

DATE: SEPTEMBER 25, 2017

MEETING NO. 07-2017

TIME: 12:07 P.M.

PLACE: MCNAUGHTON ROOM, 3RD FLOOR, CITY HALL

CHAIR: MS. A. ABU-BAKARE

PRESENT:

Ms. Amina Abu-Bakare, *Community Representative*
Ms. Shawn Carney, *Community Representative*
Mayor Keith Hobbs
Councillor Rebecca Johnson
Mr. Moffat Makuto, *Regional Multicultural Youth Council*
Councillor Paul Pugh
Mr. Vince Simon, *Community Representative*

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

REGRETS:

Mr. Ron Bourret, *Community Representative*
Ms. Robyn Pepin, *Community Representative*
Mr. Corey Wesley, *Thunder Bay Urban Aboriginal Advisory Committee*
Ms. Cathy Woodbeck, *Thunder Bay Multicultural Association*

GUESTS:

Ms. Angela Gollat
Ms. Dawn Bagdonas, Leadership Thunder Bay – CAP Team Liaison

1.0 WELCOME, INTRODUCTIONS & DISCLOSURES OF INTEREST

The Chair, Ms. A. Abu-Bakare, called the meeting to order at 12:07 p.m. There were no disclosures of interest declared at this time.

2.0 CONFIRMATION OF AGENDA

The following items were added under New Business:

- Ian Pattison is retiring from the Chronicle Journal. Future of One City, Many Voices column.
- Office of the Independent Police Review Director (OIPRD) public meeting in Thunder Bay.
- RMYC Report from Moffat Makuto

MOVED BY: Mayor K. Hobbs

SECONDED BY: Mr. V. Simon

With respect to the September 25, 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 PRESENTATION

Community Conversation Forums

Ms. Angela Gollat, a local artist/facilitator/teacher, participated in this past winter's "Conversations Across the Racial Divide" event that used the Deep Democracy format to host discussions. She has since invested in being trained as a facilitator using the Deep Democracy method and will be leading discussions locally to open dialogue on issues of colonialism, white supremacy and racism in our community.

Ms. Angela Gollat was in attendance to share her experience with the conversations on becoming an anti-racism ally and what they are hearing and learning from the community in terms of capacity, investment and opportunities for future community development work. She offered the Committee an opportunity to become involved in or support future community conversations, as well as offer support for efforts in developing a community based anti-racism strategic plan, and responded to questions about Committee sponsorship.

Ms. Gollat provided an overview of her background and work in the community, particularly with racialized and marginalized women. She facilitates conversations on becoming an anti-racism ally, and noted that there are issues with racialized people in Thunder Bay. She provided an overview of the deep democracy process and handling difficult situations and conversations. An overview was provided on the last session of Community Conversations across the Racial Divide. The next session will be looking at reconciliation /conciliation. She would like to create an opportunity for the Anti-Racism & Respect Advisory Committee to support this conversation.

She is interested in helping the Committee with creating a strategic plan, actions the community would support, and recommendations to Council. She could facilitate a conversation with the community.

At 12:25 p.m., Ms. Gollat was thanked for appearing before the Committee. Upon completion of her presentation, she left the meeting.

4.0 INTRODUCTION OF RESPECT INTERN

Ms. K. Lewis, Director - Corporate Strategic Services, was very pleased to introduce the new Respect Intern, Mr. Stanley Legarde.

Ms. L. Chevrette, Coordinator - Crime Prevention Council, noted that the position is a one-year internship funded through NOHFC, and provided some background information on Mr. Legarde.

Mr. Legarde provided an overview of his plans for the role of Respect Intern, and will be bringing a strong mental health aspect to his role.

Ms. Lewis will be reviewing the Work Plan to determine areas of overlap and will be presenting a memo in this regard at the October 30th Committee meeting.

5.0 MINUTES OF PREVIOUS MEETING

The Minutes of Meeting No. 06-2017 of the Anti-Racism & Respect Advisory Committee, held on June 19, 2017, to be confirmed.

Ms. L. Chevrette, Coordinator - Crime Prevention Council noted that on Page 5 of 6 of the Minutes, under Respect Working Group Updates, the Respect Ambassadors should be referred to as the Community Safety Ambassadors.

Ms. L. MacPhail, Supervisor - Staffing, Development & Support Services, noted that, in the same section, the Respect module is included with the Workplace Safety & Harassment training.

The minutes will be amended accordingly.

MOVED BY: Councillor P. Pugh

SECONDED BY: Mr. M. Makuto

THAT the Minutes of Meetings No. 06-2017 of the Anti-Racism & Respect Advisory Committee, held on June 19, 2017, be confirmed as amended.

CARRIED

6.0 BUSINESS ARISING FROM PREVIOUS MEETINGS

6.1 Roll-Up Banners

At the March 27, 2017 Committee meeting, design options for the Committee's Roll-Up Banner were presented for the Committee's consideration.

Ms. K. Lewis, Director - Corporate Strategic Services presented the Committee's roll-up banner and provided rationale for set-up.

Members were pleased with the resulting banner.

7.0 INCIDENT REPORTING & REFERRAL SERVICE UPDATE

Copies of minutes of the Incident Reporting Working Group meeting held on September 15, 2017, were delivered electronically on September 22, 2017 and hard copies were distributed separately on desks at the meeting.

Working Group Co-Chair, Ms. Shawn Carney, provided an overview of the meeting, as well as statistics on activity of the 211 Incident Reporting Service since the launch of the service on June 27th, 2017.

After reviewing the data, the Working Group determined that an expert needs to be hired to review, analyze and qualitatively organize the data. The preference is for a local researcher.

It was noted that a large percentage of the callers were Caucasian.

