

DATE: DECEMBER 15, 2014

MEETING NO. 04-2014

TIME: 12:05 P.M.

PLACE: MCNAUGHTON ROOM, 3RD FLOOR, CITY HALL

CHAIR: MS. A. ABU-BAKARE

PRESENT:

Ms. Amina Abu-Bakare, *Community Representative*
Ms. Edith St. Arnaud, *Conseil Scolaire de District Catholique des Aurores Boréales*
Ms. Shawn Carney, *Community Representative*
Rev. Paul Carr & Ms. Tina Tucker, *Diversity Thunder Bay*
Dr. Amy Farrell-Morneau, *Lakehead District School Board*
Mr. Derek Anderson, *Métis Nation of Ontario*
Mayor Keith Hobbs
Councillor Rebecca Johnson
Det. Sgt. Don Lewis, *Thunder Bay Police Service*
Councillor Paul Pugh
Mr. Vince Simon, *Community Representative*
Mr. Moffat Makuto, *Regional Multicultural Youth Council*
Ms. Jeannine Verdenik, *Confederation College*
Ms. Cathy Woodbeck, *Thunder Bay Multicultural Association*

PRESENT, cont'd

OFFICIALS:

Mr. John Hannam, City Clerk
Ms. Karen Lewis, Director - Corporate Strategic Services
Ms. Lorraine MacPhail, Corporate Services & Long Term Care – Staffing & Organizational Development Specialist
Ms. Ann Magiskan, Aboriginal Liaison
Ms. Linda Douglas, Committee Coordinator

REGRETS:

Ms. Janine Landry, *Thunder Bay Catholic District School Board*
Ms. Colleen Peters, *Thunder Bay Youth Strategy*
Dr. Cynthia Wesley-Esquimaux, *Lakehead University*
Ms. Maureen Nadin, Committee Resource

1. WELCOME & CONFIRMATION OF AGENDA

The Chair, Ms. A. Abu-Bakare, called the meeting to order at 12:05 p.m. A roundtable of introductions followed.

MOVED BY: Councillor P. Pugh
SECONDED BY: Ms. J. Verdenik

WITH REGARD TO the December 15, 2014 meeting of the Anti-Racism Advisory Committee, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

2.0 TERMS OF REFERENCE

Copies of the Committee's Terms of Reference, as ratified by City Council on October 21, 2013, were provided for information.

Mr. John Hannam, City Clerk, lead the discussion relative to the Committee's annual review of their Terms of Reference and the composition of Committee.

It was noted that this Committee has had difficulty in achieving quorum at several of its 2014 meetings.

Discussion was held relative to the role of the Committee, as well as its annual budget. Mr. Hannam would like to see this advisory committee to Council take a more active role in determining budget items.

It was noted that the deliverables in the Terms of Reference need to be more specific. The Committee needs to determine what its overall objectives are for 2015.

A brief discussion was held relative to the outcome of the 2014 Municipal Election in relation to racism.

The following ideas were presented:

- More acceptance and inclusion, as well as more education, are needed in the community.
- Suggestions included participation in the annual Folklore Festival and Black History Month.
- The Committee needs to look at all racism in the community – not just racism against First Nation people – as racism is an evolving problem.
- The First Nation people are being stigmatized in the community, especially regarding alcohol abuse.
- Regarding composition for this Committee, are the right community sectors sitting around the table?
- We need a proactive approach for new immigrants to Thunder Bay; there is a perception in the community that new immigrants are competing for jobs.
- We need a level of trust and respect for other cultures.
- We need to be able to retain other cultures.
- We need to engage the youth to get their perspective.
- The “them and us” piece needs to be addressed and challenged.

Ms. A. Magiskan noted that a number of agencies and ministries are using the Walk a Mile videos for staff orientation. Discussion was held relative to translating the videos and curriculum material into French. Ms. E. St. Arnaud, Conseil Scolaire de District Catholique des Aurores Boréales, advised that she is part of a provincial network which could provide some funding for translation services. She will further discuss this funding with Mr. J. Hannam after the meeting.

The Committee would like the City's Human Resources & Corporate Safety Division to present a report on Corporate Policies relative to employment equity.

