

DATE: January 29, 2018

MEETING NO. 01-2018

TIME: 11:15 A.M.

PLACE: MCNAUGHTON ROOM, 3RD FLOOR, CITY HALL

CHAIR: MS. A. ABU-BAKARE took over chairing meeting at (11:40)

<p>PRESENT: Ms. Amina Abu-Bakare, <i>Community Representative</i> Mr. Ron Bourret, <i>Community Representative</i> Ms. Shawn Carney, <i>Community Representative</i> Mayor Keith Hobbs Councillor Rebecca Johnson Mr. Moffat Makuto, <i>Regional Multicultural Youth Council</i> Mr. Vince Simon, <i>Community Representative</i> Ms. Michelle Lander, <i>Thunder Bay Multicultural Association</i></p> <p>REGRETS: Councillor Paul Pugh Mr. Corey Wesley, <i>Thunder Bay Urban Aboriginal Advisory Committee</i> Ms. Lee-Ann Chevrette, <i>Coordinator - Crime Prevention Council</i></p>	<p>OFFICIALS: Ms. Lorraine MacPhail, <i>Supervisor - Staffing, Development & Support Services</i> Mr. Stanley Legarde, <i>Respect Intern</i> Ms. Maureen Nadin, <i>Committee Resource</i> Ms. Janet Brooks, <i>Committee Coordinator</i> Ms. L. Douglas, <i>Committee Coordinator</i></p> <p>GUESTS: Dr. Amy Siciliano, <i>Researcher</i> <u>RMYC(Youth Representatives):</u> T. Goodman C. Koostachin C. Matawapit <u>Leadership TB CAP Team:</u> M. Ahlawat D. Bagdonas T. Turnbull E. Narcisse L. Woods R. Molly</p>
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1.0 WELCOME, INTRODUCTIONS & DISCLOSURES OF INTEREST

MS. S. Carney called the meeting to order at 11:15 and welcomed Dr. Amy Siciliano, Researcher, CAP Team and members of the Regional Multicultural Youth Council.

There were no disclosures of interest declared at this time.

Dr. Amy Siciliano, Researcher:

Dr. A. Siciliano, Researcher presented her Incident Reporting Report to the committee and guests. Dr. A. Siciliano Strongly suggested some of these questions should be added to the Bi-Annual Citizen Satisfaction survey. Copies of Preliminary Report on Incident Reporting Working Group Pilot Program and PowerPoint presentation were distributed separately on desks before meeting.

Update from CAP Team

CAP Team members were in attendance and provided an update orally and written on their project. Progressing well on timeline, the Team informed committee that they will require assistance accessing City Website to provide youth with online information as youth absolutely refuse to use paper material for information. Mr. M. Makuto advised the Team that although this is a clear direction from youth, that some material in paper/textbook form should be created to provide Student facilitators with guidance that can be presented to youth. Councillor R. Johnson requested they review their budget and do what they can to reduce costs. The CAP team will report back to Committee at the April meeting. Handouts were distributed separately on desks before meeting.

2.0 CONFIRMATION OF AGENDA

MOVED BY: Ms. S. Carney
SECONDED BY: Mayor K. Hobbs

With respect to the January 29, 2018 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 APPOINTMENT OF A CHAIR & VICE CHAIR

Ms. Janet Brooks administered the nominations for Chair and Vice Chair. Ms. A. Abu-Bakare was named Chair by acclamation and Mr. V. Simon was named Vice-Chair by acclamation .

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

WITH RESPECT TO the positions of Chair and Vice Chair of the Anti-Racism & Respect Advisory Committee, we recommend that Ms. A. Abu-Bakare be appointed Chair of the Committee and that Mr. V. Simon be appointed Vice Chair of the Committee for the remainder of the 2018 calendar year, and until such time a replacement has been appointed, as required annually.

CARRIED

5.0 MINUTES OF PREVIOUS MEETING

The Minutes of Meeting No. 09-2017 of the Anti-Racism & Respect Advisory Committee, held on November 27, 2017, to be confirmed.

MOVED BY: Mr. R. Bourret

SECONDED BY: Ms. S. Carney

THAT the Minutes of Meetings No. 09-2017 of the Anti-Racism & Respect Advisory Committee, held on November 27, 2017, be confirmed.

CARRIED

6.0 BUSINESS ARISING FROM PREVIOUS MEETINGS

Non-Business Meeting with City Council

As part of our revised work plan, the Anti-Racism & Respect Advisory Committee requested a non-business meeting with City Council in October. This meeting took place prior to the regular Monday night Council meeting on Monday, October 23, 2017, from 5:00 to 6:00 p.m.

Committee to discuss potential recommendations to City Council to further the Committee's work. Specific areas to address could include but are not limited to budget, initiatives, programs, what other communities are doing, etc.

Ms. A. Abu-Bakare to provide update relative to the above noted at the next meeting.

7.0 MEMBERSHIP

The terms for Mr. Ron Bourret, Ms. Shawn Carney, and Ms. Robyn Pepin expired on January 16, 2018, or as soon after as a replacement has been appointed.

On December 11, 2017, Committee of the Whole appointed Mr. Ron Bourret to the Anti-Racism & Respect Advisory Committee for a four year term effective January 16, 2018 and expiring January 16, 2022 or as soon after as a replacement has been appointed. This appointment was ratified by Council on December 18, 2017.

Ms. Robyn Pepin will not remain on the committee.

Committee had discussion about how to advertise for committee vacancies.

Ms. A. Abu-Bakare indicated that ARRAC is slowly gaining positive image.

8.0 2017 – 2020 WORK PLAN

Re: #5: Meeting with City Council – Ms. A. Abu-Bakare to provide report at next meeting. Discussion. Linda Douglas reminded committee that they can and should make recommendations to Council.

