



RACE RELATIONS COMMITTEE
Zoom Meeting
Tuesday, January 12, 2021
6:00 p.m.

MINUTES

<p><u>Attendance:</u></p> <p><u>Committee</u></p> <p>Andrew Yu, Chair Darius Sookrum Edward Choi Nayani Nandakumar Mohamad Mtairek Hamza Sivanathan Suat Kenar Faiz Mohyuddin Councillor Isa Lee arrived at 7:09 PM</p> <p><u>Guests</u></p> <p>Alicia Lauzon, York Regional Police</p> <p><u>Staff</u></p> <p>Mona Nazif, Staff Liaison (Senior Manager, Human Resources) Hristina Giantsopoulos, Election and Committee Coordinator</p>	<p><u>Regrets</u></p> <p>Devendra Mishra Surinder Razdan Sujane Kandasamy</p>
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The Race Relations Committee convened at 6:12 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 Darius Sookram
Seconded by Suat Kenar

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

Carried

3. Approval of Minutes from December 7, 2020 Meeting

Moved by Darius Sookram
Seconded by Suat Kenar

That the Minutes of the December 7, 2020 Race Relations Committee meeting be approved as presented.

Carried

1. Business Related to the Previous Minutes (December 7, 2020)

Presentation from December 7, 2020 by Alicia Lauzon, York Regional Police

Alicia Lauzon addressed the Committee to provide an update with respect to race based data collection and that currently York Region Police and Statistics Canada have open sourced data in relation to hate crimes. It was noted that York Region Police does not collect other types of data at this time and that effective January 2021 York Region Police is required to maintain data on use of force as per the *Anti-Racism Act, 2017*. Ms. Lauzon suggested the [Toronto Police Services Race Based Data Collection Strategy](#) as a reference for this type of data collection.

The Committee expressed their support to continue to work with York Region Police and the City to increase awareness in this regard.

2. Many Faces of Markham

There was discussion in relation to the current list of schools and school boards that have participated in Many Faces of Markham in the past and consideration to extend the reach of this initiative to community groups across the City. Staff confirmed that all submissions will be electronic and will provide a participant consent form for the use of artwork publication on the City website.

The Committee suggested three types of categories: visual art, written, and video and that the winner of each category present their submission (via video or recorded Zoom meeting) to

express the inspiration that led to its creation. Staff will work with the Committee to define the scope parameters of Many Faces of Markham as planning progresses.

The Committee acknowledged the work by the City and staff on this initiative in light of the restricted event schedule and staff resources.

a. Theme – Brainstorm

The Committee discussed and consented that “Black Lives Matter” be the theme for Many Faces of Markham, 2021 and that the City’s Corporate Communications department create a poster that reflects the theme.

Moved by Darius Sookram
Seconded by Nayani Nandakumar

That the theme for Many Faces of Markham 2021 be, “Black Lives Matter”.

Carried

Note: At the February 1, 2021 Race Relations Committee meeting, the Committee resolved that the Many Faces of Markham 2021 them be updated to, “Working Together to Confront Anti-Black Racism”.

b. Review of Project Plan. Race Relations Business

The current project plan was reviewed and timelines will be adjusted as required.

6. Proclamation for International Day for the Elimination of Racial Discrimination – March 21, 2021

Moved By Edward Choi
Seconded By Darius Sookram

That the Race Relations Committee request that the City of Markham proclaim March 21, 2021 as the International Day for the Elimination of Racial Discrimination.

Carried

7. Diversity Action Plan Refresh

Mona Nazif, Senior Manager, Human Resources, addressed the Committee to indicate that the City is developing a Request for Proposal in relation to the Diversity Action Plan Refresh and requested input for its inclusions from the Committee at the next meeting. The Committee suggested that a trusted and experienced consultant be selected to maintain the integrity of the initiative.

The Committee acknowledged and thanked the City for the substantial financial commitment to Race Relation Committee and Diversity Action Plan Refresh initiatives.

8. Anti-Black Racism E-Learning

Ms. Nazif provided an update with respect to the citywide Anti-Black Racism e-Learning initiative and indicated that 96% of staff have completed it. The e-Learning triggered emotions and questions about Canadian history that participants were otherwise not aware of and has resulted in a number of requests for debriefing workshops. In addition to sharing the link to the Anti-Black Racism e-Learning to neighbouring York Region municipalities, the City may purchase some public licenses so that knowledge about Anti-Black racism history can be shared with the community. Staff thanked the Committee for their feedback provided.

The Committee expressed their appreciation to the City for this program and noted its significance to help prevent racism, particularly against youth.

There was discussion on additional post e-Learning initiatives that will support and reinforce learning about Anti-Black racism, the development of skills to respond to inappropriate behaviour, and further learning about topics related to diversity, inclusion and racism.

9. Round Table Talk on Potential 2021 Topics

There was a brief discussion on the following:

- The use of community resources to initiate discussions with other groups;
- Consideration of inter-faith discussions in the community to share experiences;
 - Faiz Mohyuddin offered the use of facilities when it is appropriate to do so; and,
- That it is important to expand Many Faces of Markham and utilize the connections of Council Members to reach out to community groups.

The Committee further acknowledged the financial commitment by the City during these challenging times.

Councillor Isa Lee thanked the Committee for their work, and will relay the Committee's appreciation to Members of Council.

10. Next official meeting date: February 1, 2021 at 6:00 PM.

11. Adjournment

The Race Relations Committee adjourned at 7:23 PM.