

DATE: OCTOBER 30, 2017

MEETING NO. 08-2017

TIME: 12:03 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
Mr. Moffat Makuto, *Regional Multicultural Youth Council*
Ms. Robyn Pepin, *Community Representative*
Councillor Paul Pugh
Mr. Vince Simon, *Community Representative*

OFFICIALS:

Mr. Norm Gale, City Manager
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

REGRETS:

Councillor Rebecca Johnson
Mr. Corey Wesley, *Thunder Bay Urban Aboriginal Advisory Committee*
Ms. Cathy Woodbeck, *Thunder Bay Multicultural Association*

1.0 WELCOME, INTRODUCTIONS & DISCLOSURES OF INTEREST

The Chair, Ms. A. Abu-Bakare, called the meeting to order at 12:03 p.m. There were no disclosures of interest declared at this time.

2.0 CONFIRMATION OF AGENDA

MOVED BY: Councillor P. Pugh

SECONDED BY: Mr. R. Bourret

With respect to the October 30, 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 MINUTES OF PREVIOUS MEETING

The Minutes of Meeting No. 07-2017 of the Anti-Racism & Respect Advisory Committee, held

on September 25, 2017, to be confirmed.

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

THAT the Minutes of Meetings No. 07-2017 of the Anti-Racism & Respect Advisory Committee, held on September 25, 2017, be confirmed.

CARRIED

4.0 BUSINESS ARISING FROM PREVIOUS MEETINGS - None

5.0 NON-BUSINESS MEETING WITH CITY COUNCIL

As part of the 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 6:30 p.m.

Councillor R. Johnson took notes and provided a report on the meeting, which was presented at the October 30, 2017 Committee meeting.

Ms. S. Carney provided an overview of the joint meeting. It was a good, dynamic meeting with a lot of discussion; City Council seems open to suggestions from this Committee.

Ms. A. Abu-Bakare emphasized that the community wants to know that their community leaders care and are concerned about racism.

Ms. Abu-Bakare reported that City Council was provided with a copy of the Committee's Action Plan. The RMYC youth, who attended the meeting, also came with their Action Plan. As a follow-up, this Committee will send a memorandum to Council with recommendations on what needs to be addressed.

Ms. Abu-Bakare noted that she has been invited to the first ever Anti-Racism Conference in Toronto on December 1, 2018, hosted by the Provincial Government. She plans on attending. Mr. N. Gale, City Manager, provided a brief overview of his meeting with Minister Michael Coteau, Minister Responsible for the Anti-Racism Directorate.

Mr. Gale thanked the Committee for their leadership at the Non-Business meeting with Council. Discussions were insightful and thought-provoking. One of the messages conveyed was to show up/be present and empathetic to the issues of racism in the community. He provided a very preliminary overview of several initiatives he is working on.

Discussion was held relative to the statistics released by Statistics Canada, indicating that Thunder Bay has the biggest proportion of Aboriginal residents among major Canadian cities.

The report (issued October 25, 2017) revealed that the 2016 census found 12.7% of the City's population identifying as Aboriginal, up from just over 8.0% a decade earlier.

Mr. M. Makuto provided comments from the youth who attended the Non-Business meeting with Council. He noted that the RMYC will also be submitting recommendations. He also noted that the youth want clarity on why City Councillors did not attend the Seven Youth Inquiry. They would like a report in order to respond to parents on what really happened.

Mr. Makuto distributed copies of a Letter to the Editor, dated August 28, 2017 in the Chronicle Journal, from Bob Herman relative to finding solutions for First Nations problems. The article was entitled "*Finger-pointing futile in solving FN problems*". Mr. Makuto suggested that Mr. Herman be invited to a future Committee meeting to explain his perspective in this article.

In response to Mr. Makuto's concerns on why City Councillors did not attend the Seven Youth Inquiry, Mr. N. Gale provided an overview relative to the advice Legal Services provided for City Councillors.

Councillor P. Pugh provided an overview of his reasons for not attending the Seven Youth Inquiry and his current perspective on his decision not to attend.

Discussion was held relative to the City providing funding for youth programming and past attempts by the RMYC to secure funding. The RMYC was encouraged to apply for a bingo licence for fundraising purposes.

A very emotional and passionate discussion followed on racism in the community and City Council's role in dealing with it.

Committee members were reminded that they are an advisory committee to City Council and that they can make recommendations to City Council on moving forward, and on how to deal with equity, diversity and racism. Mr. R. Bourret noted that the Committee needs to review their Terms of Reference, as this is their guiding document. If Committee members are unwilling to work under their Terms of Reference and the Municipal Act, he suggested that they start their own independent community group to deal with racism in the community.

Discussion was held relative to the motion presented to City Council relative to condemning the remarks of Senator Lynn Beyak and requesting that she resign as senator. The motion was defeated.

Mayor K. Hobbs suggested that representatives from the Committee attend Inter-Governmental Affairs Committee meetings to make presentations on issues they feel strongly about.

Ms. A. Abu-Bakare committed to providing a memorandum to City Council with recommendations from this Committee.

6.0 DEFINITION OF RACISM

At the September 15, 2017 meeting of the Anti-Racism Incident Reporting Working Group, discussion was held relative to the definition of racism. After some discussion, it was decided to refer the issue to the larger Anti-Racism and Respect Advisory Committee.

