

DATE: MAY 25, 2015

MEETING NO. 04-2015

TIME: 12:10 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*
Dr. Amy Farrell-Morneau, *Lakehead District School Board*
Mr. Derek Anderson, *Métis Nation of Ontario*
Mayor Keith Hobbs
Councillor Rebecca Johnson
Councillor Paul Pugh
Mr. Vince Simon, *Community Representative*
Mr. Moffat Makuto, *Regional Multicultural Youth Council*
Ms. Tina Tucker, Ms. E. Chambers, *Diversity Thunder Bay*
Ms. Jeannine Verdenik, *Confederation College*
Ms. Yolanda Wanakamik, *Lakehead University*

GUESTS:

Ms. Robyn Pepin, PhD student - Carlton University
Ms. Sierra Nowegejick, *Regional Multicultural Youth Council*
Mr. Richard Mutambirwa, *Regional Multicultural Youth Council*

REGRETS:

Ms. E. St. Arnaud, *Conseil Scolaire de District Catholique des Aurores Boréales*
Ms. Janine Landry, *Thunder Bay Catholic District School Board*
Inspector Don Lewis, *Thunder Bay Police Service*
Ms. Colleen Peters, *Thunder Bay Youth Strategy*
Ms. Cathy Woodbeck, *Thunder Bay Multicultural Association*

OFFICIALS:

Mr. John Hannam, City Clerk
Ms. Lorraine MacPhail, Corporate Services & Long Term Care – Staffing & Organizational Development Specialist
Ms. Maureen Nadin, Committee Resource
Ms. Linda Douglas, Committee Coordinator – Office of the City Clerk

1.0 WELCOME & DISCLOSURES OF INTEREST

Ms. A. Abu-Bakare, Chair, called the meeting to order at 12:10 p.m.

There were no disclosures of interest declared at this time.

2.0 CONFIRMATION OF AGENDA

MOVED BY: Ms. T. Tucker
SECONDED BY: Councillor P. Pugh

WITH REGARD TO the May 25, 2015 meeting of the Anti-Racism 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

Due to lack of quorum at the April 27, 2015 Committee meeting, minutes of Meeting No. 03-2015 of the Advisory Committee on Anti-Racism, held on March 30, 2015, re-presented for approval.

MOVED BY: Mayor K. Hobbs
SECONDED BY: Ms. Y. Wanakamik

THAT the Minutes of Meeting No. 03-2015 of the Advisory Committee on Anti-Racism, held on March 30, 2015, be approved.

CARRIED

Copies of the Minutes of Information Session held on April 27, 2014, provided for information.

4.0 BUSINESS ARISING FROM PREVIOUS MINUTES

There was no business arising from previous minutes.

5.0 WORKING GROUP UPDATES

5.1 Public Education and Advocacy Working Group

Councillor R. Johnson presented an overview and the recommendations from the public break-out sessions at the Becky Kuffner event, *Shifting the Lens: Understanding Racism*, found on Pages 14 – 15 of the agenda.

- 150 attendees
- At least 50 organizations were represented at the session

The Working Group would like to assist with organizing a youth forum in Fall, 2015 with the remainder of the 2015 Committee budget.

Ms. M. Nadin, Committee Resource, provided an overview of a request from students at École Gron Morgan and the Algonquin Street School to participate in the session. As it was felt that Ms. Kuffner's presentation was not suitable for a youth audience, the organizing committee felt a separate youth forum aimed directly at youth would be more appropriate. The students did send over their writings to the session, sharing their personal experiences about racism. The writings were taped to the walls of the meeting room for public viewing.

5.2 Incidence Reporting Working Group

Copies of the Proposal to the City of Thunder Bay re: a Means of Reporting incidents of Discrimination was provided for information.

Ms. S. Carney, a Committee representative on the Incidence Reporting Working Group, provided an update on the LSPC 211 telephone service relative to reporting incidents of racism.

The Working Group has spent about 1 ½ years developing this reporting system for the community. They are working with the 211 North service through Lakehead Social Planning Council.

The 211 North service is willing to collect the data, track incidents of racism, and possibly redirect callers to appropriate service agencies for support.

The Working Group is hoping to partner with the Anti-Racism Advisory Committee and the City of Thunder Bay to promote this service in the community.

Ms. Carney was asked to provide the Committee with financial implications before they approve the partnership. Ms. Carney was directed to Ms. Ms. K. Lewis, Director - Corporate Strategic Services.

