

Agenda

Thursday, November 04, 2021

Electronic Participation at 4:30 p.m.

As part of the City's commitment to safety during the COVID-19 pandemic, this meeting will be held electronically.

This Meeting may be viewed online at www.stcatharines.ca/youtube

Public Comments: The public may submit comments regarding agenda matters by contacting lkurek@stcatharines.ca by Wednesday, November 3, 2021 before 3:00 p.m. Comments submitted will be considered as public information and entered into public record.

-
1. **Call meeting to order (Chair, Bill Phillips)**
 2. **Recognition of Traditional Territories**
 3. **Additions / Deletions to the Agenda**
 4. **Motion to approve the agenda**
 5. **Motion to adopt the minutes of the previous meeting – July 22, 2021.**
 6. **Declarations of Interest**
 7. **Presentations (invited guests)**
 8. **Business arising from the minutes**
 9. **Business**
 - a) **9.1 Review waiving of fees applications ~ Andrea Miele-Connolly**

Pass a motion to go In-Camera for: *Personal matters about an identifiable individuals, including municipal or local board employees*

- b) **9.2 Review of applications for vacancies on LGBTQ2+, Equity and Inclusion and Town and Gown Advisory Committees and recommendations for the vacancies**

Pass a motion to go back to public session

Pass a motion arising from the in-camera session: *To recommend appointing the people identified in-camera.*

- c) **9.3 Terms of Reference – Older Adults Advisory**
- d) **9.4 2021-2025 Multiyear Accessibility Plan- Accessibility Advisory Committee**
- e) **9.5 Recovery Plan Update - Equity and Inclusion Sub-committee**
- f) **9.6 Resolution to Support Calls to Action in Wake of London Islamophobic Attack**

At its meeting of July 22, 2021, the following motion was brought forward from the Anti-Racism Advisory Committee and the Social Sustainability Committee referred the motion to staff. Staff will provide a verbal update before the motion is considered.

Anti-Racism Advisory Committee: June 15, 2021.

WHEREAS on June 6, 2021, members of a Muslim family were killed in a racist terrorist attack which targeted the family because of they were Muslim; and

WHEREAS Islamophobia is a form of racism and needs to be addressed systemically, and

WHEREAS the National Council of Canadian Muslims has called for a national summit on Islamophobia and the Federal Minister of Diversity, Inclusion, and Youth has committed to holding this summit, and

WHEREAS none of the police-reported hate crimes in Niagara in the last two years have been prosecuted as hate crimes, per the reports of the Niagara Regional Police Service; and

WHEREAS the attack suspect has been charged with terrorism

THEREFORE, BE IT RESOLVED that the City of St. Catharines condemns the London attack of June 6, 2021 as an act of Islamophobia and terrorism; and

THEREFORE BE IT FURTHER RESOLVED the Anti-Racism Advisory Committee recommends the City of St. Catharines support the call for a national summit on Islamophobia, endorse the demands for federal and provincial actions from the National

Council of Canadian Muslims submitted to the summit, and consider endorsing the calls to action from the summit;

THEREFORE, BE IT FURTHER RESOLVED the City of St. Catharines urges provincial crown prosecution attorneys to aggressively prosecute hate crimes as hate crimes; and THEREFORE, BE IT FURTHER RESOLVED the City of St. Catharines asks the province of Ontario to re-instate funding for the Anti-Racism Directorate; and

THEREFORE, BE IT FURTHER RESOLVED the City of St. Catharines condemns politicians and governments of all political backgrounds who promote hate, including but not limited to xenophobia and Islamophobia, for political gain; and

THEREFORE BE IT FURTHER RESOLVED the City of St. Catharines calls upon the Government of Canada to immediately introduce and strengthen laws to address online hate speech, including white supremacy and the distribution of hateful materials targeting minority groups, including Muslims, and including considering re-introducing Section 13 of the Canada Human Rights Act which targeted online hate; and

THEREFORE BE IT FURTHER RESOLVED the City of St. Catharines denounces the Quebec Charter of Values and Bill 21 as they are inherently biased toward people of faith and in this context in particular Muslim women for its ban on the hijab and other head coverings; and

THEREFORE, BE IT FURTHER RESOLVED the City of St. Catharines supports and invites public discussions on how to prevent online hate in coordination with the efforts of other levels of government.

g) 9.7 Employment equity proposal (suggestions for employment equity practices)

Anti-Racism Advisory Committee, July 21, 2021

WHEREAS the City of St. Catharines is interested in breaking down barriers to employment equity

THEREFORE BE IT RESOLVED that the Anti-Racism Advisory Committee recommends the adoption of the following practices

