service, launched by the Committee in partnership with Diversity Thunder Bay and Lakehead Social Planning 211 in June 2017, has been in operation for 2 1/2 years. Incidents of racism are reported to a trained specialist and the data is tracked so that trends can be analyzed to inform future actions.

Upon completion of the second year of operation, a final analysis of the data collected was conducted by Dr. Amy Siciliano, PhD. The data collected was based on the information contained in the revised reporting form recommended in Dr. Siciliano's June 2018 report. The new reporting form was implemented in October 2018.

Forty-two reports of racism incidents were made in 2019.

COLLABORATING ON RESPECT

The **respect.** Working Group continues to implement the Respect Initiative Work Plan, in collaboration with committee members from the Crime Prevention Council, the Anti-Racism & Respect Advisory Committee and community partners to build a more respectful and inclusive community.

Seven new partners joined the Initiative, including the 15th Fort William Scout Group, Shelter House, Syzygy Learning and Facilitation Inc., Badanai Theatre, StandUp4CleanUp and Thunder Bay Association of Volunteer Administrators.

The Annual **respect.** Award was presented to Robin Cooper for her tireless efforts at Shelter House supporting some of our community's most vulnerable residents. Over 30 **respect.** training sessions were delivered to City employees and community partner organizations.

Key events highlighting **respect.** included: **Thunder Bay's 4th Annual Everyone Matters Day**, a global inclusiveness movement; **Canadian Multiculturalism Day**, a day to reflect on our shared commitment to democracy, equality and mutual respect, celebrating the diverse cultures that define us as Canada today; **City Hall Sounds**, a neighbourhood concert series to increase inclusion and safety; the **4th Annual White Ribbon Campaign Boys' Conference**, an event to engage boys in efforts to eliminate violence against women; **National Indigenous Peoples Day** and **student orientation events across Thunder Bay**.

SHARING PERSPECTIVES

The “One City, Many Voices” column, first introduced in 2012, continues to provide a public forum for community members to share their stories and perspectives on racism and discrimination in Thunder Bay. In partnership with Diversity Thunder Bay and the Chronicle-Journal, the column is featured on the Editorial Page on the last Monday of the month. Coordinator Roopa Rakshit welcomes writers to share their perspectives and experiences on diversity and race relations in Northwestern Ontario.

One City, Many Voices Columns for 2019 include:

- “Add your voice to the diversity conversation”
- “Names break the ice as we learn about each other”
- “Refugees big dreams come true at Lakehead University”
- “Theatre gives insight by exploring lives we haven’t lived”
- “The beauty of dual citizenship”
- “City is evolving (volunteering for the Multicultural Association)”
- “Women of the well (Bangladeshis take need for water into their own hands)”
- “Social bridges built with food in Culture Kitchen”
- “Progress for women good for all “
- “Food sovereignty vital to create First Nations food security “
- “Talaga brings message of hope to diversity celebration”
- “Bengali movement resonates in all tongues”
- “Roundtable feedback helps federal anti-racism strategy”

COMMITTEE STRUCTURE

The Terms of Reference for the Anti-Racism & Respect Advisory Committee were updated on September 30, 2019. Representatives from Confederation College and Lakehead University’s Indigenous and International student community were welcomed as members of the committee.

In August 2019, the Committee welcomed a representative from Fort William First Nation.



THUNDER BAY ANTI-RACISM AND INCLUSION ACCORD

The Accord was the result of discussions in 2018 between 10 local employers, led by the City and Fort William First Nation, that resulted in the formation of a coalition to address racism in the community. Signatory employers committed to setting short and long-term goals to address racism within their respective organizations. On April 29, 2019, the City Manager provided an overview and update of the Accord.

Progress has been made in implementing the Accord within the Corporation, including hiring the Manager – Indigenous Relations and Inclusion in May 2019, and delivery of enhanced Indigenous Cultural Awareness Training for new staff. The Manager is facilitating development of a Resource Guide with Coalition staff members to support their implementation of the Accord.

EVENTS

The Anti-Racism & Respect Advisory Committee participated in the celebration of Black History Month in February 2019 by hosting a movie night (Black Panther).

The Committee also participated in Multiculturalism Day on June 27.

respect.
it begins with you & me.

CITY OF
Thunder Bay
Superior by Nature

Anti-Racism & Respect
Advisory Committee

thunderbay.ca/respect

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