Discussion was held relative to a dedicated staff person assigned to this Committee (similar to the respect. Initiative) to take the Committee's initiatives into the community.

Mr. J. Hannam and Ms. K. Lewis, Director - Corporate Strategic Services, volunteered to facilitate a session focused on revising the Committee's Terms of Reference.

The January 2015 Committee meeting will be dedicated to addressing the Terms of Reference, and will start at 11:00 a.m. to allow sufficient time for the exercise.

Committee members were encouraged to start thinking about the 2015 deliverables.

Mr. J. Hannam left the meeting at 1:00 p.m.

3.0 MINUTES OF PREVIOUS MEETING

Minutes of Meeting No. 03-2014 of the Advisory Committee on Anti-Racism, held on April 28, 2014, represented for approval.

MOVED BY: Councillor P. Pugh
SECONDED BY: Ms. C. Woodbeck

THAT the Minutes of Meeting No. 03-2014 of the Advisory Committee on Anti-Racism, held on April 28, 2014, be approved.

CARRIED

Minutes of Information Session held on May 26, 2014, were provided for information.

4.0 BUSINESS ARISING FROM PREVIOUS MINUTES

There was no new business arising.

5.0 LAKEHEAD SOCIAL PLANNING COUNCIL – 211 TELEPHONE SERVICE

Reverend Paul Carr, Diversity Thunder Bay, presented information on the LSPC 211 telephone service for reporting incidents of racism. The LSPC is willing to collect the information; however, they would like the City to store the information for statistical purposes.

Ms. B. Reimer is the Acting Chair of the Incidence Reporting Working Group.

A recommendation has come from the LSPC Board of Directors to have the City of Thunder Bay become more involved with the 211 telephone service, especially with the costs involved with

advertising the service in the community. There is no cost to the City when the LSPC collects the information.

Discussion was held relative to the Anti-Racism Advisory Committee making a recommendation to City Council to have the City become involved with this reporting mechanism.

It was noted that the 211 service would include a mapping of where the incidents of racism are taking place. Persons reporting incidents of racism would be provided with information about further services such as counselling, contacting the Police Service, etc.

As a starting point, it was suggested that the Incidence Reporting Working Group provide a written recommendation relative to the foregoing to the Advisory Committee on Anti-Racism and Diversity Thunder Bay.

Mr. D. Anderson left the meeting at 1:15 p.m.

6.0 SPONSORSHIP PROPOSAL

Ms. K. Lewis, Director - Corporate Strategic Services reported that the organizing team of the 9th Annual International Day for the Elimination of Racial Discrimination Celebration Breakfast has invited the Advisory Committee on Anti-Racism to take part as a sponsor. An overview of the annual event was provided, and Ms. Lewis responded to questions.

The following Sponsorship Proposal was provided for information.

Sponsor Levels:

- **GOLD** - \$2000 – Highest level of recognition on the Diversity Thunder Bay web site and email updates; logo at the highest level on print materials (poster, ads, program, etc.); recognition in radio and TV commercials; recognition in the slide show at the breakfast and in announcements; four breakfast tickets (VIP seating)
- **SILVER** - \$1000 - Recognition on the Diversity Thunder Bay web site and email updates; logo on print materials (poster, ads, program, etc.); recognition in radio and TV commercials; recognition in the slide show at the breakfast and in announcements; two breakfast tickets (VIP seating)
- **BRONZE** - \$500 – Recognition on web site, email updates, show and print materials
- **FRIEND** - \$300 – Recognition on web site and program.

The cost of the GOLD sponsorship could be shared with the Crime Prevention Council; however, there would be more visibility for the Advisory Committee on Anti-Racism if they exclusively secured the Gold sponsorship.

It was noted that the key speaker has been informed about our local issues. She will be bringing a strong message for our youth.

MOVED BY: Ms. C. Woodbeck
SECONDED BY: Det. Sgt. D. Lewis

THAT the Advisory Committee on Anti-Racism participates in the 9th Annual International Day for the Elimination of Racial Discrimination Celebration Breakfast as a Gold Sponsor.

CARRIED

Ms. K. Lewis will advise the Breakfast's organizing team about the sponsorship.

