

DATE: JUNE 19, 2017

MEETING NO. 06-2017

TIME: 12:00 P.M.

PLACE: MCNAUGHTON ROOM, 3RD FLOOR, CITY HALL

CHAIR: MS. A. ABU-BAKARE

PRESENT:

Ms. Amina Abu-Bakare, *Community Representative*
Ms. Shawn Carney, *Community Representative*
Councillor Rebecca Johnson
Councillor Paul Pugh
Mr. Vince Simon, *Community Representative*
Mr. Corey Wesley, *Thunder Bay Urban Aboriginal Advisory Committee*
Ms. Cathy Woodbeck, *Thunder Bay Multicultural Association*

OFFICIALS:

Ms. Karen Lewis, Director - Corporate Strategic Services
Ms. Lorraine MacPhail, Staffing & Organizational Development Specialist - Corporate Services & Long Term Care
Ms. Lee-Ann Chevrette, Coordinator - Crime Prevention Council
Ms. Maureen Nadin, Committee Resource
Ms. Linda Douglas, Committee Coordinator

REGRETS:

Mr. Ron Bourret, *Community Representative*
Mayor Keith Hobbs
Ms. Robyn Pepin, *Community Representative*
Mr. Moffat Makuto, *Regional Multicultural Youth Council*

1.0 WELCOME, INTRODUCTIONS & DISCLOSURES OF INTEREST

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

No disclosures of interest were declared at this time. A roundtable of introductions followed.

2.0 CONFIRMATION OF AGENDA

MOVED BY: Ms. S. Carney
SECONDED BY: Councillor P. Pugh

With respect to the June 19, 2017 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

3.0 MINUTES OF PREVIOUS MEETING

The Minutes of Meeting No. 05-2017 of the Anti-Racism & Respect Advisory Committee, held

on May 29, 2017, to be confirmed.

Councillor R. Johnson advised under Next Meeting / Outstanding Item / Presentation of the Housing and Homelessness Strategy, she suggested that Cynthia Olsen and Alice Bellavance do a presentation on this topic.

The minutes will be revised accordingly.

MOVED BY: Ms. C. Woodbeck

SECONDED BY: Ms. S. Carney

THAT the Minutes of Meetings No. 05-2017 of the Anti-Racism & Respect Advisory Committee, held on May 29, 2017, be confirmed as amended.

CARRIED

4.0 BUSINESS ARISING FROM PREVIOUS MEETINGS

4.1 Roll-Up Banners

At the March 27, 2017 Committee meeting, design options for the Committee's Roll-Up Banner were presented for the Committee's consideration.

Copies of two options for a roll-up banner were circulated at the meeting. Option #1 included a quote from Nelson Mandela and Option #2 did not include the quote.

Ms. K. Lewis, Director - Corporate Strategic Services presented both options of the banner and responded to questions. The rationale for the set-up of messages on the banner was explained.

Concerns were expressed about the Nelson Mandela quote not being gender neutral. However, it was noted that you can't change a quote.

Discussion followed about off-centre messaging, who benefits from off-centre messaging, and if diversity should be included in the messaging.

There was a suggestion to make the font smaller for the Principles section of the banner.

The consensus of the Committee members present was to proceed with Option #1 that includes the Mandela quote.

Discussion followed about the official name of the Committee. The majority of the Committee members present would like to see the word "Advisory" removed from the name of the Committee. It was noted that the Terms of Reference would have to be updated to reflect the new name and that City Council would have to approve revisions to the Terms of Reference and the name change.

4.2 2015 – 2018 Work Plan

At the May 29, 2017 Committee meeting, one of the recommendations in the Work Plan presented was that the Committee work with other community organizations to lend support to welcoming initiatives for Indigenous Youth coming to school in Thunder Bay, as well as all ethnic groups and refugees visiting or living in Thunder Bay.

Issues were raised about the Welcoming Initiative. Ms. K. Lewis suggested that other terms like “connect” or “orientation” be considered instead of “Welcome”. This was discussed by the Committee, with further discussion being deferred to the June 19th meeting.

Copies of an excerpt from the testimony of Dr. Cynthia Wesley-Esquimaux at the Seven Youths Inquest were electronically distributed to Committee members on May 30, 2017, and were provided for information.

Ms. K. Lewis, Director - Corporate Strategic Services, advised that the City will not be using the word “welcome” for youth initiatives.

4.3 Editorials – Chronicle Journal

On May 19, 2017, an article was posted on the Editorial page of the Chronicle Journal and on-line at the Chronicle Journal website, titled "Now is not the time" by the CJ Editor.

The Committee discussed what action could be taken to ensure that the Chronicle Journal ceases or reconsiders its practice of posting comments from anonymous online posters. Ms. K. Lewis recommended that the Committee send a letter to the Chronicle Journal stating that, for the record, the Committee disagrees with the newspaper’s practice of allowing anonymous comments from online posters, some of which are negative and racist in nature.

Councillor R. Johnson advised that she spoke with Ian Pattison from the Chronicle Journal. He is willing to meet with representatives from the Committee at his office.

No further follow-up is required at this time.

