



# THUNDER BAY ANTI-RACISM & RESPECT ADVISORY COMMITTEE

## 8<sup>TH</sup> ANNUAL SUMMARY OF HIGHLIGHTS – MARCH 21, 2019

The City's Anti-Racism & Respect Advisory Committee developed a four-year Action Plan to challenge individual and systemic acts of racism and foster respect in the community.

***Diversity is valued and racism is not accepted.*** This is the Committee's primary vision statement and is reflected in the 2015 - 2018 Work Plan. In 2018, the Committee successfully achieved Work Plan objectives under the identified goals of:

- Monitoring racism in the community
- Promoting the **respect.** campaign
- Improving the housing situation
- Providing equal employment opportunities
- Educating stakeholders, partners and the community about racism and anti-racism initiatives

### Highlights of 2018 actions include:

#### REPORTING ON INCIDENTS

The Incident Reporting and Referral Service, launched by the Committee in partnership with Diversity Thunder Bay and Lakehead Social Planning 211 in June 2017, has been in operation for 21 months. Incidents of racism are reported to a trained specialist and the data is tracked so that trends can be analyzed to inform future actions.

In June 2018, after one year of operation, the data collected was analyzed by Amy Siciliano, PhD, and a comprehensive report and recommendations were developed. A revised reporting form, based on the recommendations, was launched in October.

Eighty-five incidents of racism were reported in 2018. The Incident Reporting Working Group is implementing the recommendations. To make a report or to view the final report on the first year of Incident Reporting, visit [lspc.ca/incidentreport](https://lspc.ca/incidentreport).

#### COLLABORATING ON RESPECT

The **respect.** Working Group continues to work with community partners to expand the **respect.** initiative and build a more inclusive community.

Eleven new partners joined the **respect.** Initiative this year, including Lakehead University, Lakehead District School Board, Synergy North (formerly Thunder Bay Hydro), Ontario Provincial Police, and Thunder Bay Indigenous Friendship Centre. The Annual **respect.** Award was presented to Benjamin Murray, a local hip hop artist who mentors youth in Thunder Bay. Monthly respect training modules continue to be delivered to City employees. Several community partners have also received these education sessions.

Key events highlighting **respect.** included: Thunder Bay's 3rd Annual **Everyone Matters Day**- a global inclusiveness movement, the 4th Annual **Weed Out Hate Day**, which promotes the elimination of hate and bullying and the promotion of inclusion, and **Multiculturalism Day**, a day to celebrate culture, history, newcomers to Canada and Indigenous people. Our **respect.** Intern coordinated the first **respect. Summit** which brought together 45 **respect.** partners to receive training and share best practices around making their workplaces more respectful and inclusive.

The **respect.** initiative also added a new pull-up banner, along with other promotional materials.

The **respect.** initiative was promoted at numerous local events, including National Aboriginal Day, City Hall Sounds, Fort William Sounds, Rockin' Recovery and student orientation sessions.

### SHARING PERSPECTIVES

The "One City, Many Voices" Column, first introduced in 2012, continues to provide a public forum for community members to share their stories and perspectives on racism and discrimination in Thunder Bay. In partnership with the Thunder Bay Chronicle Journal, the column is featured on the Editorial Page on the last Monday of the month. Authors have contributed a wide range of stories sharing their experiences and viewpoints on racism and discrimination in the community.

### DISCUSSING RACISM ISSUES WITH CITY COUNCIL

Members of the Anti-Racism & Respect Advisory Committee met with members of City Council on October 23, 2017 to identify racism issues in the community and further the dialogue by addressing actions being taken by the Committee and how City Council could be involved. A report including recommendations was developed as a result and a Task Force was established to develop the recommendations into a final report.

#### One City, Many Voices Columns for 2018 include:

- Homeless-to-Harvard activist to speak at celebration breakfast
- Better world emerges without domination by one culture
- We should all feel at home (Persisting racialized experiences affect sense of belonging for many)
- Local church embraces diversity in growing congregation
- Tapestry women build connections, celebrating diversity
- Businesses can lead the way to support diverse community

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Anti-Racism & Respect  
Advisory Committee

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To reach the Committee contact the Office of the City Clerk: (807) 625-2230