Mr. M. Makuto noted that the TB Chamber of Commerce had an education program on status cards in the community, and that the Working Group should follow up with them about the status and/or outcome of that program.

Mr. S. Legarde, Respect Intern, noted that there are trust issues with Indigenous students reporting incidents of racism. Ms. S. Carney noted that there has been a recommendation to have a separate Indigenous reporting service.

8.0 NON-BUSINESS MEETING WITH CITY COUNCIL

As part of our revised work plan, the Anti-Racism & Respect Advisory Committee has requested a non-business meeting with City Council in October. This meeting is projected as a 2-way communication on racism issues in the community, furthering the dialogue by addressing actions being taken by the Committee, sharing perspectives, and discussing how City Council can become involved.

This meeting will take place just prior to the regular Monday night Council meeting on Monday, October 23, 2017, from 5:00 to 6:00 p.m. Supper will be provided.

Ms. A. Abu-Bakare and Ms. S. Carney will prepare the agenda.

9.0 2017 – 2020 WORK PLAN

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

The Work Plan was reviewed.

- #6 – Indigenous Public Meeting – unable to organize at this time.
- #9 – Connecting to the City – an open house will be planned for 2018.
- #12 & #13 – Connecting to the City – Youth – The Leadership Thunder Bay CAP Team will be developing an Ambassador Program and brochure. Copies of the Committee's application to Leadership Thunder Bay were circulated on desks at the meeting.
- #20 – Round Table – this event will be deferred to Spring 2018. Councillor R. Johnson will be meeting with the facilitator, Margaret Wanlin, in October to plan the agenda.

Discussion was held relative to planning a town hall meeting. The Committee may partner with the Ontario Human Rights Commission on this event. It was noted that discussions should be positive with a focus on solutions regarding racism in the City. A dynamic facilitator will be needed for this event if it is to be successful. This item will be added to the Committee's Work Plan.

It was suggested that the set-up be similar to the City's pre-budget meetings. Tables are placed around the room with people making suggestions at those tables; there will be no microphones.

Ms. K. Lewis, Director - Corporate Strategic Services, advised that she will bring a financial update to the Committee at the October 30th meeting.

MOVED BY: Councillor P. Pugh
SECONDED BY: Mr. M. Makuto

THAT the 2017 – 2020 Work Plan be accepted with the revisions presented at the September 25, 2017 meeting of the Anti-Racism & Respect Advisory Committee.

CARRIED

10.0 UPDATE ON HAMILTON ANTI-RACISM CENTRE

Ms. M. Nadin provided some background information on the City of Thunder Bay Incident Reporting Working Group. When the Working Group was formed, Ms. Nadin was asked to support the WG as a resource. She began researching best practices on reporting incidents of racism. The City of Hamilton was presented to the WG as a resource for their anti-racism resource centre. However, there have been a series of delays and the centre is not operational to date. This past summer, Ms. Nadin did receive a phone call from the Human Rights Officer for the City of Hamilton. The resource centre is now closer to being opened. The City of Hamilton is partnering with McMaster University and the Hamilton Centre for Civic Inclusion. They have recently posted the job for an Anti-Racism Officer/Coordinator but no job description was available. Ms. Nadin will follow up on a job description. The pilot project will run for 3 years and will be physically located at the Civic Inclusion Centre.

Ms. Nadin was given permission to share our promotional material for the Incident Reporting & Referral Service with Hamilton.

11.0 WORKING GROUP UPDATES

11.1 Incident Reporting Working Group – presented earlier in the meeting.

11.2 Respect Working Group

Ms. L. Chevrette, Coordinator - Crime Prevention Council, provided an overview of the new partners who have joined the Respect initiative.

Ms. Chevrette noted that the Thunder Bay Police Service have requested training on the Respect module.

Mr. Legarde has already attended several orientation sessions for students moving to Thunder Bay to attend high school, Lakehead University and Confederation College.

11.3 Roundtable Against Racism – Deferred to Spring 2018

11.4 One City, Many Voices

Ms. M. Nadin provided an overview of the One City, Many Voices article in today's newspaper. She was able to recruit the writer of today's article. She noted that writers have been lined up until the end of 2017.

11.5 Improve Housing Situation Working Group – No Update

12.0 ANNOUNCEMENTS - None

13.0 NEW BUSINESS

Continuation of One City, Many Voices Column

Discussion was held relative to the pending retirement of Ian Pattison, the Editorial Page Editor at the Chronicle Journal. Discussion was held relative to the Committee's One City, Many Voices column, and if the Chronicle Journal will agree to run it after Mr. Pattison retires.

OIPRD Public Meeting in Thunder Bay

Ms. A. Abu-Bakare advised that she had been interviewed by the Office of the Independent Police Review Director about racism in the community. She did advise what the Committee was doing and what they should be doing. She will be attending tonight's public meeting at the Da Vinci Centre.

Discussion was held relative to autonomy of the Thunder Bay Police Services Board.

RMYC Report

Mr. M. Makuto advised that the Anti-Racism Directorate of Ontario met with the youth at the Regional Multicultural Youth Council. He noted that many letters have been written to City Council from the RMYC; however, there has been no response or acknowledgement of receipt of the letters by City Council to date. Accordingly, the youth don't feel that the system is working; there is also a level of frustration with systemic racism in the community.

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

Next Meeting:

- **Monday, October 23, 2017: Special Non-Business Meeting with City Council**
- Monday, October 30, 2017
- Monday, November 27, 2017

Outstanding Item:

- Presentation of the Housing and Homelessness Strategy for a future meeting
- United Way to be invited to October 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.

15.0 ADJOURNMENT

The meeting adjourned at 2:03 p.m.