5.0 REQUEST FOR LETTER OF SUPPORT

Copies of an Executive Summary from Dr. Cynthia Wesley-Esquimaux relative to her request for letters of support for two proposals, were provided.

- One proposal is requesting the establishment of a 4-cornered Leadership Table, which should meet as soon as possible and include Municipal, Indigenous, Provincial and Federal Leaders; and
- One proposal is requesting funding to build a community engagement process that would span a 3-year period and include the entire Northwest of Ontario.

A sample letter of support was provided.

The complete 32-page Community Reconciliation Proposal and Work Plan can be provided upon request.

The complete 7-page Proposal to Address 4-Cornered Leadership Reconciliation Table can be provided upon request.

MOVED BY: Councillor P. Pugh

SECONDED BY: Ms. S. Carney

With regard to Dr. Cynthia Wesley-Esquimaux's proposals relative to the establishment of a 4-cornered Leadership Table, and request for funding to build a community engagement process that would span a 3-year period and include the entire Northwest of Ontario;

THAT a letter of support from the Anti-Racism & Respect Advisory Committee be provided to Dr. Cynthia Wesley-Esquimaux for inclusion with her proposals to provincial and federal government officials.

CARRIED

6.0 2015 – 2018 WORK PLAN

Copies of the updated Work Plan were distributed electronically on June 16, 2017 and by hard copy on desks at the meeting. The timeline for the Work Plan is 2017 to 2020.

Status of Work Plan to be reviewed – the next Objective(s) on Work Plan that needs to be accomplished before the end of 2017.

Ms. S. Carney would like to add a meeting with the TB Chamber of Commerce or with the BIAs to the work plan. The Committee could make them aware of human rights and racism complaints in the retail and hospitality sectors. The objective will be added to the work plan.

Incidence Reporting will be referred to as Incident Reporting in the work plan going forward.

Discussion was held relative to the Municipality of Kenora and the visible minority in Kenora. It was noted that the community has a different feel to it at the retail level.

Discussion continued about removing the word "Advisory" from the Committee's name. The procedure was reviewed on making a recommendation to City Council as part of the advisory role of the Committee. Ms. K. Lewis will prepare a report for the Committee on making recommendations to Council.

On behalf of the Committee, Ms. L. Douglas, Committee Coordinator, will arrange a non-business meeting in October with City Council.

Mr. C. Wesley suggested a better format for the work plan.

Presentation of the Employment Equity Report by HR will be added to the work plan.

Councillor R. Johnson advised that the first annual Newcomer Day will be delayed until September, 2017. The Mayor is out of town on the proposed date of June 27th. The event may include students coming into town from other communities.

Implementation of the work plan: the Committee will break out into smaller group to implement. The Committee will have to prioritize the goals. Ms. K. Lewis advised that her office will be able to provide some staffing when the Respect intern position is filled. A combination of Committee members and staff support will be needed for implementation.

7.0 WORKING GROUP UPDATES

7.1 Incident Reporting Working Group

Ms. S. Carney reported that the launch of the incident reporting service will be held on Tuesday, June 27th at 11:00 a.m. at the Lakehead Social Planning Council office in Victoriaville Civic Centre. Ms. A. Abu-Bakare will be emceeding the event. Corporate Communications will provide a suggested agenda. People speaking at the event were asked to arrive around 10:30 a.m.

7.2 Respect Working Group

Ms. L. Chevrette, Coordinator - Crime Prevention Council, reported that she anticipates the Respect intern position will be filled by mid-July.

She continues to present the Respect module to new City hires. Ms. Lorraine MacPhail, Staffing & Organizational Development Specialist, reported that the Respect module is included with the Workplace Safety & Harassment training.

The Community Safety Ambassadors have started and will be working until the end of the summer.

Several new organizations have joined the Respect Initiative, included the Lakehead Region Conservation Authority, Matawa First Nations Management, and the Lakehead University Athletic Department.

7.3 Roundtable Against Racism

The next Roundtable Against Racism is tentatively scheduled for Monday, October 16, 2017 12:00 noon at Ka-Na-Chi-Hih Centre.

Councillor R. Johnson reported that Margaret Wanlin has agreed to be the facilitator.

The Working Group will meet again in late August to continue planning the event.

7.4 One City, Many Voices – Robyn Pepin – No Report

7.5 Improve Housing Situation Working Group – No Report

7.6 Work Plan Working Group – No Report

8.0 ANNOUNCEMENTS

Mr. V. Simon announced that the annual SAAFE Walk will be held on September 21st. An email will be sent out as a reminder to Committee members closer to the date of the event.

9.0 NEW BUSINESS

There was no new business presented.

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 November 28, 2016 meeting of the Anti-Racism & Respect Advisory Committee, unless otherwise notified.

Next Meeting:

- Monday, September 25, 2017
- Monday, October 30, 2017
- Monday, November 27, 2017

Outstanding Item:

- Presentation of the Housing and Homelessness Strategy for a future meeting [Work Plan Objective 8].

11.0 ADJOURNMENT

The Chair wished everyone a safe and amazing summer. The meeting adjourned at 1:35 p.m.