

**DATE:** APRIL 29, 2019 **INFORMATION SESSION**

**TIME:** 12:05 P.M.

**PLACE:** MCNAUGHTON ROOM, 3<sup>RD</sup> FLOOR, CITY HALL

**CHAIR:** MR. JASON VELTRI

**PRESENT:**

Councillor Rebecca Johnson  
Mr. Chris Krumpolz, *Community Representative*  
Mr. Vince Simon, *Community Representative*  
Mr. Jason Veltri, *Community Representative*  
  
Mr. Moffat Makuto, *Regional Multicultural Youth Council*  
Ms. Anita Muggeridge, *Thunder Bay Multicultural Association*  
Mr. Vignesh Viswanathan, *International Students – Confederation College*  
Ms. Carol Audet, *Matawa First Nations Management*

**OFFICIALS:**

Mr. Norm Gale, City Manager  
Ms. Karen Lewis, Director - Corporate Strategic Services  
Ms. Annette Pateman, Aboriginal Liaison Strategy Coordinator  
Ms. Maureen Nadin, Committee Resource  
Ms. Linda Douglas, Election/Committee Coordinator  
Mr. Jeff Howie, Policy Assistant to the Mayor

1.0 WELCOME, INTRODUCTIONS & DISCLOSURES OF INTEREST

The Chair, Mr. J. Veltri, called the meeting to order at 12:05 p.m. There were no disclosures of interest declared at this time.

A roundtable of introductions followed.

Quorum was not present; the meeting proceeded as an Information Session.

2.0 CONFIRMATION OF AGENDA

Due to lack of quorum, the agenda could not be confirmed.

3.0 MINUTES OF PREVIOUS MEETING

Due to lack of quorum, the Minutes of Meeting No. 03-2019 of the Anti-Racism & Respect Advisory Committee held on March 25, 2019 could not be confirmed.

4.0 BUSINESS ARISING FROM PREVIOUS MEETINGS

4.1 Terms of Reference

At the January 28, 2019 Committee meeting, it was noted that, in reference to the ratification of

the updated Terms of References, several organizations will be invited to appoint one voting representative from their community.

Mr. J. Veltri provided an update relative to the status of revisions to the current Terms of Reference.

An overview of his phone discussions with Winnipeg's Mayor Bowman's office was provided. He spoke with the Mayor's policy analyst about how Winnipeg is handling racism in their city; they also discussed the mandate of Winnipeg's Equity and Diversity Sub-Committee.

A broader discussion is needed about what this committee should look like going forward. A dedicated Indigenous Advisory Committee or Circle should be considered. This Committee is centric to racism as a whole in the City of Thunder Bay, and should represent the demographics.

Ms. K. Lewis, Director - Corporate Strategic Services, noted that she will be speaking with Mayor Bowman later today with Mayor Mauro and Mr. N. Gale, City Manager on racism in both cities. A full report on their discussions will be provided at the May 27<sup>th</sup> Committee meeting.

Ms. Lewis noted that (in reference to proposed changes to the Terms of Reference) it will be important for City Council to accept the proposed changes and deliverables. She stated her concerns about expanding the size of this Committee and providing staff to support the deliverables; the current Terms of Reference were updated last June 2018, before full implementation has been accomplished.

Mr. N. Gale, City Manager, noted that changes must be consistent with the City's strategies that are currently in the process of being implemented.

The proposed name change to the Respect, Inclusion and Diversity Advisory Committee was discussed. It was noted that "racism" is perceived as a dark, negative term while "inclusion" is perceived as more positive and welcoming. It was also noted that most committees in Canada with similar mandates do not include "racism" in their name.

Several members present stated that racism does exist in this community, and we need to call it what it is: racism; and this is not the time to change the name of this Committee. More action to deal with racism is needed. This Committee also needs more First Nation people around the table; a stronger Indigenous voice is needed at these meetings.

Councillor Johnson stated that the City does have an Inclusion Accord in place and their work does not need to be duplicated by this Committee.

A brief overview of the process of updating the Terms of Reference and forwarding them to City Council for acceptance was provided by Ms. L. Douglas, Committee Coordinator.

Ms. M. Nadin, Committee Resource, provided a brief historical perspective on when discrimination was being considered as part of this Committee's Terms of Reference.

