

DATE: FEBRUARY 29, 2016 **MEETING NO. 01-2016**
TIME: 12:07 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*
Mayor Keith Hobbs
Councillor Rebecca Johnson
Mr. Moffat Makuto, *Regional Multicultural Youth Council*
Ms. Robyn Pepin, *Community Representative*
Councillor Paul Pugh
Mr. Vince Simon, *Community Representative*

REGRETS/ABSENT:

Ms. Shawn Carney, *Community Representative*
Ms. Sarah Nelson, *Thunder Bay Urban Aboriginal Advisory Committee*
Ms. Cathy Woodbeck, *Thunder Bay Multicultural Association*

OFFICIALS:

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. Maureen Nadin, Committee Resource
Ms. Linda Douglas, Committee Coordinator
Ms. Lee-Ann Chevrette, Coordinator – Crime Prevention Council
Ms. A. Bortolon, Respect Intern

GUESTS:

Members of the CAP Team – Leadership Thunder Bay:

- Brook Mainville
- Tricia Murdock
- Stephanie Reid

1.0 WELCOME & DISCLOSURES OF INTEREST

The Chair, Ms. A. Abu-Bakare, called the meeting to order at 12:07 p.m.

Members were asked if there were any disclosures of interest. Ms. R. Pepin asked if she could use the minutes from the Committee meetings for her PhD studies. She noted that she did check with the City Clerk, and he advised that she had permission to use them when they become public information. The Committee was in consensus that Ms. Pepin could use the minutes for her studies.

2.0 INTRODUCTION OF RESPECT INTERN

Copies of an Update for Alison Bortolon – Respect Intern, dated February 29th, were distributed separately on desks at the meeting.

Ms. K. Lewis introduced Alison Bortolon, the new Respect Intern, and provided a brief overview of Ms. Bortolon's experience. Ms. Bortolon provided some personal background information and a brief outline of the work she will be doing in her role as the Respect Intern.

3.0 CONFIRMATION OF AGENDA

MOVED BY: Councillor P. Pugh
SECONDED BY: Mr. V. Simon

WITH REGARD TO the February 29, 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

4.0 MEMBERSHIP UPDATE

An advertisement was published in the Chronicle Journal on November 28, 2015, advertising 4 vacancies for community representation.

At a Committee of the Whole meeting held on January 11, 2016:

- Ms. Amina Abu-Bakare and Mr. Vince Simon were appointed to the Anti-Racism & Respect Advisory Committee as community representatives for 4-year terms expiring on January 16, 2020; and
- Mr. Ron Bourret and Ms. Robin Pepin were appointed to the Anti-Racism & Respect Advisory Committee as community representatives for 2-year terms expiring on January 16, 2018.

All appointments were ratified later the same evening at the City Council meeting.

5.0 PRESENTATION

Leadership Thunder Bay – Community Action Project (CAP)

Brook Mainville, Tricia Murdock, and Stephanie Reid, members of the Community Action Project Team - Leadership Thunder Bay, provided an update on the 2016 youth engagement being planned.

A PowerPoint slideshow was presented, which included:

- Goal of the Project
- Outcome of the Project
- Logistic Details

- Event Details
 - Target Audience
 - Marketing/Awareness
 - Budget/Costs
 - Next Steps – Priorities
- The youth engagement is scheduled for Monday, April 4, 2016 at the Lakehead University Faculty Lounge.
- Ms. Becky Sasakamoose-Kuffner has been confirmed as the keynote speaker.
- To date, approximately 80 youth have been confirmed from the Catholic School Board, the Lakehead School Board, Dennis Franklin Cromarty High School, and the Thunder Bay Christian School.
- The event name is The Unity Project: A Discussion on Racism and the Future of our Community.

Copies of The Unity Project poster, the Media Release scheduled for April 4, 2016, the Around Town Q&A, the Radio PSA, and the draft agenda for April 4, 2016 were distributed separately on desks at the meeting.

Ms. K. Lewis, Director - Corporate Strategic Services, requested that the Media Release be converted to a Media Advisory and released on the same day that the Around Town segment is scheduled to be aired, or possibly the day prior to airing.

The CAP Team needs a few Committee members to work with them to develop questions for the break-out sessions and for the participant survey. Mr. Moffat Makuto and Ms. Robyn Pepin volunteered to help them.

The CAP Team confirmed that name tags are included in the Marketing Budget.

The CAP Team was commended on the work accomplished to date.

Ms. Murdock, Ms. Reid and Mr. Mainville left the meeting room upon conclusion of their update.

6.0 APPOINTMENT OF A CHAIR & VICE CHAIR

Ms. Linda Douglas administered the nominations for Chair and Vice Chair.

Ms. Amina Abu-Bakare and Mr. Vince Simon were nominated for the position of Chair, and agreed to let their names stand.

Committee members elected to vote by secret ballot.

By a majority of votes by secret ballot, Ms. Amina Abu-Bakare was elected Chair of the Anti-Racism & Respect Advisory Committee for the remainder of the 2016 calendar year, and until

such time a replacement has been appointed, as required annually.

