



RACE RELATIONS COMMITTEE

Zoom Meeting

Monday, December 7, 2020

6:00 p.m.

MINUTES

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

Guest, Alicia Lauzon, York Regional Police began her presentation to the members present at 6:04 PM.

The Race Relations Committee achieved quorum and convened at 6:37 PM with Andrew Yu presiding as Chair.

1. Chair's Opening Remarks

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

2. Adoption of Agenda

Moved by Councillor Isa Lee

Seconded by Darrius Sookram

That the December 7, 2020 Race Relations Committee Agenda be approved as amended.

Carried

3. Approval of Minutes from November 2, 2020 Meeting

Moved by Darius Sookram

Seconded by Mohamad Mtairek

That the Minutes of the November 2, 2020 Race Relations Committee meeting be approved as presented.

Carried

4. Race Relations Business

- Anti Black Racism Consultation Update
 - The Committee discussed a recent letter in relation to the perceived lack of diversity on the Race Relation Committee with respect to self-identified black and indigenous members of the community. While it was noted that the Committee is diverse, it was suggested that this be a consideration of new applicants for the two openings and that there be increased advertising to marginalized communities about these committee openings. Staff further noted that this is indeed a consideration for the current openings and that new ways will continue to be used to promote the vacancies to the community.
 - Staff indicated that the organization is responding to the writer of the letter.
- Diversity Action Plan update
 - Mona Nazif provided an update on the roll out of the Anti-Black Racism e-Learning and indicated that the initial feedback is positive and that while there is still work to be done, organizational awareness is being strengthened about the history and impact of anti-Black racism in Canada. Debriefing sessions (circles of learning) are being planned for staff to discuss what was learned in a safe and open environment in the winter.
 - The Committee suggested that a follow-up reflection questionnaire to the e-learning be initiated in an effort to promote additional thoughtful conversations.
- 2020/21 Human Rights Day/Many Faces of Markham 2-day event (10/11 December 2021, Friday/Saturday)
 - The Committee discussed the feasibility of holding a 2-day event December 10/11 2021 to recognize Human Rights Day in combination with Many Faces of Markham in addition to consideration of the Covid-19 pandemic and staff resourcing constraints. Staff will provide information in this regard at the next meeting.

- Staff indicated that Many Faces of Markham may continue and suggested that communication begin with local school boards to solicit approval and begin the participation process for 2021 in January.
- Proclamation for the International Day for the Elimination of Racial Discrimination – March 21, 2021
 - It was suggested that the Race Relations Committee submit a proclamation application in recognition of this day. The application process will be provided to the chair.

5. Presentation

Presentation by Alicia Lauzon, Equity and Inclusion Specialist, York Regional Police (YRP)
York Regional Police's Inclusive Policing 2020-2022

Alicia Lauzon, from the York Regional Police delivered a presentation entitled, York Regional Police's Inclusive Policing 2020-2022. The Committee discussed the following in relation to the presentation:

- Communication on action items that came out of the principals of the presentation;
- That there be consideration to include the Committee on consultative opportunities with respect to presentation initiatives;
- Inquiries into data collection and availability;
- That the Committee consider a motion in support of a partnership with YRP with respect to data collection to create future inclusive initiatives; and,
- Consideration of MFIPPA legislation, privacy and data sharing with respect to data collection.

Ms. Lauzon indicated that discussions have begun at a national level in conjunction with Statistics Canada to establish data standards and that information may be available in the next two years.

7. Next official meeting date

The committee discussed January 4 and January 12 as next potential meeting dates. The Chair Andrew will poll committee members to confirm a date.

8. New/Other Business

The Committee acknowledged and thanked Laura Gold for her contributions to the Race Relations Committee and welcomed Hristina Giantsopoulos as the new committee clerk.

9. Adjournment

The Race Relations Committee adjourned at 7:26 PM.