The Committee will not proceed with any further changes until an overview is provided on today's phone discussion on racism between our City's Administration and Winnipeg.

## 5.0 MEMBERSHIP

On March 28, 2019, Mr. Ron Bourret submitted his resignation from the Anti-Racism & Respect Advisory Committee. Correspondence relative to Mr. Bourret's resignation was provided for information.

With five (5) community representatives, the Committee is now in compliance with the current Terms of Reference.

A thank you letter will be sent to Mr. Bourret.

## 6.0 ONE CITY, MANY VOICES

### 6.1 Review of Draft Articles

Copies of proposed articles for May, June, July and August, 2019 were provided for review and discussion. Due to no quorum, the articles could not be approved.

Due to their time sensitivity, Ms. L. Douglas will email all four articles to the entire Committee, and will include a deadline to respond with any concerns about the content.

### 6.2 Review of Draft Guidelines for Writers

Copies of draft Guidelines for writing articles for One City, Many Voices were provided for information.

Copies of the postcard "*One City, Many Voices*" *Needs Your Voice* were distributed separately on desks at the meeting. It was noted that these postcards were on the tables at the March 21<sup>st</sup> Diversity Breakfast in an effort to recruit writers.

Ms. M. Nadin provided an overview of the process to procure, vet and publish articles for the One City, Many Voices column. She stressed the importance of sustaining the very important partnership between the Committee and the Chronicle Journal.

Due to lack of quorum at the meeting, the guidelines could not be approved.

Councillor R. Johnson advised that she will make further revisions and bring the document back to the next meeting for approval.

## 7.0 JUNE 24, 2019 COMMITTEE MEETING

At the March 25, 2019 Committee meeting, discussion was held relative to location, time and agenda for the proposed off-site meeting scheduled for June 24, 2019.

Mr. J. Veltri advised that the June 24<sup>th</sup> meeting will be held at City Hall. The Committee will research off-site locations in the fall.

#### 8.0 THUNDER BAY ANTI-RACISM & INCLUSION ACCORD

Mr. N. Gale, City Manager, provided an overview of the Anti-Racism & Inclusion Accord and responded to questions.

- Members of the coalition are employers.
- Coalition came together to combat and mitigate racism in the City.
- Coalition includes the major employers in the City, including the City of Thunder Bay, Lakehead University, Confederation College, the School Boards, and the TB Regional Health Sciences Centre.
- Nishnawbe Aski Nation (NAN) was invited to join, but declined the invitation.
- The Accord commits each signatory to specific long and short term actions and to publicly report on those actions. Mr. Gale will be reporting to City Council in June. He noted that the City has already made several commitments in this regard.
- Each member of the Accord works autonomously and then reports to the public.
- A toolkit that can be used for each employer is in the process of being developed.

Mr. Gale noted that there is a role for the Anti-Racism & Respect Advisory Committee to inform and guide the City of Thunder Bay (as a member of the coalition/in the City's role as an employer). Input is not only welcome – it is sought.

Councillor R. Johnson requested that a copy of the June report be provided for the Committee once the report is presented to City Council. She also suggested that the report include the fact that the City does have an advisory committee to Council dealing with racism and inclusion.

Ms. C. Audet, Matawa First Nations Management, advised that she participated in the creation of the coalition, and noted that racism was a very big part of the discussion when the Accord was being named the Thunder Bay Anti-Racism & Inclusion Accord.

Mr. V. Simon, Community Representative and Executive Director of Ka-Na-Chi-Hih, expressed his appreciation to Mr. Gale for taking on and launching this initiative.

#### 9.0 2019 COMMITTEE BUDGET

Copies of a Memorandum from Ms. K. Lewis, Director - Corporate Strategic Services, dated April 25, 2019, relative to the 2019 Budget for Anti-Racism Activities, were distributed separately on desks at the meeting.

Ms. K. Lewis, Director - Corporate Strategic Services, provided an overview relative to the above-noted and responded to questions. Copies of the 5<sup>th</sup> Annual Summary of Highlights were distributed separately on desks at the meeting.

Ms. Lewis noted that there is flexibility in certain areas of the budget in the event that funds are needed for activities related to the Work Plan.

Corporate Strategic Services will be applying for funding from NOHFC for an intern once the Manager for Indigenous Relations & Inclusion has been hired.