Mr. Vince Simon was nominated for the position of Vice Chair. There were no other nominations. Mr. Simon agreed to let his name stand.

Mr. Vince Simon was acclaimed Vice Chair of the Anti-Racism & Respect Advisory Committee for the remainder of the 2016 calendar year, and until such time a replacement has been appointed, as required annually.

MOVED BY: Mayor K. Hobbs

SECONDED BY: Mr. V. Simon

THAT the ballots be destroyed.

CARRIED

Newly-elected Chair, Ms. A. Abu-Bakare, assumed the position of Chair for the duration of the meeting.

7.0 MINUTES OF PREVIOUS MEETINGS

On November 30, 2015, the last meeting for the 19-member Advisory Committee on Anti-Racism (under the previous Terms of Reference) was held. Due to no quorum being present, the minutes of Meeting No. 07-2015 of the Advisory Committee on Anti-Racism, held on October 26, 2015, could not be approved and are being presented for information purposes only.

Minutes of the Anti-Racism & Respect Advisory Committee Information Session held on November 30, 2015, were provided for information.

8.0 BUSINESS ARISING FROM PREVIOUS MINUTES

Incidence Reporting Working Group

Ms. S. Carney to provide an update on the status of the proposal on the LSPC 211 telephone service relative to reporting incidents of racism.

DEFERRED to next meeting.

9.0 DIVERSITY CELEBRATION BREAKFAST

On March 22, 2016, world-renowned humanitarian, Stephen Lewis, will be the keynote presenter at the 10th Annual Diversity Thunder Bay Celebration Breakfast, in recognition of The United Nations International Day for the Elimination of Racial Discrimination.

Mr. Lewis's keynote presentation (entitled, "The Raging Force of Inequality") will include a question and answer period. Due to time constraints, the questions will be posed exclusively by the sponsors. Mr. Lewis will not be taking questions from the audience.

Discussion was held relative to questions that the Committee would like to ask Mr. Lewis. It was noted that organizers will be consolidating the questions by theme; the Committee may not necessarily see their exact wording in the question that ultimately gets asked.

The following questions will be submitted to the event organizers:

1. It has been 24 years since the riots in Toronto and the Stephen Lewis advisory report a month later, which discussed anti-black racism and made recommendations aimed at making a real breakthrough on anti-racism in Ontario. In general terms, what progress do you feel has been made since that 1992 Report?
2. Could you address the inequity of funding in our country where First Nations people receive less funding for education on Reserve and other necessities such as water and housing than residents of urban centers and municipalities are struggling to access funding to address social issues that can be traced back to colonial assimilation policies?
3. Given our relative wealth, why is life expectancy of Aboriginals in Ontario shorter than countries such as Cuba, Uruguay and Chile?
4. Aboriginal people are over-represented in the criminal justice system. This fact must be understood within the context of the legacy of colonial assimilation policies, including residential schools and institutional racism. What is needed to start to reduce this over-representation? Have you seen successful approaches elsewhere in the world?

10.0 2016 MEETING SCHEDULE

Committee to consider if the last Monday of each month, except July, August, and December continues to be mutually agreeable for members. It was noted that City Hall will be closed on Monday, March 28th for Easter Monday and on Monday, December 26th for Boxing Day.

MOVED BY: Councillor P. Pugh

SECONDED BY: Mr. M. Makuto

THAT the 2016 meeting dates for the Anti-Racism & Respect Advisory Committee be confirmed as follows:

- Monday, April 25, 2016
- Monday, May 30, 2016 (5th Monday of May)
- Monday, June 20, 2016 (3rd Monday of June)
- Monday, September 26, 2016
- Monday, October 24, 2016 (4th Monday of October)
- Monday, November 28, 2016

CARRIED

11.0 2015 – 2018 WORK PLAN

Copies of the 2015 – 2018 Work Plan were distributed separately on desks at the meeting for retention and information.

Ms. K. Lewis, Director - Corporate Strategic Services, lead the discussion relative to identification and implementation of the action items for 2016.

The Committee was in agreement that developing the Online Resource Centre for reporting incidents of racism was a priority in 2016.

Members volunteered for the following working groups relative to the implementation of the Work Plan objectives for 2016:

Incidence Reporting Working Group

- Shawn Carney
- Amina Abu-Bakare
- Ann Magiskan
- Brenda Reimer
- Moffat Makuto
- *Resources:* Karen Lewis, John Hannam, and Maureen Nadin

Respect Working Group

- Tina Tucker (Diversity Thunder Bay)
- Amina Abu-Bakare
- Jeff Upton (Crime Prevention Council)
- Michelle Lander (Thunder Bay Multicultural Association)
- *Resources:* Lee-Ann Chevrette, Alison Bortolon, and Karen Lewis

Roundtable against Racism Working Group (2016 Fall Engagement)

- Councillor Rebecca Johnson
- Amina Abu-Bakare
- Vince Simon
- Robyn Pepin
- *Resources:* Karen Lewis, Linda Douglas

Ad Hoc Committee for CAP Youth Engagement

- Moffat Makuto
- Robyn Pepin

Improve Housing Situation Working Group

- Ron Bourret

It was noted that the Housing Working Group should wait until the federal budget is released; however, a Committee member should contact the Ontario Human Rights Commission (OHRC) to start discussions about a community workshop related to housing. Mr. R. Bourret volunteered to take the lead on this Working Group. Mr. Bourret noted that Winnipeg has developed a toolkit for housing. Kinna-aweya Legal Clinic would also be a valuable resource.

