

DATE: NOVEMBER 27, 2017

MEETING NO. 09-2017

TIME: 12:01 P.M.

PLACE: MCNAUGHTON ROOM, 3RD FLOOR, CITY HALL

CHAIR: MS. A. ABU-BAKARE

PRESENT:

Ms. Amina Abu-Bakare, *Community Representative*
Mr. Ron Bourret, *Community Representative*
Ms. Shawn Carney, *Community Representative*
Mayor Keith Hobbs
Councillor Rebecca Johnson
Ms. Robyn Pepin, *Community Representative*
Councillor Paul Pugh
Mr. Vince Simon, *Community Representative*
Mr. Corey Wesley, *Thunder Bay Urban Aboriginal Advisory Committee*
Ms. M. Lander, *Thunder Bay Multicultural Association*

ABSENT:

Mr. Moffat Makuto, *Regional Multicultural Youth Council*
Mr. Corey Wesley, *Thunder Bay Urban Aboriginal Advisory Committee*

OFFICIALS:

Ms. Karen Lewis, Director - Corporate Strategic Services
Ms. Lorraine MacPhail, Supervisor - Staffing, Development & Support Services
Ms. Lee-Ann Chevrette, Coordinator - Crime Prevention Council
Mr. Stanley Legarde, Respect Intern
Ms. Maureen Nadin, Committee Resource
Ms. Linda Douglas, Committee Coordinator

GUESTS:

Ms. S. Laliberte, Indigenous Liaison Intern – United Way Thunder Bay
Leadership TB CAP Team:

- Ms. D. Bagdonas
- Mr. E. Narcisse
- Ms. L. Woods
- Mr. M. Ahlawat
- Ms. R. Molly
- Ms. T. Turnbull

1.0 WELCOME, INTRODUCTIONS & DISCLOSURES OF INTEREST

The Chair, Ms. A. Abu-Bakare, called the meeting to order at 12:01 p.m. There were no disclosures of interest declared at this time.

2.0 CONFIRMATION OF AGENDA

Councillor R. Johnson advised that copies of the Diversity Thunder Bay Year-at-a-Glance Report were at the sign-in desk for information purposes only.

Ms. A. Abu-Bakare added the Town Hall Meeting with Don Rusnak under New Business.

Mayor K. Hobbs noted that the Toronto Star article by Mr. Norm Gale, City Manager, was distributed electronically on November 27, 2017 prior to this meeting. The article entitled “How

Thunder Bay is dealing with its troubled past and its future” was published in the Toronto Star on Monday, November 27, 2017.

MOVED BY: Councillor P. Pugh

SECONDED BY: Mr. R. Bourret

With respect to the November 27, 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 PRESENTATIONS

3.1 CAP Team Update

Members of the Leadership Thunder Bay CAP Team were in attendance to provide an update on their Community Action Project.

Copies of the Project Report as of November 27, 2017 were distributed separately on desks at the meeting.

Mr. M. Ahlawat and Ms. R. Molly provided an overview of the status of the ambassador program that the CAP team is developing based on the initial proposal submitted by the Anti-Racism & Respect Advisory Committee.

The initial proposal targeted an ambassador program for students coming to Thunder Bay from northern communities and internationally from abroad.

After reviewing the scope of the work, the CAP Team decided to narrow the scope and target the ambassador program on young adults who come into the City to attend high school, particularly the Indigenous students.

An overview of meetings with stakeholders was provided. The CAP Team will be holding student forums to collect information on what students need when attending school in Thunder Bay.

A draft interim budget was included in the handout, and should be finalized by end of January, 2018.

Members of the Committee felt the CAP Team was on the right track, and they felt it was a wise decision to narrow the scope to one demographic.

It was noted that the title of the brochure, “This is Thunder Bay”, was only a recommendation in the proposal. The CAP Team would like to make the title broader and more welcoming.

The Committee encouraged the CAP Team to involve students (who are being interviewed) with the project – by participating in focus groups, working groups, and providing feedback.