#### 10.0 INCIDENT REPORTING WORKING GROUP

10.1 Copies of a letter from Brenda Reimer providing the history for the Incident Working Group were provided for information.

10.2 The Minutes of the Incident Reporting Working Group Meeting held on March 11, 2019 were provided for information.

10.3 Copies of the Final Report from Amy Siciliano to the Incident Reporting Working Group, dated June 21, 2018, were distributed separately by email on April 24, 2019.

The following representatives from the Anti-Racism & Respect Advisory Committee will attend meetings of the Incident Reporting Working Group:

- Jason Veltri
- Chris Krumpholz
- Vignesh Viswanathan

The next meeting of the Incident Reporting Working Group is scheduled for Wednesday, May 8, 2019 at the Lakehead Social Planning Council office.

#### 11.0 2019 – 2023 WORK PLAN

Copies of the 2019 – 2023 Work Plan were distributed to Committee members by email on March 4, 2019. Members are asked to review this work plan and bring their ideas, suggestions, updates, priorities, requests, etc. to the next meeting.

**GOAL: Improve the Housing Situation:** Further to discussions at the March 25, 2019 on the local housing situation, copies of an article from [tbnewwatch.com](http://tbnewwatch.com), dated April 5, 2019, were provided for information. The Lakehead Social Planning Council and the Thunder Bay Indigenous Friendship Centre are going to receive a combined total of \$5 million in federal funding over the next five years.

The Committee collectively reviewed the Work Plan. Mr. J. Veltri will be attending a planning meeting for this year's Multiculturalism Day, scheduled for Thursday, June 27<sup>th</sup>, 2019. Ms. A. Muggeridge, Thunder Bay Multicultural Association, provided a brief overview of last year's event.

A discussion on Work Plan Objective #10 – *Indigenous Opening at City Meetings* was discussed. It was noted that the acknowledgement is not currently being made at meetings of City Council.

Ms. K. Lewis noted that the acknowledgement/declaration is read by the Mayor and FWFN Chief at the Committee of the Whole meeting closest to June 21<sup>st</sup> – National Indigenous Peoples Day. It was also noted that the FWFN flag is now flown in front of City Hall and is in Council Chambers. It was the consensus of the members present to delete this item from the Work Plan.

Work Plan Objective #12 – *Connecting to the City – Youth*: Mr. M. Makuto, Regional Multicultural Youth Council, provided an overview of *Coming Together to Talk*, an event being held tomorrow (April 30, 2019). Copies of the event’s poster were circulated. Ms. K. Lewis noted that our Committee Resource, Maureen Nadin, would be attending to take notes and prepare a report on the event.

Discussion was held relative to a larger presence by this Committee at community events. Mr. C. Krumpholz advised that he has arranged to have a booth for the Anti-Racism & Respect Advisory Committee at this weekend’s Folklore Festival. Mr. Krumpholz will arrange to pick up the pull-up banner for the Committee, as well as the banners for the Respect and 211 Incident Reporting Initiatives. Scheduling volunteers for the various shifts for Saturday and Sunday was discussed.

Work Plan Objective #18 – *Urban Reserve*: It was the consensus of the members present to remove this item from the Work Plan. It was noted that it would be better placed with City Council or the Inter-Governmental Affairs Committee.

Mr. J. Veltri will approach the Thunder Bay Police Service about making a presentation to ARRAC on how they’re dealing with racism in the community.

Mr. Veltri will also contact Diversity Thunder Bay about a date for the annual joint meeting with ARRAC.

## 12.0 ANNOUNCEMENTS

- Coming Together To Talk (copies of the poster were distributed separately on desks at the meeting)
- Folklore Festive 2019 on Saturday, May 4<sup>th</sup> and Sunday, May 5<sup>th</sup> at the Fort William Gardens (copies of the poster were distributed separately on desks at the meeting)
- Thunder Pride – from June 5<sup>th</sup> to June 16<sup>th</sup> in the Bay Algoma Business District

## 13.0 NEW BUSINESS - None

## 14.0 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.

The following 2019 meeting schedule was confirmed at the January 28, 2019 meeting:

- Monday, May 27, 2019
- Monday, June 24, 2019

Locations and times to be determined for the following meetings:

- Monday, September 30, 2019
- Monday, October 28, 2019
- Monday, November 25, 2019

#### 15.0 ADJOURNMENT

The meeting adjourned at 2:02 p.m.