

## Minutes

**Tuesday, February 16, 2021**

**Electronic Meeting 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

### **Guests:**

Heather Salter, Director of Legal and Clerk's Services/City Solicitor

### **Staff Liaison:**

Chantal Switzer, Corporate Support Services Coordinator  
Cindy Pfeffer, Staff

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#### **1. Call meeting to order (Chair)**

S. Waziruddin called the meeting to order at 5:35 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**

F. Sheikh asked to include information from Dr. Tapo Chimbanga of Future Black Female.

4. **Motion to approve the agenda**

Moved by: S. Sadava

That the Anti-Racism Advisory Committee approve the February 16, 2021 meeting agenda.

Carried as amended

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

Moved by: V-L. Smith

That the Anti-Racism Advisory Committee approve the minutes of the January 7, 2021 meeting.

Carried

6. **Declarations of Interest**

None

7. **Business arising from the minutes**

**7.1 Hate Speech By-Law – H. Salter Q & A**

H. Salter explained that her role provides legal advice to Council. There followed a question period during which H. Salter provided answers related to municipal by-laws and the jurisdiction of the federal government on matters related to hate speech.

**7.2 Racist & Hate Incident Response Protocol**

F. Sheikh shared response protocols from the City of Toronto. C. Pfeffer and C. Switzer advised that the City has policies and procedures which include elements from the City of Toronto's protocols. F. Sheikh will compare the documents to determine whether a recommendation for changes to the City of St. Catharines' policies is required.

**7.3 Anti-Racism Advisory Committee (ARAC) outreach flier/poster**

S. Marei reported that staff said there is still time to make changes to the flyer.

S. Marei will distribute the latest draft to the committee for input.

The flyer should have an URL for the committee and an email that will be the same even if there are changes to the City web site and to the staff contact. An alias email and "shortened" URL pointer was discussed, C. Switzer will enquire.

**7.4 F. Sheikh brought information from Dr. Tapo Chimbanga, founder of Future Black Female**

The Future Black Female board is recruiting for members and would the ARAC members pass the information to their network.

F. Sheikh and S. Marei stated that Dr. Tapo Chimbanga would like to make a presentation to the ARAC.

S. Waziruddin advised that the purpose of the committee meetings is to deal with committee work and presentations can be made by delegations on agenda items.

## **8. Business**

### **8.1 Harriet Tubman Day**

S. Waziruddin stated that he is waiting to hear from the Mayor's Office on the format of the event as it will depend upon which Covid-10 restriction zone the City is in at the time.

S. Waziruddin suggested that Rochelle Bush from the Salem Chapel British Methodist Episcopal Church be invited to speak at the event and asked for suggestions for other speakers on the program who have a connection to Harriet Tubman.

### **8.2 Input for Equity and Inclusion Advisory Committee**

C. Switzer will send a memo to the staff liaison for the Equity and Inclusion Advisory Committee with feedback on the Equity and Inclusion Advisory Committee's recommendations on training, a recognition program, and Covid-19 recovery plan.

### **8.3 Private Watson Statue**

R. McRae reported on her thoughts and what she heard back from her efforts to solicit opinions from Indigenous communities on the matter of the removing the statue. R. McRae stated that most indigenous people do not want to look at the statue again.

#### **Motion to get rid of the statue**

Moved by S Waziruddin:

That the Anti-Racism Advisory Committee recommends to Council to get rid of the statue as a symbol of oppression of the Indigenous peoples and that it not be preserved.

Carried

### **8.4 Workplan update**

R. Biswas suggested the committee picks two or three priorities to work on and put forward ideas for consideration in planning the workplan which the committee will review.

S. Waziruddin spoke about the Pay Equity Act and its potential impact on Indigenous and Black women and women with disabilities. C Switzer was asked to check if the Pay Equity Act affects the City and if there is anything already being done under the Act

### **8.5 Meeting Dates**

The committee will meet on the third Tuesday of each month.

### **8.6 Date of next meeting**

March 16, 2021

8.7 The Committee thanked C. Pfeffer for all the work she has done in her role as staff liaison. The Committee welcomed C. Switzer to the role.

**9 Motion to Adjourn**

Moved by: F. Sheikh

That the February 16, 2021 meeting of the Anti-Racism Advisory Committee be adjourned

Carried

Meeting was adjourned at 7:01 p.m.