



RACE RELATIONS COMMITTEE
Zoom Meeting
Monday, November 2, 2020
6:00 p.m.

MINUTES

<u>Attendance:</u>	<u>Regrets</u>
<u>Committee</u> Andrew Yu, Chair Edward Choi Darius Sookrum Nayani Nandakumar Faiz Mohyuddin Mohamad Mtairek Suat Kenar Councillor Isa Lee	Devendra Mishra Surinder Razdan Hamza Sivanathan Sujane Kandasamy
<u>Guests</u> Alicia Lauzon, York Regional Police	
<u>Staff</u> Mona Nazif, Staff Liaison (Senior Manager, Human Resources) Laura Gold, Committee Coordinator Hristina Giantsopoulos, Election & Committee Coordinator	

The Race Relations Committee convened at 6:10 PM with Andrew Yu presiding as Chair.

1. Chair's Opening Remarks

Andrew Yu began the meeting by reading the City of Markham Indigenous Land Acknowledgement.

2. Adoption of Agenda

Moved by Darrius Sookram

Seconded by Suak Kenar

That the November 2, 2020 Race Relations Committee Agenda be approved as presented.

Carried

3. Approval of Minutes from June 6, 2020 Meeting

Moved by Darius Sookram

Seconded by Nayani Nandakumar

That the Minutes of the September 14, 2020 Race Relations Committee meeting be approved as presented.

Carried

4. Race Relations Business

Many Faces of Markham and Human Rights Day

The Committee discussed planning for the Many Faces of Markham and Human Rights Day in 2021 and noted that planning should consider virtual type events via Zoom meetings. It was indicated that there would be better direction on feasibility to hold these events in the new-year and whether any in-person events are permissible. The committee suggested that consideration be made to the creation of a diversity video and that it be included on the City website.

New Committee Member Recruitment

The Committee inquired about the recruitment for an additional member and requested clarification on the maximum number of Members permitted. Laura Gold, Committee Coordinator, addressed the Committee and indicated that member recruitment has been initiated and that there is room for one new member on the Race Relations Committee. It was noted that while there were two resignations, the Committee was previously overrepresented by one member. The deadline for applications is November 6, 2020.

5. City of Markham Human Resource Update

Strategy to Combat Anti-Black Racism

Mona Nazif, Senior Manager, Human Resources addressed the Committee to provide an update with respect to City initiatives including a 1-hour e-learning module on Anti-Black Racism that

will roll out at the end of November for all City staff and Members of Council. She noted that the module will be available for purchase by other businesses or municipalities in the ongoing work to end systemic racism.

The Committee made the following inquiries with respect to the e-learning module:

- Whether the module will be made available to the public;
- Whether there would be an opportunity to view and provide any feedback on the module content prior to the City roll-out; and,
- Consideration to include more Canadian content and context.

Mona Nazif further indicated that this initiative is a targeted starting point and that layers of additional education will be added in the future. She will provide an update to the Committee and advise when the module will be ready for review.

Senior staff are meeting regularly with the York Region District School Board to discuss anti-Black racism.

Diversity Action Plan Update

Mona Nazif, provided an update on initiatives the City has recently undertaken in relation to diversity which include a video featuring Mayor Frank Scarpitti, Andy Taylor, Chief Administrative Officer, Claudia Storto, City Solicitor, and Mary Anne Chambers, Special Advisor on Anti-Black Racism that will launch the eLearning module. There will be community consultations in the new-year to gain additional perspective on issues and progress.

Equity Audit

Mona Nazif, provided a brief update and indicated that the Equity Audit is targeted for first quarter 2021.

6. New Business

There was no new business.

7. Next Meeting Date

The next meeting of the Race Relations Committee will be held on a date to be determined.

8. Adjournment

The Race Relations Committee adjourned at 6:52 PM.