Councillor P. Pugh noted that the Lakehead Social Planning Council has a “survival guide” that the CAP Team may want to review. The Team may want to modify it specifically for students who come from communities outside of Thunder Bay to attend high school.

Ms. L. Chevrette, Coordinator - Crime Prevention Council, suggested that the families of the students from communities outside of Thunder Bay would also benefit from the information in the ambassador program being developed. Mr. E. Narcisse noted that one of the goals of the project is to have the students take the guide back to their respective communities and empower other youth in the community who are considering attending high school in Thunder Bay.

Discussion was held relative to translating the ambassador program into several languages to make it more accessible for parents, grandparents, and caregivers, depending on the cost.

Mr. R. Bourret suggested that, if affordable, a video be created for people who are illiterate or who lack educational opportunities. It may have to be translated.

Ms. S. Carney suggested that the guide be reviewed by Literacy Thunder Bay to make it as accessible as possible.

Mayor K. Hobbs suggested that the CAP Team contact the Thunder Bay Police Services Board for potential funding. They may want to do a presentation to them with potential sponsorship in mind.

It was noted that there was an advertisement in last Saturday’s edition of the Chronicle Journal, advertising federal funding.

At 12:33 p.m., the presentation ended and members of the CAP Team were thanked for providing an update on their project.

3.2 United Way Community Survey on Racism

Ms. Sage Laliberte, Indigenous Liaison Intern – United Way Thunder Bay, provided an overview of the community engagement project that the United Way is working on and will be facilitating. The event will bring Indigenous and non-Indigenous organizations together to report on what they are doing in the community about racism. Planning for this event is in its early stages. It was suggested that the United Way collaborate with the local organizations dealing with racism to avoid any overlap.

Ms. Laliberte advised that she does have a draft release of the survey results regarding the United Way Community Survey on Racism & Discrimination, which was conducted in January, 2017 and closed on February 3, 2017. The draft is available upon request; however, it is confidential until it is officially released to the community.

A brief overview of funding from the Spirit Foundation was provided.

The presentation ended at 12:44 p.m., and Ms. S. Laliberte was thanked for appearing before the Anti-Racism & Respect Advisory Committee.

4.0 MINUTES OF PREVIOUS MEETING

The Minutes of Meeting No. 08-2017 of the Anti-Racism & Respect Advisory Committee, held on October 30, 2017, to be confirmed.

MOVED BY: Mr. R. Bourret

SECONDED BY: Ms. R. Pepin

THAT the Minutes of Meetings No. 08-2017 of the Anti-Racism & Respect Advisory Committee, held on October 30, 2017, be confirmed.

CARRIED

5.0 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 reported that she has written a memo to Council with recommendations; however, she is waiting to distribute it until she attendances the Anti-Racism Directorate meeting in Toronto on December 1st, 2017. She responded to questions about its content.

Ms. Abu-Bakare would also like to meet with the RMYC about their recommendations for Council.

The memo will be sent out to Committee members for their review, feedback and approval later in December, prior to presentation to City Council.

6.0 MEETING WITH REGINA'S DEPUTY MAYOR

On Friday, October 27, 2017, Councillor R. Johnson was in Regina, Saskatchewan, and took the opportunity to meet with Deputy Mayor Joel Murray. An overview of their meeting, as well as a summary of their "Reconciliation Regina Refresher" was provided for information.

Councillor R. Johnson provided an overview of her meeting with Deputy Mayor Joel Murray. She noted that some of the recommendations in the report can be applied to Thunder Bay.

City Council has also been provided with a copy of her report.

It was noted that the City of Thunder Bay does need to focus on hiring a full time coordinator to deal with racism in the community.

Ms. M. Nadin noted that she has a copy of the job description for the Anti-Racism Officer/Coordinator for the City of Hamilton. She will continue to track progress on their anti-racism resource centre.

7.0 MEMBERSHIP

The terms for Mr. Ron Bourret, Ms. Shawn Carney, and Ms. Robyn Pepin will expire on January 16, 2018, or as soon after as a replacement has been appointed. They are all welcome to reapply through the public application process, which is coordinated through the Office of the City Clerk. There is no limit on the number of terms a member may hold consecutively.

