

DATE: NOVEMBER 28, 2016 **MEETING NO. 04-2016**
TIME: 12:08 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
Councillor Paul Pugh
Mr. Aaron Tyance, *Thunder Bay Urban Aboriginal Advisory Committee*

GUEST:

Ms. Carol Rusak, Diversity Thunder Bay

OFFICIALS:

Ms. Karen Lewis, Director - Corporate Strategic Services
Ms. Lorraine MacPhail, Staffing & Organizational Development Specialist - Corporate Services & Long Term Care
Ms. Maureen Nadin, Committee Resource
Ms. Linda Douglas, Committee Coordinator
Ms. Alison Bortolon, Respect Intern

REGRETS/ABSENT:

Mr. Moffat Makuto, *Regional Multicultural Youth Council*
Ms. Robyn Pepin, *Community Representative*
Mr. Vince Simon, *Community Representative*
Ms. Cathy Woodbeck, *Thunder Bay Multicultural Association*

1.0 WELCOME & DISCLOSURES OF INTEREST

The Chair, Ms. A. Abu-Bakare, called the meeting to order at 12:08 p.m. There were no disclosures of interest declared at this time.

2.0 CONFIRMATION OF AGENDA

Councillor R. Johnson added the following items under New Business:

- Kawartha Pine Ridge District School Board Inclusion Calendar;
- Nishnawbe Aski Development Fund - Community Forum; and
- Diversity Thunder Bay Action Plan & Year-at-a-Glance.

Ms. K. Lewis, Director - Corporate Strategic Services, added updates from the Incident Reporting Working Group Service and the Respect Working Group under New Business.

MOVED BY: Ms. S. Carney
SECONDED BY: Mayor K. Hobbs

WITH REGARD TO the November 28, 2016 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 PRESENTATION: SPONSORSHIP PROPOSAL

Copies of the Sponsor Proposal were provided for information.

The organizing team of the 11th Annual International Day for the Elimination of Racial Discrimination (IDERD) Celebration Breakfast has invited the Anti-Racism & Respect Advisory Committee to take part as a sponsor for their March 22, 2017 event.

Ms. C. Rusak, Diversity Thunder Bay, provided an overview of the event and presented the sponsorship proposal. A profile of the keynote speaker, Dr. Marie Wilson, was provided. Dr. Wilson will be speaking about the Truth and Reconciliation Commission, and what communities are doing to implement the Calls to Action.

The organizing team is seeking sponsorship of \$2,500 at the Gold level. Ms. Rusak noted that the keynote speaker is available during the day after the breakfast, and the organizing team is hoping that she can meet with some of the sponsors. Mayor K. Hobbs commented that we should take advantage of this opportunity to meet with Dr. Wilson.

Discussion was held relative to preparing and submitting questions for the keynote speaker, similar to what was done when Stephen Lewis attended the breakfast.

Ms. K. Lewis, Director - Corporate Strategic Services, noted that the contributions from the Anti-Racism & Respect Advisory Committee will be combined with the contributions from the City's Human Resources & Corporate Safety Division, for a total sponsorship of \$5,000. She also noted that the City has been a long-standing supporter of this event.

In recognition of the City's long-standing support of this event, and the \$5,000 combined sponsorship for the March 2017 event, the Anti-Racism & Respect Advisory Committee is respectfully requesting sponsorship at the Co-Presenter level.

Ms. Rusak advised that the Diversity Thunder Bay organizing team will need to discuss this request.

Ms. S. Carney noted that the Incident Reporting Working Group is hoping to launch the 211 Incident Reporting Service at the Celebration Breakfast.

Ms. K. Lewis advised that she will contact Ms. Rusak after the meeting to provide her with the outcome of the discussion about this proposal. She will also cc the Committee Chair on the communication.

4.0 PRESENTATION: EMPLOYMENT EQUITY OVERVIEW at CTB

The Committee's Work Plan – Objective 10 is: Consult with City HR on outcome of Employment Equity Survey.

Ms. Lorraine MacPhail, Staffing & Organizational Development Specialist, presented the results of the 2014 CTB Employment Equity Survey, as compared to the Thunder Bay Labour Force, and responded to questions.