Ms. L. MacPhail and Mayor K. Hobbs left the meeting at 1:20 p.m.

7.0 WORKING GROUP UPDATES

7.1 Public Education & Advocacy Working Group

Copies of the Minutes from the November 20, 2014 meeting of the Public Education & Advocacy Working Group were distributed separately on desks at the meeting.

Copies of the Working Group's 2014 – 2017 Strategy, effective November 30, 2014, were also distributed separately on desks at the meeting.

Councillor R. Johnson provided an overview of the November 20, 2014 Working Group meeting. At the meeting, it was the consensus of the Public Education & Advocacy Working Group to present the following recommendations to the Advisory Committee on Anti-Racism:

- a) That the combined meeting with the City of Thunder Bay Anti-Racism Committee and Diversity Thunder Bay be held February 23 or 25, 2015 over the lunch hour from 12 noon to 1:30 pm, and further, that Damien Lee and Jeanna Rae serve as the guest speakers, providing an inter-active presentation. There are no financial implications.
- b) That the City of Thunder Bay Anti-Racism Committee invite Becky Kuffner, Cultural Diversity and Race Relations Coordinator for the City of Saskatoon, to come and speak in Thunder Bay at an open community session on anti-racism. She will also assist in facilitating a community discussion with recommendations.

A supper be held with Ms. Kuffner the evening prior to the community event with the Public Education & Advocacy Working Group.

Councillor Johnson provided an overview of the plans for the proposed speaking engagement.

It was noted that more writers are needed for the One City, Many Voices column in the Chronicle Journal.

MOVED BY: Mr. M. Makuto
SECONDED BY: Ms. J. Verdenik

THAT the combined meeting with the City of Thunder Bay Anti-Racism Committee and Diversity Thunder Bay be held February 23, 2015 over the lunch hour from 12 noon to 1:30 p.m.

AND FURTHER THAT Damien Lee and Jeanna Rae serve as the guest speakers, providing an inter-active presentation.

CARRIED

It was the consensus of the Advisory Committee on Anti-Racism to continue planning the proposed speaking engagement with Becky Kuffner for the Spring of 2015.

7.2 Respect. Working Group – No Report

7.3 Employment Working Group – No Report

7.4 Youth Working Group – No Report

7.5 Incidence Response Working Group – See Agenda Item 5.0

8.0 MEMBERSHIP

Under the current Terms of Reference, and due to the resignation of Mr. A. Wolff, there is a vacancy for a community representative for the remainder of his term, which expires on January 16, 2018.

9.0 2015 MEETING DATES

Copies of the 2015 Calendar were provided for information.

It was the consensus of the Advisory Committee on Anti-Racism that the meetings continue as per past practices.

10.0 ROUNDTABLE OF UPDATES

Members provided updates on the activities of their respective organizations, including the following:

Ms. J. Verdenik, Confederation College, reported that she had been given the authority for an employment equity plan.

Dr. A. Farrell-Morneau, Lakehead District School Board, noted that she is working with CCUCPY on the Spirit of Winter event, which is being planned for February 6, 2015. She

reported that applications are now on the website for the Aboriginal Youth Achievement and Recognition Award. Applications are due in early February.

Ms. C. Woodbeck, Thunder Bay Multicultural Association, reported that their staff served 351 newcomers in 2014. The TBMA is working with the international students at Confederation College and Lakehead University on orientation for newcomers. 222 international students are interested in remaining in Canada. There is an information video on the TBMA website for newcomers. 46 children attended a children's event for newcomers.

Mr. M. Makuto, Regional Multicultural Youth Council, reported that the RMYC is working with local schools on an equity and inclusive strategy. Every school is being asked to nominate representatives for the Working Group.

A discussion was held relative to racism coming under the umbrella of bullying in the schools. The Committee would like to see the school boards addressing racism as a separate issue.

11.0 NEW BUSINESS

There was no new business presented.

12.0 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.

- January 26, 2015 – starting at 11:00 a.m. for review of Terms of Reference
- February 23
- March 30
- April 27
- May 25
- June 22
- September 28
- October 26
- November 30
- December 14

ADJOURNMENT

The meeting adjourned at 1:43 p.m.