

DATE: APRIL 30, 2018

MEETING NO. 04-2018

TIME: 12:00 P.M.

PLACE: MCNAUGHTON ROOM, 3RD FLOOR, CITY HALL

CHAIR: MS. A. ABU-BAKARE

PRESENT: Ms. Amina Abu-Bakare, <i>Community Representative</i> Mr. Ron Bourret, <i>Community Representative</i> Ms. Shawn Carney, <i>Community Representative</i> Mayor Keith Hobbs Mr. Moffat Makuto, <i>Regional Multicultural Youth Council</i> Councillor Paul Pugh Cathy Woodbeck, <i>Thunder Bay Multicultural Association</i>	OFFICIALS: Ms. Karen Lewis, <i>Director – Corporate Strategic Services</i> Ms. Lorraine MacPhail, <i>Supervisor - Staffing, Development & Support Services</i>
REGRETS: Councillor Rebecca Johnson	RESOURCE PERSONS: Ms. Janet Brooks, <i>Committee Coordinator</i> Ms. Maureen Nadin, <i>Committee Resource</i>
	GUESTS: Ms. Dawn Bagdonas, <i>CAP</i> Ms. Tammy Turnbull, <i>CAP</i> Mr. Edward Narcisse, <i>CAP</i> Mr. Maneet Ahlawat, <i>CAP</i>

1.0 WELCOME, INTRODUCTIONS & DISCLOSURES OF INTEREST

Chair, Ms. A. Abu-Bakare called the meeting to order at 12:03. The Chair welcomed all in attendance.

2.0 CONFIRMATION OF AGENDA

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

With respect to the March 26, 2018 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 Employment Equity Survey Results

Ms. L. MacPhail, Supervisor - Staffing, Development & Support Services, provided a presentation relative to the above noted, which included, but was not limited to the following:

This survey provides a view of the demographics of City employees which reasonably reflects statistics from the Thunder Bay CMA area. Ms. A. Abu-Bakare commented that retention is the issue with minorities, not the recruitment. She noted that retaining minorities is difficult due to racism and cultural differences. She asked what the City was doing for these people to fit into the environment.

Ms. L. MacPhail indicated that the City continues to learn and educate employees and managers on diversity and inclusion. The City is looking into community partners for input.

Mayor K. Hobbs indicated that at the most recent NOMA meeting he attended it was identified that there is a lack of integration in the northern communities. At the NOMA meeting a resolution was passed to request that the Federal Government become involved.

Mayor K. Hobbs asked what we are doing to reach out and encourage immigrants to come to Thunder Bay. Ms. C. Woodbeck advised that Thunder Bay has excellent retention of immigrants once they arrive but we need to reach out to the multicultural communities to provide awareness of the opportunities within Thunder Bay.

Ms. L. MacPhail noted that we have an excellent Summer Employment program but we need to have a way to reach out to Fort Williams First Nation youth and assist them in preparing and submitting resumes for our student summer employment.

Councillor P. Pugh asked if we share information with union representatives. Ms. L. MacPhail noted that we need to share this information with union representatives.

Ms. A. Abu-Bakare requested that Ms. J. Brooks assist in organizing a working group to deal with the issues of youth and how the City can assist them in applying for positions and in turn providing this information to Ms. L. MacPhail.

3.2 Leadership Thunder Bay – CAP Report

CAP group presented a report relative to the above noted. Tammy Turnbull, Maneet Ahlawat, Edward Narcisse and Dawn Bagdonas were all in attendance and provided information on their project.

The group took on the project of creating a resource guide for persons coming from the north to create inclusion. They studied samples from around the world.

Student focus groups were held and the overwhelming commendation was that information be provided online, with preference given to Facebook. The Thunder Bay Health Unit assisted with the brainstorming and compiled all the data. Other information gathered during the study included but was not limited to the following:

- Page on the City's website
- Possibly an app to share information
- Reviewing data should happen annually
- Keep maps et cetera be continually updated
- Consult with shareholders, community organizations and educators.
- High schools reported having welcoming initiatives but not specific to indigenous youth
- All schools willing collaborate together
- Safe Spaces Safe Places – successful
- Come as you are program – youth liked this initiative
- City wide orientation is very important to develop and continue with
- Youth felt there is a lack to cultural activities, suggesting that pow-wows be held while students are in town and not during school hours
- Youth want the cultural activities and need to be included in these activities
- Now the youth do not have a sense of belonging/community – need to create a better sense of belonging and community
- Access to cultural events – start school in August and leave in December – most activities happening while they are not in Thunder Bay
- Superior Aboriginal Youth Committee – adapting their culture within the school
- More activities on First Nations Land– need connection with others
- Need for easier access for City transit – how student get around the City and have areas more accessible i.e. Cascades, Cedar Falls, Cowan Park etc.
- Land based activities – not able to get into the bush, go fishing, have a fire, et cetera
- Collaboration – recommend working task force between city and schools – sharing ideas, resources, events
- Recommend a student mentorship resource
- Recommend trying to engage local groups and businesses to collaborate
- Advertising – web-based tool on City's web
- Media launch event
- Top down integration by school board
- Succession – collaborate – identify stakeholders, and resources
 - o for Submit a proposal to the City of Thunder Bay
 - o Invest in website to update and review
 - o Need continued research and integrate information to international students

The group noted they have been working on a Youth Resource website

- Demo page of what it could look like
 - List of resources came from brainstorming with you

Mr. E. Narcisse provided a person view point on what youth moving from Northern communities into Thunder Bay experience.