Re: #8: Winnipeg – Mr. R. Bourret volunteered to contact Winnipeg to have discussions and possibly have someone attend one of our meetings for a presentation. Information will be

requested regarding a full time employee dedicated to racism. Mr. R. Bourret will report back at next meeting.

Re: #9: Connecting with the City – Councillor R. Johnson has applied through the Multicultural Community Capacity Grant Program for up to \$8,000 for the Multiculturalism Day event (First Annual Newcomers Day) on June 27th. Working group to include: Councillor R. Johnson, Mr. V. Simon, Mr. M. Makuto, Ms. S. Carney, and Ms. A. Abu-Bakare.

Re: #11: One City, Many Voices – Ms. M. Nadin spoke to this. Ms. M. Landers will step up to be coordinator for this item. There was not a column in January's paper. Hoping to get a column in for February to advertise March 21st, International Day for the Elimination of Racial Discrimination. Suggest maybe United Way could put something together for March. The Group requires some articles in "the can" for those months when there are no available writers. It has been requested that members turn their mind articles and writers. Ms. M. Landers requested that she receive the guidelines. Discussion if One City, Many Voices could get authorization from writers to use their work. The intent is to have only local content.

Re: #12: Connecting to the City – Youth – CAP gave their presentation at the beginning of the meeting to update. See notes above.

Re: #14: Aboriginal Liaison – Discussion regarding the position of Aboriginal Liaison and what her position entails. Ms. L. MacPhail commented that she has had discussions with Ms. A. Magiskan who will to make a presentation at the next meeting. Aboriginal Liaison will attend ARRAC meetings as requested.

Re: #16: Incident Report Initiative – Dr. Amy Siciliano provided a report as indicated above.

Re: #18: Police Services – Ms. J. Brooks to arrange for a representative to provide a brief presentation at the next meeting.

Re: #20: Roundtable – Councillor R. Johnson requested a Roundtable discussion in March or April. Ka-Na-Chi-Hih has been tentatively reserved for March. It was suggested that due to timelines this be moved to April. Discussion that this Roundtable should be for youth as they need to have their voices heard. Councillor R. Johnson requested direction from committee.

Re: #22: Committee Staffing – Discussion took place regarding hiring a part time coordinator to work with the Committee. Ms. L. Douglas recommended that this be brought as a recommendation to Council. Discussion took place regarding the Respect Intern, requesting clarification as to how that position is to contribute to the Committee. It was suggested Karen Lewis speak to this issue. Discussion followed.

9.0 WORKING GROUP UPDATES

9.1 Incident Reporting Working Group – Ms. S. Carney indicated there was no need for a report as we received information from Dr. Amy Siciliano. Next meeting to take place February 2, 2018.

9.2 Respect Working Group – Mr. S. Legarde

Respect Working Group, Mr. S. Legarde gave an update regarding their last meeting and remarked on notes from the last ARRAC meeting as follows:

The Group affirmed the Principles and is not recommending changes at this time. The Principles will be reviewed annually.

The Group has partnered with two new organizations - Grant Thornton LLP and Stride Orthopedics. Group recently gave two presentations, Grant Thornton and LU Athletics this month.

The Respect Working Group will be preparing for Respect Award opening the Award nominations on February 1.

From the last Respect Working Group meeting, it has been identified that it would be important to consider how the nominated individual goes above and beyond their role/position with their respective organization to earn the Award. It was added that existing partners be asked to include how they are imbuing the respect.

9.3 Roundtable Against Racism – Councillor R. Johnson discussed earlier in meeting.

9.4 One City, Many Voices – Ms. M. Lander discussed earlier in meeting.

9.5 Improve Housing Situation Working Group – Mr. R. Bourret has recommended that attendance at this Group be discontinued if there is no pertinent information to glean. It was agreed that if nothing comes from the next meeting, attendance will be discontinued.

10.0 ANNOUNCEMENTS

Stand Up in Unity Against Racism – Help be the voice for those who feel they don't have one – Councillor R. Johnson – being hosted at Confederation College on April 13th – check website for more information. Poster distributed separately on desks for information purposes.

Diversity Breakfast, March 21, 2018 – Councillor R. Johnson – Poster distributed separately on desks for information purposes.

Kitchen Conversations – Councillor R. Johnson, email provided separately – two webinars committee members should know about. Communication Skills for Difficult Conversations – January 23, 2018 and Microaggressions: The Macro Impact of Implicit Bias – February 13, 2018

Diversity Thunder Bay Action Plan for 2018 – Councillor R. Johnson distributed copies to the committee. DTB are asking when the Anti-Racism & Respect Committee would like to hold the joint meeting of the two groups and secondly if there is interest in starting up the Advocacy and Education Working group again.

DFC Experience – Mr. M. Makuto spoke to this and will provide update to Committee once dates are confirmed. Information distributed separately on desks for information purposes.

10.0 NEXT MEETING

Committee meetings are held on the last Monday of each month, except July, August, and December, commencing at 12:00 p.m. in the McNaughton Room, 3rd Floor of City Hall, as confirmed at the October 30, 2017 meeting of the Anti-Racism & Respect Advisory Committee, unless otherwise notified.

- Monday, February 26, 2018
- Monday, March 26, 2018
- Monday, April 30, 2018
- Monday, May 28, 2018
- Monday, June 25, 2018
- Monday, September 24, 2018
- Monday, October 29, 2018
- Monday, November 26, 2018

* Please note that some of the above dates may be cancelled due to the 2018 Municipal Election. (The Office of the City Clerk may not be able to provide support for some of the above meeting dates.)

Ms. L. Douglas indicated that September and October meetings will not have staff support due to elections and are therefore cancelled.

11.0 ADJOURNMENT

Meeting adjourned at 2:00 p.m.