The survey was sent out to all employees in the Corporation. The response rate was approximately 28%. Responders could voluntarily self-identify under gender, Indigenous peoples, visible minorities, and/or persons with disabilities.

Outreach efforts are yielding applications from the targeted groups and are reasonably consistent with Thunder Bay's labour force and the Corporation's demographics, with the exception of the persons with disabilities group. There is no evidence of overt bias or discrimination within the City's hiring policies, procedures and outcomes. Unemployment rates for Indigenous People and Persons with Disabilities are higher compared to Thunder Bay's Census Metropolitan Area.

Going forward, the HR & Corporate Safety Division will continue to work towards providing barrier free employment practices and will continue to work with Mr. S. Garner, Municipal Accessibility Specialist. HR will continue to ensure hiring practices are consistent with the AODA and the IASR regulations. HR has begun to educate supervisors on these requirements.

HR is working with Ms. K. Lewis, Director - Corporate Strategic Services and the Steering Committee to respond to applicable jury recommendations arising from the Inquest into the Deaths of Seven First Nations Youth. HR is also working with the Aboriginal community and the City's Aboriginal Liaison to promote employment opportunities for Indigenous People.

An overview of current outreach initiatives was provided.

The Mayor suggested that some of this information be included in a future article of One City, Many Voices.

Discussion was held relative to reasonable accommodations for hiring procedures and hard skills versus soft skills (for immigrants). Other visible minorities also need to be considered, as this is in place in the private sector.

Councillor P. Pugh strongly urged HR to take all steps necessary to hire more Indigenous People as the local population is probably higher than the 8% reflected in the statistics.

Ms. MacPhail will provide links to the Statistics Canada information upon request.

5.0 MINUTES OF PREVIOUS MEETINGS

Minutes of Meeting No. 03-2015 of the Anti-Racism & Respect Advisory Committee, held on September 26, 2016, were presented for approval.

MOVED BY: Councillor P. Pugh
SECONDED BY: Mayor K. Hobbs

THAT the Minutes of Meeting No. 03-2016 of the Anti-Racism & Respect Advisory Committee, held on September 26, 2016, be approved.

CARRIED

6.0 BUSINESS ARISING FROM PREVIOUS MINUTES

At the September 26, 2016 Committee meeting, Mr. Ron Bourret announced that he would be attending a one day “Racism Sensitivity Training” session, sponsored by the Lieutenant Governor’s office in Toronto in October.

Mr. Ron Bourret provided an overview of a one-day education presentation by the Ontario Regulator for Access Consortium on October 24, 2016. The session focused on immigrants who are educated in a particular profession in their home country and are seeking similar employment in Canada. The impact of cultural differences and stereotyping were discussed. Canadian culture and work success are based on “soft” skills, whereas other cultures base their work success on “hard” skills.

Mr. Bourret noted that Confederation College has started to switch some of their exams to oral exams, as opposed to written exams, for some foreign students, promoting better outcomes.

Regarding hiring procedures, Mr. Bourret provided an overview of the importance of making an applicant feel comfortable during the interview process. He highly recommended that the City find ways to accommodate immigrants throughout the recruitment, selection and hiring process.

Mr. Bourret was thanked for his presentation.

7.0 JOINT MEETING WITH DIVERSITY THUNDER BAY

Copies of the minutes from the joint meeting/information session with Diversity Thunder Bay (DTB) held on October 24, 2016 were provided for information.

8.0 2017 COMMITTEE BUDGET

Copies of the proposed 2017 Budget, as well as the Project Proposal for the Incident Reporting & Referral Service through 211 and the Lakehead Social Planning Council, were provided for information and consideration by the Anti-Racism & Respect Advisory Committee.

The Anti-Racism & Respect Advisory Committee reviewed the proposed budget for 2017, including the funding proposal for the 211 Incidence Reporting & Referral Service, and the sponsorship proposal for the Diversity Thunder Bay Celebration Breakfast.

Ms. K. Lewis, Director - Corporate Strategic Services, reported that the proposed budget will be submitted to City Council for consideration.

There are similarities to past years; however, the \$27,256 allocation for incident reporting is new for 2017.