The CAP Group thanked the Committee for their time and the opportunity they have provided.

Councillor P. Pugh requested a copy of the slide show presentation. He complimented the group on their excellent presentation and asked how the Committee could cooperate to ensure the recommendations made are fulfilled.

Ms. A. Abu-Bakare suggested that all schools need to be aware of what the youth want and need.

Mayor K. Hobbs apologized to Mr. E. Narcisse on behalf of the City. He advised that the City through Ms. K. Lewis is working on various initiatives and need to listed to youth more and not use our own ideas and opinions.

Ms. A. Abu-Bakare noted that making connection with key stakeholders is imperative and the community needs to let the youth know that we are listening and they are heard.

Cathy Woodbeck mentioned that she had many questions and would like to meeting and have a discussion with the CAP group. Ms. C. Woodbeck noted that newcomers want to know about the outdoors and the Kiwanis and Rotary are looking at outdoor activities for these newcomers. She suggested there needs to be more discussion around this topic and the possible mentoring of newcomers.

Mr. R. Bourret asked if there would be any communication in Oji-Cree. He suggested that he would like to see the Aboriginal Liaison provide assistance on this subject.

Ms. S. Carney thanked the group for the presentation and noted that collaboration was both important and necessary.

Ms. A. Abu-Bakare thanked Mr. E. Narcisse for his personal presentation, noting that it takes courage to speak up and he did a great job.

4.0 MINUTES OF PREVIOUS MEETING

The Minutes of Meeting No. 03-2018 of the Anti-Racism & Respect Advisory Committee, held on March 26, 2018, were not confirmed at this meeting. Deferred to a future meeting.

5.0 BUSINESS ARISING FROM PREVIOUS MEETINGS

5.1 Diversity Thunder Bay – Councillor R. Johnson – when would the Committee like to join with Diversity Thunder Bay for a joint meeting. Deferred to a future meeting.

6.0 MEMBERSHIP

One vacancy. One application received. Deferred to a future meeting.

7.0 2017 – 2020 WORK PLAN

Number 1 priorities that may have actionable items for this meeting. (Numbering follows itemized Work Plan numbering) All items deferred to a future meeting.

5. Meeting with City Council
Working group to provide update on draft Letter of Recommendation to Council which will be presented to Council May 28th, 2018.
6. Indigenous Public Meeting
Mr. M. Makuto update
8. Winnipeg
Mr. R. Bourret to provide his report.
9. Connecting to City
Councillor R. Johnson to provide update.
11. One City, Many Voices
Ms. M. Landers to provide update.
14. Aboriginal Liaison
Ms. A. Magiskan was to provide report to members of committee for 02-2018 meeting.
16. Incident Reporting Initiative
The Minutes of Meeting No. 03-2018 of the Anti-Racism Incident Reporting Working Group, held on March 14, 2018, respectively for information purposes. (Pages 9-12)

Ms. C. Carney to provide update.

8.0 WORKING GROUP UPDATES

- 8.1 Respect Working Group – Ms. K. Lewis to provide any update. Deferred to a future meeting.
- 8.2 Terms of Reference Working Group provided a report which was distributed on April 30, 2018.

Chair, Ms. A. Abu-Bakare, spoke to the above noted. She noted a previous meeting the Mr. N. Gale who is in agreement that more community members are required on the committee and suggested choices must be made. If the committee chooses not to have City staff involved in the committee that they will not be permitted to assist. Ms. A. Abu-Bakare noted that would mean that the committee would be left on their own. Alternatively, the committee permits City staff to remain on the committee and provide assistance with providing information and other supports. Ms. A. Abu-Bakare stated that the committee needs City staff to remain on the committee.

Discussion relative to the Terms of Reference amendments included, but was not limited to, the following:

- More Community members
- More Indigenous members
- Mayor and Councillor participation

- Human Rights expert

There was consensus of the committee on the following:

- Community members should be increased
- Community organizations to appoint a representative of their community
- Quorum be reviewed – simple majority of confirmed members
- City Staff to be represented by Ms. K. Lewis and others would come as required
- Round table to be annually

Ms. K. Lewis volunteered to update the changes to the Terms of Reference.

9.0 ANNOUNCEMENTS

Ms. A. Abu-Bakare noted that she had a meeting with Mr. N. Gale as noted in the previous item.

Mr. M. Makuto reminded everyone of the upcoming Folklore event at Fort William Gardens.

10.0 NEW BUSINESS

Mayor K. Hobbs identified concerns relative to local media groups permitting racial comments to remain on their various formats and has challenged the Committee to address these issues.

11.0 NEXT MEETING

Next meeting scheduled for 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 ITEMS:

- Presentation of the Housing and Homelessness Strategy for a future meeting
- Sister Cities North Caribou Lake First Nation Friendship Agreement
- CCMARD – Canadian Commission for UNESCO is partnering with Libraries on Reconciliation – Library Representative to provide information and presentation

NOTE: Most agenda items from the April 30, 2018 meeting will be brought forward to a future meeting as they were deferred due to shortage of time.

12.0 ADJOURNMENT

The Chair adjourned the meeting at 2:10 p.m.