Citizens of Thunder Bay are invited to apply to serve on the Anti-Racism & Respect Advisory Committee. There will be three positions available on the Committee, with 4-year terms, expiring on January 16, 2022.

8.0 2017 – 2020 WORK PLAN

Copies of the updated 2017 – 2020 Work Plan were distributed separately with the agenda and on desks at the meeting.

Mr. R. Bourret presented an overview of the #1 priorities on the updated Work Plan.

Discussion was held relative to inviting the Aboriginal Liaison to provide a presentation on her position at the City. Ms. Ms. Lorraine MacPhail, Supervisor - Staffing, Development & Support Services will follow up on questions regarding the Aboriginal Liaison's membership on the Anti-Racism & Respect Advisory Committee. It was also noted that the Aboriginal Liaison for the Thunder Bay Police Service should also be invited to a meeting to provide a presentation on their role in the community.

Mr. R. Bourret noted that several groups around the table for the Thunder Bay Housing & Homelessness Coalition are not aware of the 211 Reporting Service. He suggested that information on this service be forwarded to provincial and federal agencies. Ms. S. Carney, who is a member of the Incident Reporting Working Group, reported that a subcommittee has been formed to raise awareness/promote the service.

Councillor P. Pugh provided an overview of how Ontario legislates funding throughout the province.

MOVED BY: Councillor R. Johnson
SECONDED BY: Ms. S. Carney

THAT the 2017 – 2020 Work Plan for the Anti-Racism & Respect Advisory Committee be adopted as the Committee’s working document;

AND that the 2017 – 2020 Work Plan be forwarded to City Council for their information.

CARRIED

9.0 WORKING GROUP UPDATES

9.1 Incident Reporting Working Group

Ms. S. Carney reported that the Working Group is focusing on promoting the service in the community. They have hired a researcher to analyze the date. A brief overview of the person hired as researcher was provided.

9.2 Respect Working Group

Ms. S. Legarde, Respect Intern, provided an overview of the November 15th, 2017 Respect Working Group meeting. He attends employee training for new City hires to present the Respect module.

The Working Group is in the process of reviewing and updating the Respect principles. Recommendations from the Seven Youth Inquest continue to be considered for incorporation into the Respect principles. Social media may be used to raise awareness about the principles.

9.3 Roundtable Against Racism

Deferred to Spring 2018. Councillor R. Johnson advised that the Working Group will need to meet and start planning for the event.

9.4 One City, Many Voices

Ms. R. Pepin reported that members of the Regional Multicultural Youth Council are writing the column for November; the article should be published in the Chronicle Journal within the next couple of days. An overview of the article was provided.

Ms. Pepin advised that she will not be re-applying to sit on the Committee, and accordingly, will no longer be coordinating the column.

Discussion was held relative to sending out a solicitation letter for writers, which Committee members could circulate among their contacts. The guidelines will also be sent out with the solicitation letter.

Ms. M. Lander, Thunder Bay Multicultural Association, volunteered to take over the position of Column Coordinator. Ms. Lander also volunteered to write the January 2018 article.

9.5 Improve Housing Situation Working Group

Mr. R. Bourret provided an overview of the Housing & Homelessness Coalition meeting he attended on November 21, 2017. Over 20 agencies are involved with the Coalition. There is funding available for housing issues.

He provided an overview of the Anti-Racism & Respect Advisory Committee for the Coalition at the November 21st meeting he attended.

10.0 ANNOUNCEMENTS - None

11.0 NEW BUSINESS

Town Hall Meeting

Ms. A. Abu-Bakare provided an overview of the first town hall meeting hosted by local MP Don Rusnak. Three questions were presented to attendees for discussion.

Another town hall meeting is being planned for 2018, and will include the youth.

Ms. Abu-Bakare will follow up with Mr. Rusnak about a possible collaboration with the United Way and with the high schools.

12.0 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, January 29, 2018
- 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.)

Outstanding Item:

- Presentation of the Housing and Homelessness Strategy for a future meeting

13.0 ADJOURNMENT

The meeting adjourned at 1:52 p.m.