



## RACE RELATIONS COMMITTEE

### Minutes Teams Meeting September 9, 2024

#### Roll Call

P	Danielle Russell, Chair	P	Councillor Juanita Nathan
A	Jas Atwal, Vice-Chair	P	Braman Thillainathan
P	Satya Arora	P	Claudette Rutherford
P	Edward Choi	A	Stephen Yan
P	Madge Logan	P	Joanne Kinya Baker, Manager, Diversity, Equity & Inclusion
A	Ali Mtairek	P	Hristina Giantsopoulos, Committee Coordinator
A	Nayani Nandakumar		
P	Rochele Padiachy		

P=Present, A=Absent, L=Late, TD: Technical Difficulties

Agenda Item
<p><b>1. Call To Order</b></p> <p>The meeting convened at 6:05 PM with the Chair, Danielle Russell reading the Land Acknowledgement.</p> <p><b>Land Acknowledgement</b></p> <p>We begin today by acknowledging the traditional territories of Indigenous peoples and their commitment to stewardship of the land. We acknowledge the communities in circle. The North, West, South and Eastern directions, and Haudenosaunee, Huron- Wendat, Anishnabeg, Seneca, Chippewa, and the Mississaugas of the Credit peoples. We share the responsibility with the caretakers of this land to ensure the dish is never empty and to restore relationships that are based on peace, friendship, and trust. We are committed to reconciliation, partnership and enhanced understanding.</p>
<p><b>2. Adoption of the Agenda</b></p> <p>Moved by: Satya Arora Second by: Braman Thillainathan</p> <p>That the September 9, 2024, Race Relations Committee Meeting Agenda be adopted.</p> <p style="text-align: right;">Carried</p>
<p><b>3. Approval of the Previous Minutes</b></p>

Moved by: Satya Arora  
Second by: Braman Thillainathan

That the June 3, 2023, Race Relations Committee Meeting Minutes be adopted.

Carried

**4. Business Related to the Previous Minutes**

**5. Chair's Remarks**

Danielle Russell, Chair, advised that Jas Atwal has resigned from the committee and thanked her for her work and contributions.

**6. Update from Diversity Office on Diversity Action Plan and Anti-Black Racism Plan**

Kinya Baker, Manager, Diversity, Equity, and Inclusion noted that there has been some organizational restructuring at the City within the Diversity Equity and Inclusion department to continue the meaningful work and continued progress on these initiatives and that it is now under People Services.

Ms. Baker also noted that the Terms of Reference document was submitted for review and will be on the September 24, 2024, General Committee Agenda for endorsement by Members of Council.

There was a discussion on the impacts that the organizational change may have on the Diversity Action Plan and the Anti-Black Racism Plan. Staff advised that there would not be any impact and that there will be more support moving forward on these initiatives.

**7. Many Faces of Markham**

Theme for 2025

(Previous themes: Everyone Welcome: Empowering Markham students as emerging champions in Equity, Eliminating Exclusion, Working Together To Confront Anti-Black Racism, Your Markham: Allyship in the Fight Against Racism)

There was a brainstorm of ideas and themes:

- Belonging;
- Everyone is welcome;
- You belong -belonging and enforcement of what this means;
- Equity and Social Justice -reinforce that belonging validates identity;
- Everyone belongs, everyone exists;
- Reach out to members of the community that may not feel that they belong;
- Invite educators to work with young people and learn about the William's Treaty and how it can be incorporated into the Land Acknowledgment;
- Make a list of 'isms' and include their definitions to use as education tool;

The committee discussed increasing the reach of this initiative, that it can be a task for all students from kindergarten to grade 12, and that it is not limited to art.

Rochelle Rochele Padiachy and Satya Arora volunteered for this sub-committee.

## **8. Nominations and Election for Chair and Vice-Chair**

There were no nominations made at this meeting. There will be an election of a chair and vice-chair at the next meeting on December 2, 2024.

## **9. New/Other Business**

1. The Committee discussed the recent Islamophobic graffiti incident in Unionville and the Mayor's social media post condemning it. The committee decided not to make a resolution to condemn the incident as the investigation was ongoing. Staff indicated that they would circulate some resources that can offer support to those who have been impacted by this or other types of racism.
2. The City's Truth and Reconciliation flag raising will take place on September 30, 2024. All members were encouraged to attend.
3. The following suggestions were made in relation to committee member administration:
  - a. That exit interviews with past members be conducted to inquire about their experience; and,
  - b. That there be succession planning throughout committee member terms to maintain participation momentum.

## **10. Next Official Meeting Date:**

- Monday, December 2, 2024, at 6:00 PM.

## **11. Adjournment**

Moved by: Edward Choi  
Seconded by: Satya Arora

That the Race Relations Committee meeting be adjourned at 7:11 PM.

Carried