Ms. A. Magiskan, Aboriginal Liaison – City of Thunder Bay, noted that many students coming into the City need to learn skills on how to maintain a house or apartment.

It was suggested that presentation of the Housing and Homelessness Strategy be arranged for a future meeting (Objective 8).

A Human Resources (HR) overview of employment opportunities with the City will be planned for the May meeting. Councillor P. Pugh asked if provincial data on equal employment opportunities could also be added to the presentation. Ms. L. MacPhail, Staffing & Organizational Development Specialist - Corporate Services & Long Term Care, will research the requested information.

Regarding Objective 30. Truth & Reconciliation Report, a discussion relative to the recommendations in the report will be held at the April meeting of the Committee. Councillor R. Johnson noted that Diversity Thunder Bay has set up a Working Group to address the recommendations. Ms. K. Lewis added that a discussion about the recommendations could also be held at the Roundtable Against Racism event.

The Committee Coordinator will contact Diversity Thunder Bay about a joint meeting in June (Objective 18).

Councillor R. Johnson asked that the roll-up banner (Objective 23) be purchased prior to the April 4th youth engagement, so that it can be on display at the event. Corporate Strategic Services will follow up on the purchase.

Ms. K. Lewis noted that communication and public education are components of each goal and Working Group.

12.0 REQUEST FROM DIVERSITY THUNDER BAY

Copies of correspondence from Brenda Reimer, Secretary – Diversity Thunder Bay, to the Anti-Racism & Respect Advisory Committee, dated February 17, 2016, relative to the status of the 10 Common Commitments of the Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD), were provided for information.

Discussion was held regarding the response to Diversity Thunder Bay: what objectives have been achieved and the new objectives which have been set relative to the City of Thunder Bay and The 10 Common Commitments of CCMARD.

A formal reporting process (to CCMARD) will be discussed and developed at the April meeting of the Committee.

Copies of the Comparison of the CCMARD: 10 Common Commitments to the Anti-Racism & Respect Advisory Committee 2015 – 2015 Work Plan were distributed separately on desks at the meeting. Committee members were asked to review the comparison prior to the April meeting.

13.0 ROUNDTABLE OF UPDATES

Update on Respect Initiative

Ms. A. Bortolon, respect. Intern, provided an overview of the 2016 respect. Award, which will be presented on March 22nd at the 10th Annual Diversity Thunder Bay Celebration Breakfast.

Copies of the nomination form were distributed separately on desks at the meeting. Deadline to submit nominations is Friday, March 11, 2016.

Ms. A. Abu-Bakare, Committee Chair, is unable to attend the breakfast; Mr. V. Simon, Vice Chair, will present the award.

Mr. V. Simon volunteered to sit on the Selection Committee. He will be advised about the meeting date to review the nominations.

Ms. Bortolon also provided an overview about the development of a Welcome Guidebook for new students coming to Thunder Bay; the Guidebook will be part of the Welcome Strategy that Ms. Bortolon is working on.

National Centre for Truth & Reconciliation

Ms. M. Nadin, Committee Resource, provided an overview of her visit to the National Centre for Truth & Reconciliation. The Centre is located in Winnipeg, on the campus of the University of Manitoba. During her visit, she was presented with the book, *A Knock on the Door: The Essential History of Residential Schools*, from the Truth and Reconciliation Commission of Canada. The book was released by the University of Manitoba to help all Canadians on the path to reconciliation. The book was donated to Ms. A. Magiskan, Aboriginal Liaison, as an additional resource for her office.

While in Winnipeg, Ms. Nadin also visited the Canadian Museum for Human Rights.

14.0 NEW BUSINESS

Ms. A. Abu-Bakare spoke about acts of racism against some international students at Lakehead University. Ms. Abu-Bakare will be attending a meeting at LU to discuss this matter and to determine what the City can do to help. International students should be encouraged to attend LU as they bring a significant source of revenue to the University.

It was noted that international students at Confederation College are also experiencing acts of racism.

Ms. Abu-Bakare advised that Dennis Edney, the lawyer who represented Omar Khadr, will be speaking with Lakehead University law students about human rights on March 4th. Tickets are available at the LUSU office.

15.0 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, April 25, 2016
- Monday, May 30, 2016 (5th Monday of May)
- Monday, June 20, 2016 (3rd Monday of June)
- Monday, September 26, 2016
- Monday, October 24, 2016 (4th Monday of October)
- Monday, November 28, 2016

16.0 ADJOURNMENT

The meeting adjourned at 2:01 p.m.