



RACE RELATIONS COMMITTEE

Minutes

Zoom Meeting

November 1, 2021

6:00 p.m.

MINUTES

<i>Attendance:</i>	
<u>Committee</u>	<u>Regrets</u>
Darius Sookram, Chair Nayani Nandakumar, Vice Chair Claudette Rutherford Danielle Russell Edward Choi Madge Logan Sujane Kandasamy Suat Kenar Councillor Isa Lee	Faiz Mohyuddin Mohamad Mtairek Hamza Sivanathan
<u>Staff</u>	
Joanne Kinya Baker, Staff Liaison (Diversity, Equity and Inclusion Specialist) Mona Nazif, Staff Liaison (Senior Manager, Human Resources) Hristina Giantsopoulos, Election and Committee Coordinator	

1. Chair's Opening Remarks

Darius Sookram, Chair called the meeting to order at 6:03 PM and read the City of Markham Indigenous Land Acknowledgement.

2. Adoption of the November 1, 2021 agenda.

Moved by: Suat Kenar

Seconded by: Nayani Nandakumar

Carried

That the November 1, 2021 Race Relations Committee Meeting Agenda be adopted.

Carried

3. Approval of the Minutes from October 4, 2021

Moved by: Councillor Isa Lee

Seconded by: Sujane Kandasamy

That the October 4, 2021 Race Relations Committee Minutes be adopted.

Carried

4. Business Related to Previous Minutes

There was none.

5. Follow Up Items

a) DAP and Anti-Black Racism Plan Updates

Mona Nazif, Staff Liaison (Senior Manager, Human Resources), addressed the Committee and provided an update on the Diversity Action Plan and noted that the Discovery Sessions have been completed with the Public Consultations to follow in the coming days. An online survey will be available from November 15, 2021 to December 2, 2021 to capture broader input from the community. The Diversity Institute will be reviewing feedback and themes and incorporating recommendations into an action plan through the winter.

The Committee discussed the following in relation to the Diversity Action Plan Discovery Sessions:

- The use of social media in conducting the Discovery Sessions and concerns related to its use and the ability for people to submit harmful comments;
- That some participants may identify with more than one group;
- That only participants that wish to contribute to the agendas be invited; and,
- Whether it is permissible to attend more than one session if you are affiliated with more than one group.

Staff indicated that with respect to the public consultations, there will be expectations around acceptable and respectful behaviour and that the Diversity Institute will be using safe space guidelines.

Staff addressed concerns with the use of social media and indicated that measures will be in place to ensure that comments made during the public consultation sessions are respectful so that no one is hurt during the session and to preserve the integrity of the session's objective. There will be sign-in guidelines and disclaimers for participants to agree to prior to admittance. A

trauma therapist will be available to provide assistance to anyone who may be triggered during the discussions.

b) Anti-Racism Resolution Update

Councillor Isa Lee extended appreciation on behalf of General Committee about the resolution.

Staff noted that the Anti-Black Racism and Indigenous Children Victims and Survivors resolution are currently being reviewed by staff. Further updates will be made in the new year.

c) Benchmarks and Measurable Goals For Identified Opportunities

The Committee consented to make this an action for the next meeting and to craft a resolution to support goals and objectives.

d) Many Faces of Markham (MFOM)

The Committee conducted a survey of members on whether to continue the Many Faces of Markham initiative, potential themes for 2022, and ways in which to support it. The results indicated overwhelming support to continue this initiative. The Committee undertook a brainstorm session of theme ideas, submission categories and incentives to promote greater participation across the community.

The Committee consented to form a MFOM subcommittee and will bring back additional ideas, theme suggestions, and a list of key performance indicators in support of the theme that outline MFOM objectives and shape the evaluation criteria for submissions to the December 6, 2021 meeting. A draft project work schedule will also be provided at that time.

6. New and Other Business

Mayor's Invitation to Black Leaders- A Community Conversation on November 8 Mayors Meeting

Joanne Kinya Baker, Staff Liaison (Diversity, Equity and Inclusion Specialist), addressed the Committee to announce that there will be a meeting with Mayor Scarpitti on November 8, 2021, and invited members that identify as Black to attend and to reach out to other Black community leaders to participate in this session.

December 10, 2021 is Human Rights Day

As declared by the United Nations, December 10, is Human Rights Day. The City has approved a proclamation for this important date.

7. Next Official Meeting Date: Monday, December 6, 2021 at 6:00 PM

8. Adjournment

Moved By: Edward Choi

Seconded By: Madge Logan

That the Race Relations meeting adjourn at 7:43 PM.