On the Anti-Racism & Respect Advisory Committee Resource website, the definition of racism is as follows:

“Definitions of racism all agree that it is an ideology that either explicitly or implicitly asserts that one racialized group is inherently superior to others. Racist Ideology can be openly manifested in racial slurs, jokes or hate crimes. However, it can be more deeply rooted in attitudes, values, and stereotypical beliefs. In some cases these beliefs are unconsciously maintained by individuals and have become deeply embedded in systems and institutions that have evolved over time”
— Ontario Human Rights Commission

Discussion was held relative to if the Committee was satisfied with the above definition. It was noted that the OHRC uses a world-wide standard/global definition.

MOVED BY: Ms. S. Carney
SECONDED BY: Ms. R. Pepin

THAT the Ontario Human Rights Committee definition of racism continues to be the generally accepted definition by the Anti-Racism & Respect Advisory Committee.

CARRIED

7.0 2018 MEETING DATES

Committee members to determine if meetings will continue to be scheduled 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 (unless otherwise notified).

The following meeting dates were proposed in 2018*:

- 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.)

MOVED BY: Councillor P. Pugh
SECONDED BY: Ms. S. Carney

THAT the regularly scheduled meetings of the Anti-Racism & Respect Advisory Committee for the year 2018 be held on the last Monday of each month, except in July, August, and December, commencing at 12:00 p.m. in the McNaughton Room, 3rd Floor of City Hall, as presented at the October 30, 2017 meeting of the Anti-Racism & Respect Advisory Committee, unless otherwise notified.

CARRIED

8.0 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. Effective January 16, 2018, there will be three positions available on the Committee, with 4-year terms, expiring on January 16, 2022.

9.0 2017 – 2020 WORK PLAN

Copies of the 2017 – 2020 Work Plan were provided for information.

Status of Work Plan to be reviewed, and the next Objective(s) on Work Plan that needs to be accomplished before the end of 2017 and in early 2018 to be confirmed.

Mr. R. Bourret reported that the Work Plan Working Group will review the Work Plan and report on its priorities at the next Committee meeting.

10.0 WORKING GROUP UPDATES

10.1 Incident Reporting Working Group

Ms. S. Carney reported that the next Working Group meeting is scheduled for November 6, 2017. They are in the process of hiring a researcher to analyze the data. This is a one-year pilot project.

Mr. R. Bourret asked if the Working Group receives reports on racism from the Thunder Bay Police Service. Ms. Carney will discuss this matter at the next Working Group meeting, with the possibility of expanding the service.

10.2 Respect Working Group

Mr. S. Legarde, Respect Intern, provided an overview of the October 11th Respect Working Group meeting. He will be meeting with concerned citizens to discuss the Respect principles. Going forward, Mr. Legarde will be leading the Respect training for new City hires. Discussion was held about providing the Respect module for every City employee.

He will be researching websites on anti-racism and discrimination for best practices.

10.3 Roundtable Against Racism – No Update

10.4 One City, Many Voices – Robyn Pepin

Ms. R. Pepin reported that she was unable to find a writer for October; accordingly there is no article for October in today's edition of the Chronicle Journal.

She has contacted Mr. M. Makuto about have a youth member from RMYC writing an article.

A brief discussion was held relative to recent articles published in the Chronicle Journal. It was noted that some members of the community perceive them as racist and are hesitant to submit articles to the Chronicle Journal on behalf of the Committee.

Ms. Nadin commented that we do have a good partnership with the Chronicle Journal, and she would like to see the One City, Many Voices column continue.

Ms. Pepin advised that she will be stepping down as the Column Coordinator at the end of this year.

Mayor K. Hobbs suggested that articles could be written about what City Council has accomplished in the previous month relative to anti-racism in the community. There could also be an update on the 211 Incident Reporting Service.

10.5 Improve Housing Situation Working Group

Mr. R. Bourret reported that the next meeting of the Housing & Homelessness Coalition is November 21, 2017. He asked the Committee about what type of information they would like him to report on.

Ms. K. Lewis provided a brief explanation about acts of racism when applying for housing in the City. She suggested that he report on how it is illegal to turn down applications for housing

based on race/racism and how this Committee can raise awareness about the rights of individuals when buying or renting or applying for housing/accommodations.

11.0 ANNOUNCEMENTS - None

12.0 NEW BUSINESS

Committee Budget

Ms. K. Lewis provided an overview of this year's Committee budget. \$3,500 has been allocated for events. She noted that the Incident Reporting Working Group is looking for a researcher for the 211 reporting service, and there is funding available for the Community Action Project that is currently underway.

13.0 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 November 28, 2016 meeting of the Anti-Racism & Respect Advisory Committee, unless otherwise notified.

Next Meeting:

- Monday, November 27, 2017

Outstanding Item:

- Presentation of the Housing and Homelessness Strategy for a future meeting
- United Way to be invited to November meeting to provide update on the status of results on their on-line Community Survey on Racism & Discrimination, which was conducted in January, 2017 and closed on February 3, 2017.

14.0 ADJOURNMENT

The meeting adjourned at 2:00 p.m.