An overview of the Incident Reporting Working Group was provided. The scope of work has turned out to be more significant than originally anticipated. Call takers will need specialized training and the proposal includes a designated staff person who can speak to callers in person, if requested. The LSPC is a key partner in moving this initiative forward.

It was suggested that there could be opportunities to collaborate with VCARS (Victim Crisis Assistance & Referral Services) for the face-to-face meetings. There may be funding opportunities through a Trillium application.

Regarding the \$20,000 allocation for the Respect Initiative, Ms. Lewis responded to questions about the cost of materials and supplies. More information on costs and the value/impact of the initiative will be provided at the next Committee meeting.

\$2,500 will be the maximum amount of the sponsorship for the Diversity Celebration Breakfast.

MOVED BY: Councillor P. Pugh
SECONDED BY: Mr. R. Bourret

With regard to the memorandum dated November 28, 2016 from Karen Lewis, Director - Corporate Strategic Services, relative to the proposed 2017 Committee budget;

THAT we accept the 2017 Committee budget, as presented at the November 28, 2016 meeting of the Anti-Racism & Respect Advisory Committee, and forward to City Council for approval, as part of the proposed 2017 City budget.

CARRIED

9.0 2017 MEETING SCHEDULE

The proposed start time for the 2017 committee meetings is 12:00 noon. The Committee was asked to consider if the last Monday of each month, except July, August and December, continues to be mutually agreeable for members.

The following meeting dates were proposed for 2017:

- Monday, January 30, 2017
- Monday, February 27, 2017
- Monday, March 27, 2017
- Monday, April 24, 2017
- Monday, May 29, 2017
- Monday, June 19, 2017 (3rd Monday in June)
- Monday, September 25, 2017
- Monday, October 30, 2017
- Monday, November 27, 2017

MOVED BY: Councillor P. Pugh
SECONDED BY: Mr. R. Bourret

THAT the regularly scheduled monthly meetings of the Anti-Racism & Respect Advisory Committee for the year 2017 be 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 presented at the November 28, 2016 meeting of the Anti-Racism & Respect Advisory Committee, unless otherwise notified.

CARRIED

10.0 IMMIGRATION FORUM

On November 1, 2016, Mr. Ron Bourret attended the annual NWO Immigration Forum at the Victoria Inn, hosted by the Northern Ontario Francophone Immigration Support Network (Northern Network), Thunder Bay Community Economic Development Commission (CEDC), Thunder Bay Multicultural Association (TBMA) and the Local Immigration Partnership (LIP).

Mr. R. Bourret provided an overview of the forum on preparing for immigrants, welcoming policies and resettlement assistance. There was a lot of representation from the region and good networking opportunities to discuss what everyone is doing.

11.0 ANTI-RACISM DIRECTORATE

On Saturday, November 26, 2016, the Ontario Anti-Racism Directorate held a public meeting on fighting systemic racism at the Da Vinci Centre in order to hear feedback from the Thunder Bay community on which priority anti-racism issues the Directorate should address.

The focus was on systemic/institutional racism. The Directorate needs to collect statistics. It was noted that the need for 211 reporting service is greater now.

Mayor K. Hobbs spoke about his disappointment with the November 11th episode of the Fifth Estate titled “No Foul Play: Death in Thunder Bay - The Case of Stacy DeBungee”. His interview, which highlighted the positive initiatives in Thunder Bay dealing with racism, was

omitted from the episode. It was a poor reflection on Thunder Bay, on the Thunder Bay Police Service and the Thunder Bay Chief of Police.

12.0 UPDATE FROM CCMARD

Councillor R. Johnson provided an update from the Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD). It is still in existence; however, the name was changed to the International Coalition of Inclusive and Sustainable Cities (ICCAR), effective June 1, 2016, at the international conference held in Bologna, Italy in April, 2016.

Councillor Johnson noted that the City of Thunder Bay signed on to participate in the Canadian Coalition of Municipalities against Racism and Discrimination (CCMARD) and this committee needs to provide an update on what they are doing with the 10 Common Commitments/10 Point Plan of Action.

Ms. K. Lewis, Director - Corporate Strategic Services, requested a copy of the international minutes, if they can be shared. Councillor Johnson will provide them.

