

**DATE:** NOVEMBER 25, 2019

**MEETING NO. 07-2019**

**TIME:** 12:05 p.m.

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

**CHAIR:** JASON VELTRI

**PRESENT:**

Councillor Rebecca Johnson  
Ms. Kristin Fisher, *Indigenous Students – Confederation College*  
Mr. Chris Krumpholz, *Community Representative*  
Mr. Moffat Makuto, *Regional Multicultural Youth Association*  
Ms. Melanie Mayhew-Hammond, *Community Representative*  
Mr. Jason Veltri, *Community Representative*  
Ms. Anita Muggeridge, *Thunder Bay Multicultural Association*  
Mr. Ryan Scott, *Community Representative*  
Mr. Vignesh Viswanathan, *International Students – Confederation College*

**OFFICIALS:**

Mr. Norm Gale, City Manager  
Ms. Karen Lewis, Director – Corporate Strategic Services  
Ms. Regina Mandamin, Manager – Indigenous Relations & Inclusion  
Ms. Lorraine MacPhail, Supervisor - Staffing, Development & Support Services  
Mr. Jeff Howie, Policy Assistant to the Mayor  
Ms. Maureen Nadin, Committee Resource  
Ms. Katie Piche, Committee Coordinator

**GUESTS:**

Mr. James Plourde, Oshki Anishnawbeg Student Association  
Insp. Derek West, Thunder Bay Police Service

1.0 WELCOME, INTRODUCTIONS & DISCLOSURES OF INTEREST

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

2.0 CONFIRMATION OF AGENDA

MOVED BY: Mr. V. Vaswanathan  
SECONDED BY: Mr. C. Krumpholz

With respect to the November 25, 2019 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 WALK A MILE PRESENTATION

Ms. Regina Mandamin, Manager – Indigenous Relations & Inclusion provided an overview.

Chapter Two of Walk a Mile was viewed.

A discussion was held relative to the above noted.

#### 4.0 HUMAN RESOURCES PRESENTATION

Ms. Lorraine MacPhail, Supervisor – Staffing, Development & Support Services provided a PowerPoint presentation relative to the City’s Employment Equity Survey and Cultural Awareness Training across the Corporation. The following statistics and information were discussed:

- Most recent survey: 25% response rate
- 2017 work force profile survey results
- 2017 job applicant demographic and data
- Self-identification (voluntary)
- Reporting to Council
- Employment outreach and retention plan (multi-year plan, live document)
- 1<sup>st</sup> Annual CTB Career Fair (April 2020)
- Indigenous Youth Fair (February 2020)
  - Resume/interview prep
  - One on one discussions with youth
- Employment Outreach Survey
- Cultural Training to date:
  - Accessibility Awareness Training (AODA)
  - Indigenous Cultural Awareness Training
  - Celebrating Differences & Embracing Diversity
  - Walk a Mile, **respect.**, Code of Conduct, Workplace Harassment & Discrimination, Recruitment, Selection & Hiring training

Ms. L. MacPhail provided an overview and responded to questions relative to statistics on successful hires, types of positions, response rates, and LGBTQ+ outreach.

#### 5.0 MINUTES OF PREVIOUS MEETING

The Minutes of Meeting No. 06-2019 of the Anti-Racism & Respect Advisory Committee held on October 28, 2019 to be confirmed, as amended.

Ms. K. Lewis, Director – Corporate Strategic Services provided information relative to the resolution contained in the October 28, 2019 minutes, regarding a proposed Indigenous Relations Advisory Committee.

A discussion was held relative to the proposed changes to the resolution and Ms. K. Lewis responded to questions.

MOVED BY: Mr. C. Krumpholz  
SECONDED BY: Ms. A. Muggeridge

THAT the Minutes of Meetings No. 06-2019 of the Anti-Racism & Respect Advisory Committee, held on October 28, 2019, be confirmed, as amended.

CARRIED

## 6.0 BUSINESS ARISING FROM PREVIOUS MEETINGS

### 6.1 Terms of Reference

Report No. R 160/2019 – Terms of Reference – Anti-Racism & Respect Advisory Committee, for information.

### 6.2 Radicalization Against Violence

Mr. C. Krumpholz provided an overview relative to the Radicalization Against Violence session that was held in October 2019. Members from the Crime Prevention Council, Youth Inclusion and Thunder Bay Police Service were also in attendance.

Document entitled “Radicalization Leading to Violence Training Synopsis” was distributed on desks, for information.

## 7.0 CITY OF THUNDER BAY RESPECT. COMMITTEE UPDATE

Councillor R. Johnson provided a brief update relative to City of Thunder Bay’s respect. Committee. New postcards were distributed, for information.

Councillor R. Johnson advised that the respect. Committee is interested in having member(s) from the Anti-Racism & Respect Advisory Committee attend their upcoming three (3) year planning meetings to provide input. Mr. C. Krumpholz and Mr. V. Viswanathan put their names forward to attend.

Councillor R. Johnson also provided information regarding having a respect. component at the upcoming Special Olympics being held in Thunder Bay in 2020.

## 8.0 2020 BLACK HISTORY MONTH PLANNING

Mr. C. Krumpholz provided information relative to the above noted.

It was consensus of the Committee that Mr. C. Krumpholz begin planning the 2020 Black History Month event.

It was noted that the Committee can promote the event on the City's Facebook page.

An update with more details of the event will be provided at the next meeting.

#### 9.0 WORKING GROUP UPDATE – CARL CRAWFORD PRESENTATION

Ms. M. Nadin, Committee Resource provided an update relative the above noted. Mr. Crawford has confirmed that he will be in Thunder Bay on April 28-30, 2020.

On Wednesday, April 29, 2020, a full day community engagement session and public presentation with Mr. Crawford will be scheduled. Location to be determined.

Ms. Nadin will provide an update at the next meeting. The next working group meeting is scheduled for January 2020.

#### 10.0 CITY OF THUNDER BAY 2019 - 2022 STRATEGIC PLAN

Ms. K. Lewis advised that the above noted report will be presented at Committee of the Whole on November 25, 2019, for Council's consideration. An update will be provided at the next meeting.

#### 11.0 INCIDENT REPORTING WORKING GROUP

Mr. J. Veltri advised that the next incident reporting working group meeting has been rescheduled to January 2020.

#### 12.0 ANNOUNCEMENTS

- J. Veltri - Thunder Pride AGM – November 27 from 7pm-9pm;
  - Thunder Pride event at Sleeping Giant Brewing Co. – December 1 from 2pm-5pm
- M. Makuto - Diversity Thunder Bay AGM – November 27;
  - RMCYA working with TBPS and LU regarding Police/Youth relations

#### 13.0 NEW BUSINESS

Proposed 2020 Committee Budget

Ms. K. Lewis provided an overview relative to the Committee's proposed 2020 budget.

Memorandum from Ms. K. Lewis, dated November 25, 2019, was distributed on desks, for information.

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.

MOVED BY: Ms. A. Muggeridge  
SECONDED BY: Mr. R. Scott

We recommend that the proposed 2020 Anti-Racism & Respect Advisory Committee meeting schedule be approved.

CARRIED

The 2020 meetings are scheduled as follows:

- Monday, January 27, 2020
- Monday, February 24, 2020
- Monday, March 30, 2020
- Monday, April 27, 2020
- Monday, May 25, 2020
- Monday, June 29, 2020
- Monday, September 28, 2020
- Monday, October 26, 2020
- Monday, November 30, 2020

15.0 ADJOURNMENT

The meeting adjourned at 2:05 p.m.