

Anti-Racism Advisory Committee

Minutes

Tuesday, November 16, 2021

Electronic Meeting at 5:30 pm

Attendance:

Jenniffer Anand
Rashmi Biswas
Aaron Grant
Fatima Sheikh (arrived at 6:04pm)
Vicki-Lynn Smith
Saleh Waziruddin
Erica Williams

Absent:

Roxolana Chwaluk
Samah Marei
Rhiannon McRae

Staff Liaison:

Shannon McHugh, Manager, Diversity, Equity and Inclusion

1. Call meeting to order (Chair)

S. Waziruddin called the meeting to Order at 5:33pm.

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 proposed the following amendments:

- That item 8.1 be amended to read '*Social Pillar and City Council Update*'
- That discussion of a 'diversity, inclusion and anti-racism/discrimination policy' be added under new business

4. Motion to approve the agenda

Moved by VL. Smith

THAT the Anti-Racism Advisory Committee Agenda for the meeting of November 16, 2021 be approved as amended.

Carried

5. Motion to adopt the minutes of the previous meeting

Moved by VL. Smith

THAT the minutes of the October 19, 2021 meeting of the Anti-Racism Advisory Committee be adopted.

Carried

6. Declarations of Interest

There were none.

7. Committee Updates

S. McHugh is taking a leave. Staff coverage will be arranged so the Committee can continue to conduct its business.

8. New Business

a. 8.1 Social Pillar and Council Update

S. Waziruddin updated the Committee that four (4) of the Committee's items went to Social Pillar on November 4, 2021:

- Resolution to Support Calls to Action in Wake of London Islamophobic Attack
- Employment Equity Proposal
- Resolution on Calls to Action from the Truth and Reconciliation Commission and from the National Inquiry into Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ Peoples
- Resolution on Racist/Hate Incident Response Protocol (truncated to remove RZone Policy Amendments)

All were passed.

S. Waziruddin updated the Committee that the same four (4) items went to City Council on November 15, 2021. The items were referred to Staff.

b. 8.2 Land Acknowledgment Update

The Region has approved changes to its long and short form versions of the Land Acknowledgment. The Committee discussed whether changes should be made to the City's Land Acknowledgment. S. Waziruddin proposed amendments to include the Hattiwendogank, Mississaugas of the Credit First Nation and an acknowledgment that colonization is an ongoing process. The importance of adequate consultation was discussed. To be discussed at next meeting.

c. 8.3 Upcoming Performance at Meridian Centre

S. Waziruddin updated the Committee that ventriloquist Jeff Dunham is performing at the Meridian Centre in March 2022. His show is known to have racist and stereotyped characters. The Committee discussed that the Meridian Centre is a City-owned venue and racist performances should not be held there. S. McHugh confirmed that the Meridian Centre is managed by a third-party company, there are contractual and other considerations involved when considering bookings. S. Waziruddin and R. Biswas will conduct research on this issue to be discussed at next meeting.

d. 8.4 Diversity, Inclusion and Anti-Racism/Anti-Discrimination Policy

S. Waziruddin introduced Niagara Falls' newly approved Diversity, Inclusion and Anti-Racism/Discrimination Policy. The Committee discussed whether the City should have a similar policy. There is possibility for collaboration with the other equity-deserving advisory committees of Council on this issue. R. Biswas and VL. Smith will conduct research to be discussed at next meeting.

9. Business Arising from the Minutes

a. Equitable Recovery Sub-Committee – Update

R. Biswas updated the Committee on the Draft Recovery Plan which is near completion after reviewing and incorporating feedback received. The Recovery Plan will be presented at Social Pillar, and if passed, then to Council.

b. Workplan Items

i. Outreach and Education

No update.

ii. Training Resources

No update.

iii. Committee/Board Recruitment Outreach to BIPOC Communities

S. McHugh confirmed there is no further update from Clerks since email sent out to working group after last meeting. Clerks continuing to work on this for the Committee within constraints of other work ongoing and staff availability. S. Waziruddin will accumulate statistics from Social Pillar meetings as a model.

iv. BIPOC Arts, Cultural and Festival Support

S. McHugh sent requested information from Cultural Supervisor to working group regarding SCCIP funding. S. Waziruddin will accumulate information on fee waivers. S. McHugh will follow up with Staff regarding any other festival or cultural grants. Working group will divide up work on this item and report back.

c. Update regarding Committee Minutes on Council Agendas

S. McHugh confirmed minutes are pulled from CivicWeb by Clerks and added to Council agenda. S. McHugh will confirm deadlines with Clerks as to when minutes must be posted to make it on to Council agenda.

10. Date of next meeting

Tuesday, December 14, 2021 at 5:30 pm, pending Staff Liaison coverage.

The Committee's usual meeting is December 21, 2021 but the preferred meeting date is December 14, 2021 instead. S. McHugh will confirm that there is Liaison coverage for this preferred date.

11. Motion to Adjourn

Moved by F. Sheikh

THAT the November 16, 2021 meeting of the Anti-Racism Advisory Committee be adjourned.

Carried

The meeting was adjourned at 6:17pm.