

Minutes

Thursday, January 07, 2021

Virtual Participation via Zoom at 5:30 p.m.

Attendance:

Rashmi Biswas
Samah Marei
Rhiannon McRae
Stanley Sadava
Saleh Waziruddin (Chair)
Fatima Sheikh (Vice-Chair)
Vicki-Lynn Smith
Erica Williams

Regrets:

Hanan Awadh

Guests:

Mayor Walter Sendzik

Staff Liaison:

Cindy Pfeffer, Organizational Development Consultant

1. Call meeting to order (Chair)

S. Waziruddin called the meeting to order at 5:33 p.m.

2. Recognition of Traditional Territories

S. Waziruddin acknowledged that the land on which the Anti-racism Advisory Committee meets today is the traditional territory of the Haudenosaunee and Anishinaabe peoples, many of whom continue to live and work here today. This territory is covered by the Upper Canada Treaties and is within the land protected by the Dish with One Spoon Wampum agreement. Today this gathering place is home to many First Nations, Metis, and Inuit Peoples. Acknowledging this is a reminder that our great standard of living is directly related to the resources and friendship of Indigenous people.

3. Amendments to the Agenda

S. Waziruddin asked that the following informational updates be added to the agenda:

- Regional Anti-Racism Committee
- Haldimand Police Service Board Apology RE Land Back Lane
- Niagara Regional Police

4. Motion to approve the agenda

Moved by: S. Sadava

That the Anti-Racism Advisory Committee approve the Jan. 7, 2021 meeting agenda.

Carried as amended

5. Motion to adopt the minutes of the previous meeting

F. Sheikh asked that reference to a change she requested in the October minutes be corrected from “disaggregated dated” to “disaggregated data.”

Moved by: F. Sheikh

That the Anti-Racism Advisory Committee approve the minutes of the Nov. 3, 2020 meeting.

Carried as amended

6. Declarations of Interest

None

7. Business arising from the minutes

7.1. Diverse Supplier Policy – Feedback from Equity and Inclusion Committee

F. Sheikh provided an overview of the feedback provided by members of the Equity and Inclusion Advisory Committee, which included a suggestion to have a post-implementation assessment tool to determine success of the policy.

S. Waziruddin has added this suggestion to the draft.

R. Biswas requested that the committee seek information on the number of diverse suppliers the City has currently, so that the eventual success of the policy can be evaluated.

Mayor Sendzik suggested the committee invite members of the City’s purchasing staff to discuss the current purchasing policy and the committee’s proposed changes.

C. Pfeffer to invite purchasing staff representatives to the next ARAC meeting.

7.2. Report on Niagara Region Council of Women meeting RE: Emergency Responses when Mental Health Issues and Race Conference

S. Waziruddin, who represented the Anti-Racism Advisory Committee, provided the committee with an overview of the event.

7.3. ARAC Annual Report

S. Waziruddin has not received any additional feedback on the 2020 Annual Report. Will present report, as shared with the committee, to the Social Sustainability Committee at its next meeting.

8. Business

8.1. Regional Anti-Racism Committee

S. Waziruddin informed the committee that Niagara Region is forming its own anti-racism committee. The terms of reference is expected to be approved in February with recruitment for the committee to follow.

8.2. Haldimand Police Service Board Apology RE Land Back Lane

That the Haldimand Police Service has issued a formal apology for describing protesters as terrorists and categorizing their actions as terrorism. S. Waziruddin has circulated the apology to members of the ARAC for reference.

8.3. Niagara Regional Police

Niagara Regional Police have responded to motions approved by Niagara Regional Council and St. Catharines City Council in a report to the Niagara Police Services Board. A copy of the report has been circulated to committee members for reference by S. Waziruddin.

8.4. 2020 Workplan Updates

8.4.1. Community Survey and Reporting Channels

Committee members are interested in getting feedback on the survey from community partners. However, many of these partners are not operating during the lockdown. When feedback is received it will be shared with the committee.

8.4.2. Racist & Hate Incident Response Protocol

Committee members are continuing to review existing policies in St. Catharines and other those of other cities. F. Sheikh will review the report from the City of Hamilton, which includes a review of what other cities in

Ontario are doing. S. Waziruddin will review the City's existing R-Zone policy.

8.4.3. Anti-Hate Speech By-law

R. Biswas will share information with the committee on efforts to strengthen the hate speech laws at the federal level, as there may be an ability for the committee and City Council to show support for this initiative.

C. Pfeffer will invite a member of the City's Legal and Clerks Services department to discuss the committee's desire to have an anti-hate speech by-law enacted at the City.

8.4.4. Outreach to anti-racism organizations

A list of local anti-racism organizations has been created, but outreach has not yet started. F. Sheikh and S. Marei expect to begin in the next month. The committee discussed elements of the outreach message. S. Waziruddin suggested adding the following: notification that the ARAC committee was established by the City, ask what the City can do to support anti-racism, how the committee can work together community groups, and contact information for the committee.

8.4.5. Anti-Racism Advisory Committee outreach flier / poster

F. Sheikh and S. Marei will reach out to the City's graphic design and communication staff for assistance to complete the outreach materials.

8.4.6. Draft 2021 workplan

Committee members should forward suggested items for the 2021 workplan for discussion at the next meeting and are asked to consider items in the context of COVID-19, economic recovery and how St. Catharines can be actively anti-racist.

Items should be emailed to C. Pfeffer by the end of day on Wednesday, Feb. 10.

9. Date of next meeting

Tuesday, February 16, 2021

10. Motion to Adjourn

Moved by: V. Smith

That the Jan. 7, 2021 meeting of the Anti-Racism Advisory Committee be adjourned

Carried

Meeting was adjourned at 6:34 p.m.