MOVED BY: Ms. Y. Wanakamik
SECONDED BY: Mr. D. Anderson

THAT the Anti-Racism Advisory Committee agrees in principle with the proposal that the City of Thunder Bay form a partnership with Diversity Thunder Bay, the Anti-Racism Advisory Committee and the Lakehead Social Planning Council/211 North, pending presentation of financial implications.

CARRIED

6.0 TERMS OF REFERENCE

Discussion was held relative to the Work Plan and the composition of the Committee as part of the annual review of Terms of Reference.

Copies of the notes from the April 27, 2015 Committee meeting were provided for information.

The Committee needs to determine the term of the Work Plan; it could be over a 3-year period; however, the Committee needs to decide.

Regarding the seven (7) recommendations from the Becky Kuffner event, the Committee needs to decide which recommendations can be accomplished within the next year.

Further to Recommendation #2, the Committee's partnership with 211 North could be presented to Council through a Corporate Report (once the financial implications have been determined), and representatives from the Committee could attend a Council meeting to respond to questions. It was noted that:

- The Committee's Work Plan/Action Plan should fit into the City's Strategic Plan, and should be over a 4-year period to run concurrently with the City's Strategic Plan.
- The Committee needs additional resources in order to accomplish its deliverables; this should be included in the Corporate Report to Council.
- Councillor R. Johnson is prepared to lead a working group to draft out actual achievables which would be presented to the Advisory Committee for approval.
- The Work Plan/Action Plan is presented to Council on an annual basis, usually in March, prior to the annual Diversity breakfast.
- Youth in the community don't feel they are making a difference regarding racism.
- The City needs to be more welcoming, particularly for youth coming into the City from northern communities.
- Citizens need to drive the Work Plan/Action Plan; it should not be led by the Mayor and Councillors.
- The Thunder Bay Public Library should have a representative on the Committee.
- There is an under-representation of people who are being discriminated against around this table.

MOVED BY: Mayor K. Hobbs
SECONDED BY: Ms. Y. Wanakamik

THAT the following organizations be invited to become members of the Anti-Racism Advisory Committee:

- Thunder Bay Indian Friendship Centre
- City of Thunder Bay Office of the Aboriginal Liaison
- Ontario Native Women's Association (ONWA)
- Nishnawbe Aski Nation (NAN)
- Fort William First Nation
- SUCCI (Student Union of Confederation College Inc.)
- LUSU (Lakehead University Student Union)

AND THAT a request be made for a primary representative and an alternate from each organization.

CARRIED

7.0 CITY OF THUNDER BAY EMPLOYMENT EQUITY SURVEY

Ms. Lorraine MacPhail, Corporate Services & Long Term Care – Staffing & Organizational Development Specialist, presented the results of the 2014 City of Thunder Bay Employment Equity Survey, using a PowerPoint presentation.

- The survey was sent to all City employees.
- There was a 23% response.
- Regarding demographics, employees could voluntarily self-identify.
- An overview of Indigenous People in Thunder Bay's labour market compared to the Thunder Bay Census Metropolitan Area (CMA) indicates a 19.5% unemployment rate compared to 8.4% for the rest of the Thunder Bay CMA.
- An overview of Persons with Disabilities in Ontario compared to the Thunder Bay CMA indicates a 11.8% unemployment rate.

Committee members were asked to submit any further ideas to Human Resources on new outreach initiatives.

Ms. Y. Wanakamik noted that Lakehead University has a coordinated data system/gap analysis for people looking for jobs, to determine what credits are needed for the job they are applying for. She suggested that the City look into it at www.clan.magnet.today.

Ms. Wanakamik advised that she cohosts sessions on teaching the history of this area. She would also be willing to host sessions for City Administration to help students with preparing resumes and preparing for the interview process. Ms. Wanakamik would be willing to help with a community-based event for City outreach initiatives.

8.0 ROUNDTABLE OF UPDATES

Members were asked to provide updates on the activities of their respective organizations.

Ms. E. Chambers, Diversity Thunder Bay, advised that Thunder Pride 2015 will be starting the week of June 7th, with the flag-raising and media kick-off on June 2nd. She will send the schedule to Ms. L. Douglas, Committee Coordinator, for electronic distribution to members. The Awareness Breakfast is being held on Monday, June 8th at the Prince Arthur Hotel.

Mr. M. Makuto, Regional Multicultural Youth Council, reported that the RMYC is working with the local high schools to create more accepting schools.

9.0 NEW BUSINESS

No new business was presented.

10.0 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, unless otherwise notified.

- June 22
- September 28
- October 26
- November 30
- December 21 (please note change of date, due to room availability)

11.0 ADJOURNMENT

The meeting adjourned at 1:50 p.m.