1. To the Workforce Census add the questions “have you experienced racism or discrimination at work?”, “have you tried to report it?”, “what was the outcome?”
2. Ask the demographic questions asked of employees to applicants (invite them to self-identify) as well and store this information separately
3. Where practical consider “double blind” selection where the name is not known to selection officials until the interview

4. Analyze the diversity gaps in the applicant pool and hiring pool to identify systemic barriers
5. Adopt the following practices from BUFA (Brock University Faculty Association): where possible ensure that at least one member of the recruitment committee is from either a visible minority, LGBTQ2S+, or disability group, in addition at least one woman.
6. Set and track targets for the diversity of applicant and the hiring pool.
7. Advertise jobs in venues and publications frequented by, and agencies which service, equity seeking groups.
8. As part of regular outreach make presentations to organizations and audiences of equity-seeking groups about why working for the city is an attractive career choice.
9. Create year-long internships for members of equity-seeking groups.
10. Require and provide anti-bias/discrimination training with certification for hiring managers and recruiting/interviewing/selection staff.

h) **9.8 Resolution on calls to action from the Truth and Reconciliation Commission and from the National Inquiry into Missing and Murdered Indigenous Women and Girls**

Anti-Racism Advisory Committee, July 21, 2021

WHEREAS hundreds of unmarked graves of Indigenous children have been found at sites of residential schools and hundreds more may be found yet; and

WHEREAS there have been Calls to Action by both the Truth and Reconciliation Commission as well as work ensuing from the National Inquiry into Missing and Murdered Indigenous Women and Girls, namely the 2021 Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ People National Action Plan; and

WHEREAS census statistics show there are four Indigenous languages spoken with equal frequency in St. Catharines (Cree, Ojibwe, Cayuga, Mohawk), but only two have interpretation provided through the City's current vendor

THEREFORE BE IT RESOLVED that the Anti-Racism Advisory Committee recommends Council:

Ask for federal and provincial funding demanded of \$1.2m for the ground penetrating radar studies

Ask for the federal government to drop the court cases against underfunding First Nations, Metis, Inuit children's education.

Ask that the federal government finish paying compensation to day school survivors class action lawsuit.

Ask for the opening of records for sixties scoops survivors.

Demanding the federal government hire more indigenous staff at Crown-Indigenous Relations and Northern Affairs Canada & hire an Indigenous head of the department overseeing Status claims.

Including links on the city website to the Indian Residential School Survivors Society fund, TRC, <http://www.reconciliationeducation.ca/>

<https://www.indigenousrelationsacademy.com/>

Publish online a statement of support for the United Nations Declaration of Rights of Indigenous People; and

THEREFORE BE IT FURTHER RESOLVED that the Anti-Racism Advisory Committee recommends Council repudiate the colonial doctrine of *Terra Nullis* ; and

THEREFORE BE IT FURTHER RESOLVED that Anti-Racism Advisory Committee recommends Council ask staff to report with options for adding Mohawk and, if possible, Cayuga, interpretation services either through the current vendor or through an additional vendor; and

THEREFORE BE IT FURTHER RESOLVED that the Anti-Racism Advisory Committee recommends Council ask staff to explore establishing a lacrosse field; and

THEREFORE BE IT FURTHER RESOLVED that the Anti-Racism Advisory Committee recommends Council endorse the Calls to Action of the Truth and Reconciliation Commission and the 2021 Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ People National Action Plan

i) 9.9 Resolution on a racist/hate incident response protocol

Anti-Racism Advisory Committee April 20, 2021

Truncated for Social Pillar November 4, 2021 meeting

WHEREAS there should be established protocols in the event of a major racist or hate incident

THEREFORE BE IT RESOLVED that the Anti-Racism Advisory Committee recommends:

1) When there is a significant racist or hate incident, the mayor will officially and publicly denounce the incident.

2) Amend by-law 2007-295 (public nuisances) section 2.5.1 (graffiti on private property) to state additionally “except in the case of hate graffiti, which will be removed by the City within 24 hours”

(*Removed: 3) Amend the Rzone policy as follows...*)

4) Amend the Respect in the Workplace Policy – Harassment and Violence (HR 01-04) to say:

Hate Mail: Hate mail (and any other objects involved in a hate-motivated incident) should be handled as little as possible, to ensure police can obtain fingerprints. Item(s) should be placed in a clear plastic bag and set aside. A direct supervisor should be informed as soon as possible.

Hate Phone Call/Voice Message: Hate motivated phone calls or voicemail messages should be documented immediately by the receiver. The receiver should notify their direct supervisor as soon as possible.

10. **Date of next meeting**
Thursday, February 3, 2022 at 4:30 p.m.

11. **Motion to Adjourn**