

# Anti-Racism Advisory Committee

## Minutes

**Thursday, January 09, 2020**

**Ante Room, City Hall at 5:30 p.m.**

### Members:

Hanan Awadh  
Rhiannon McRae  
Stanley Sadava

Fatima Sheikh  
Vicki-Lynn Smith (Vice-Chair)  
Saleh Waziruddin (Chair)

### Regrets:

Rashmi Biswas  
Kim Radersma  
Samah Marei

### Staff Liaison:

Cindy Pfeffer, Organizational Development Consultant

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Note: The location of the meeting was changed to Council Chambers due to renovation work in the Ante Room.

1. **Call meeting to order**  
S. Waziruddin called the meeting to order at 5:35 p.m.
2. **Recognition of Traditional Territories**  
S. Waziruddin read the Recognition of Traditional Territories to start the meeting.

### Additions/Deletions to the Agenda

S. Waziruddin requested the order of the agenda be changed to move the work plan item after New Business.

3. **Motion to approve the agenda**

### Moved by: F. Sheikh

That the agenda of the Jan. 9, 2020 meeting of the Anti-Racism Advisory Committee be approved.

**Carried as amended**

4. **Declarations of Interest**

There were no declarations of interest.

5. **Motion to adopt the minutes of the previous meeting**

**Moved by: V. Smith**

That the minutes of the Dec. 10, 2019 meeting of the Anti-Racism Advisory Committee be approved.

**Carried**

6. **Business arising from the minutes**

Re: Harriett Tubman Day

S. Waziruddin shared with the committee that the City declared Harriet Tubman Day in 1990. However, the City no longer does proclamations. In absence of this, there was consensus from members that the City organize flag-raising ceremony to recognize Harriett Tubman Day and the City and Council promote the 30th Annual Harriet Tubman Day Celebration at the Salem Chapel, 92 Geneva St., on March 7, 2020.

7. **Work Planning**

**7.1. Working group reports RE: Work plan**

The committee divided into working groups to continue work on their work plans. The workgroups will submit their draft work plan items the chair in advance of the Social Sustainability Pillar Committee, scheduled for Thursday, Jan. 16, 2020.

8. **New Business**

**8.1. Equity Officer**

S. Waziruddin will to send examples of equity job description from other cities to allow people to consider their thought on what the position should encompass. Committee members are to send feedback to V. Smith in advance of the Equity and Inclusion meeting on Jan. 14, 2020.

**8.2. Mayor's Office Calendar**

Committee members will review the calendar and provide feedback and suggestions to the committee liaison prior to the February 2020 meeting of the Anti-Racism Advisory Committee.

9. **Updates**

An update from the Equity and Inclusion Committee and the Social Sustainability Pillar Committee will be given at the February meeting.

10. **Other Business**

There was no Other Business.

11. **Date of next meeting**

Thursday, February 06, 2020

12. **Motion to Adjourn**

F. Sheikh moved to adjourn the meeting at 7:15p.m.