

Minutes

Tuesday, March 16, 2021

Electronic Meeting at 5:30 p.m.

Attendance:

Rashmi Biswas
Samah Marei
Stanley Sadava
Fatima Sheikh, Vice-Chair
Vicki-Lynn Smith
Saleh Waziruddin, Chair
Erica Williams

Absent:

Rhiannon McCrae

Guests:

Kristine Douglas, Director, Financial Management Services and City Treasurer
Anne Tourigny, Corporate Asset Manager
Justin Kelly, Purchasing Agent

Staff Liaison:

Chantal Switzer, Corporate Support Services Coordinator

1. Call meeting to order (Chair)

Saleh Waziruddin called the meeting to order at 5:34 p.m.

2. Recognition of Traditional Territories

Saleh 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 a discussion on the Diverse Supplier Policy take place after the presentation by staff. S Waziruddin also asked that the following two items be added to the agenda: 1) Hate Speech By-law, and 2) Correspondence – phone call, no attachment.

4. Motion to approve the agenda

Moved by: F. Sheikh

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

Carried as amended

5. Amendments to the minutes of the previous meeting

The spelling of Fatima Sheikh's last name is to be corrected in the minutes.

6. Motion to adopt the minutes of the previous meeting

Moved by F. Sheikh

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

Carried as amended

7. Declarations of Interest

None

8. Presentations (invited guests)

Diverse Supplier Policy

Kristine Douglas, Director, Financial Management Services and City Treasurer

Anne Tourigny, Corporate Asset Manager

Justin Kelly, Purchasing Agent

Staff presented an overview on procurement and how current processes work at the City of St. Catharines, including roles and responsibilities across the Corporation. Staff identified high-level considerations related to incorporating diversity into procurement. A question period followed the presentation where staff stated that there isn't anything systemic in the process to create barriers for diverse suppliers but noted that due to a decentralized process there is a potential for barriers to exist at lower price contracts. Staff commented that they can investigate group discounted costs.

The committee reviewed their proposed diverse supplier policy and made minor amendments.

Moved by S. Waziruddin

To pass the recommendation of developing a diverse supplier policy, as follows

Carried

Developing a Diverse Supplier Policy

St. Catharines Anti-Racism Advisory Committee, January 7, 2021

In order to help ensure the City of St. Catharines procurement considerations are inclusive of vendors where members of equity seeking groups have a controlling ownership interest, and in order to remove barriers faced by businesses with women, BIPOC, and LGBTQ2S+ owners:

The St. Catharines Anti-Racism Advisory Committee recommends that City Council direct staff to develop a Diverse Supplier component to the Procurement Policy, including:

- Purchases above \$10,000 (the “Informal Quotation Process” tier) require at least one bid from a certified a Diverse Supplier
- That the City negotiate membership in the following Diverse Supplier councils to get access to the membership directories of certified Diverse Suppliers:
 - Canadian Aboriginal and Minority Supplier
 - WBE Canada, Certified Women Business Enterprises
 - Canadian Gay and Lesbian Chamber of Commerce
 - Canadian Council for Aboriginal Business
 - Inclusive Workplace Supply Council of Canada
- Review and consider adapting from the City of Toronto's Social Procurement Program (<https://www.toronto.ca/business-economy/doing-business-with-the-city/social-procurement-program/>) and the City of Brampton's Diverse Supplier policy being currently developed
- Launching an education campaign to:
 - encourage current suppliers to apply for Diverse Supplier certification if applicable
 - attract currently certified Diverse Suppliers to become vendors to the City
 - increasing awareness of Diverse Suppliers among City staff with purchasing roles
- Tracking the outcome of diverse suppliers in competitive bids

9. Business arising from the minutes

Harriet Tubman Day:

S. Waziruddin spoke about the success of the online Harriet Tubman event. The event was live streamed on YouTube and attracted several viewers.

Racist/Hate Incident response protocol:

Committee members are currently reviewing City policies and will bring comments to the next meeting.

Flyer:

Committee members reviewed the flyer and made minor suggestions on changes. The flyer will be sent to the Communications division for finalization.

The committee will have future discussions on where to distribute the flyer and on the method.

C. Switzer was asked to inquire of staff whether there is a budget for printing copies of the flyer if printed copies are required in the future.

Hate Speech By-Law:

S. Waziruddin spoke about amending the City's Sign By-law to regulate hate speech on signs. S. Waziruddin referenced recent hate speech which appeared on signs in other municipalities and informed the committee that Owen Sound has implemented a sign by-law which regulates hate speech.

Moved by S. Waziruddin

To pass the recommendation to amend the City's Sign By-law.

Carried

St. Catharines Anti-Hate Sign Bylaw Amendment Proposal

WHEREAS the City of St. Catharines opposes communication that promotes discrimination or hate; and

WHEREAS the City of St. Catharines recognizes it has a role in opposing racism and hatred; and

WHEREAS the Municipal Act, 2001, S.O. 2001, c.25, as amended, provides that a municipality has the capacity, rights and powers of a natural person for the purpose of exercising its authority and that it may do so by by-law and, pursuant to subsection 11 (3), paragraph 7, a local municipality may pass by-laws regulating the erection of signs;

THEREFORE BE IT RESOLVED that the St. Catharines Anti-Racism Advisory Committee recommends to City Council to amend the current by-law for the erection of signs and other advertising devices to state that no person shall display or cause to be displayed a sign that bears a hate message or a logo, crest or graphic that would convey such a message

References if necessary:

Hate message definition from the former Section 13 of the Canadian Human Rights Act: “anything that is likely to expose a person or persons to hatred or contempt” simply because they are a member of a protected group.

Section 318(4) of the Criminal Code (<https://laws-lois.justice.gc.ca/eng/acts/c-46/section-318.html>) defines protected groups as “colour, race, religion, national or ethnic origin, age, sex, sexual orientation, gender identity or expression, or mental or physical disability.”

10. Business

The committee agreed to deal with the item on a committee self-evaluation first and to move the workplan update to the second item to be dealt with.

a. Committee Self Evaluation

R. Biswas suggested that the committee conduct a self-evaluation before the next meeting to assess their progress and their impact, how well they make decisions, are they doing the right work, and are they functioning to their maximum capacity. It was suggested that the evaluation be prefaced with the committee’s Terms of Reference.

R. Biswas will take on the task of drafting an evaluation form and send it to committee members for feedback.

b. Workplan Update

S. Waziruddin presented 8 proposals to be considered for the new work plan.

S. Waziruddin suggested that the committee completes 5 items from the previous plan and pick 5 items from the 8 new proposals. This would result in 10 work plan items for 2021.

c. Correspondence Item added to the agenda.

The committee will deal with this item at the next meeting.

11. Date of next meeting

Tuesday, April 20, 2021

12. Motion to Adjourn

Moved by V-L Smith

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

The meeting was adjourned at 6.46 p.m.