13.0 ANNOUNCEMENTS – None.

14.0 NEW BUSINESS

14.1 Kawartha Pine Ridge School Board Calendar

Councillor R. Johnson presented the Kawartha Pine Ridge District School Board Equity, Diversity and Inclusion Calendar for the 2016-2017 school year. She suggested that some of the holy days, holidays, and significant cultural-related days could be included in upcoming issues of the MyTBay Citizen Newsletter.

14.2 Reports from Diversity Thunder Bay

Copies of the Diversity Thunder Bay 2017 Action Plan and Year-at-a-Glance Report (from September 1, 2015 to August 31, 2016) were distributed separately on desks at the meeting for information purposes.

Councillor Johnson noted that some of the items discussed at the joint meeting were included in the Action Plan.

14.3 Embracing Inclusion

Councillor R. Johnson provided a brief overview of Embracing Inclusion, which is a project of the Ontario Network of Employment Skills Training Projects (ONESTEP) and the Ontario Council of Agencies Serving Immigrants. Ms. L. MacPhail expressed interest in the project.

14.4 NAN Community Forum

Councillor R. Johnson provided an overview of a community forum being hosted by the Nishnawbe Aski Development Fund. The forum is tentatively scheduled for February, 2017. Committee members were asked if anyone was willing to participate on their planning committee. Information about the event will be sent out electronically through the Committee Coordinator.

Ms. L. Douglas, Committee Coordinator, advised that Ms. R. Pepin provided her with a brief report for this meeting. Ms. Pepin advised that, due to personal commitments, she is unable to take part in the facilitation/coordination of the 2017 Regional Gathering.

14.5 One City, Many Voices

Discussion was held relative supporting the writers of the articles when hostile comments and/or letters to the Editor are written about the articles.

Ms. K. Lewis suggested that there be a disclaimer included at the end of every article about the article being the opinion of the writer, and not necessarily the opinion of the Anti-Racism & Respect Advisory Committee. This suggestion will be further explored.

Ms. M. Nadin, the Committee Resource, advised that the Committee needs to decide on setting guidelines about the content of column.

14.6 Incident Reporting Working Group

Ms. S. Carney provided an overview of the November 9th Working Group meeting. Marketing strategies were discussed – how to create awareness about the service and how to target the audience we want to be aware of the service.

The Working Group is hoping to launch the service in March, 2017 with an official launch at the Diversity Celebration Breakfast on March 22, 2017.

Prior to the launch, the Working Group will be meeting with focus groups to review and provide feedback on the marketing information and key messaging.

14.7 Respect Working Group

Ms. A. Bortolon, Respect Intern, reviewed the Working Group's Action Plan and provided an overview of the presentations in November.

Tbaytel has joined the organizations committed to respect. Ms. Bortolon continues to present the respect module at corporate orientation for new City hires.

Respect videos can be found on-line at
http://www.thunderbay.ca/Living/Public_Safety/respect/respect_video_highlights.htm.

There is a call to action to join the Respect initiative.

15.0 NEXT MEETING

It was noted that working group updates should be included as standing items on the agenda going forward.

Meetings of the Anti-Racism & Respect Advisory Committee for the year 2017 will be 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.

- Monday, January 30, 2017
- Monday, February 27, 2017
- Monday, March 27, 2017
- Monday, April 24, 2017
- Monday, May 29, 2017
- Monday, June 19, 2017 (3rd Monday in June)
- Monday, September 25, 2017
- Monday, October 30, 2017
- Monday, November 27, 2017

Outstanding Items:

- Review of recommendations from the Final Report of The Unity Project, the youth engagement held on April 4, 2016.
- Presentation of the Housing and Homelessness Strategy for a future meeting [Work Plan Objective 8].
- Racialized Young Professionals to make a presentation about what they are doing to break down racial barriers.
- Collaboration with Dr. C. Wesley-Esquimaux on the T&R Calls to Action directed at municipal governments.
- Collaboration with City Administration on the 31 recommendations from the Coroner's Inquest into the deaths of seven First Nations students in Thunder Bay that are directed at the City, to determine what will be done and by whom.

16.0 ADJOURNMENT

The meeting adjourned at 2:07 p.m.