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## **The Regional Municipality of Durham**

### **MINUTES**

#### **DURHAM REGION ANTI-RACISM TASKFORCE**

**Thursday, December 2, 2021**

A meeting of the Durham Region Anti-Racism Taskforce was held on Thursday, December 2, 2021 in the Council Chambers, Regional Headquarters Building, 605 Rossland Road East, Whitby, Ontario at 7:00 PM. Electronic participation was permitted for this meeting.

#### **1. Roll Call**

Present: F. Ahmed, Community Member  
E. Baxter-Trahair, Chief Administrative Officer  
S. Bookal, Community Member  
S. Caibaiosai, Industry/Association/Public Institution Representative  
P.G. Case, Industry/Association/Public Institution Representative  
S. Dave, Community Member  
K. Garside, Industry/Association/Public Institution Representative  
T. Hancock, Community Member  
Councillor Lee, Regional Council  
J. Munawa, Community Member  
C. Oyeniran, Community Member  
Z. Pickering, Community Member  
N. Samuel, Industry/Association/Public Institution Representative  
K. Vieneer, Community Member  
J. Williamson, Industry/Association/Public Institution Representative  
G. Wilson-Beier, Community Member

Also

Present: Councillor Anderson, Regional Council Alternate

Absent: L. Francis, Community Member

Staff

Present: C. Bandel, Deputy Clerk  
D. Beaton, Commissioner of Corporate Services  
A. Hector-Alexander, Director, Diversity, Equity, and Inclusion  
P. Hines, Program Manager, Diversity, Equity, and Inclusion  
R. Inacio, Systems Support Specialist, Corporate Services – IT  
N. Prasad, Assistant Secretary to Council, Corporate Services – Legislative Services  
A. Sharma, Policy Advisor, Diversity, Equity and Inclusion  
K. Smith, Committee Clerk, Corporate Services – Legislative Services

## 2. **Declarations of Interest**

There were no declarations of interest.

## 3. **Presentations**

### A) Welcome and Overview of Committee Structure

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Allison Hector-Alexander, Director, Diversity, Equity, and Inclusion, and Cheryl Bandel, Deputy Clerk, provided a PowerPoint Presentation entitled Welcome and Overview of Committee Structure.

Highlights of the presentation included:

- Welcome
- Members
- Support Services
- Goal and Mandate
- Scope of Activities
- Term of Membership and Officers
- Meetings
- Agendas and Minutes
- Committee Resolution and Procedures
- Reporting Relationship
- Role of Committee Chair

A. Hector-Alexander welcomed members to the Inaugural meeting of the Durham Region Anti-Racism Taskforce (DRART) meeting. She stated that the taskforce was developed to help ensure a consistent approach to addressing systemic racism within the communities in Durham Region.

A. Hector-Alexander provided an overview of the composition of the Committee and advised that the DRART consists of a member of Regional Council, a staff member from Durham Region, ten (10) citizen members, and five (5) members from industry, association, and public institutions. She also advised that the day-to-day activities of the staff liaison will be supported by the Office of the Chief Administrative Officer (CAO).

A. Hector-Alexander reviewed the Terms of Reference and covered the goals, mandate, and scope of activities of the taskforce. She advised that the first task would be for the DRART to review and adopt its Annual Workplan for approval by the Finance and Administration Committee and Regional Council.

C. Bandel reviewed the advisory committee process and its reporting structure to Council including the term of membership; the role of the Chair and Vice-Chair; the meeting process; and quorum requirements.

C. Bandel also reviewed the agenda preparation process; the way in which minutes are taken, circulated, and signed; and the process for DRART resolutions to move forward for consideration by the Finance & Administration Committee and Council. She explained the reporting relationship of the DRART to Council and advised that the taskforce is subject to the Regional Procedural By-law unless otherwise specified in the Terms of Reference. She further advised that the role of Legislative Services staff is to provide support and guidance to the Chair and Committee members to ensure the meeting procedures are followed.

#### **4. Introduction of Members**

A. Hector-Alexander invited members of the DRART to introduce themselves. The members introduced themselves and provided a brief overview of their background.

#### **5. Election of Chair and Vice-Chair**

##### Election of Chair

A. Hector-Alexander called for nominations for the position of Chair of the Durham Region Anti-Racism Task Force.

Moved by Councillor Lee, Seconded by F. Ahmed,  
That Councillor Lee be nominated for the position of Chair of the Durham Region Anti-Racism Task Force.

Moved by S. Dave, Seconded by K. Vieneer,  
That Kevin Vieneer be nominated for the position of Chair of the Durham Region Anti-Racism Task Force.

Moved by S. Caibaiosai, Seconded by F. Ahmed,  
That Fatouma Ahmed be nominated for the position of Chair of the Durham Region Anti-Racism Task Force.

Moved by S. Bookal, Seconded by P.G. Case,  
That nominations be closed.

CARRIED

A. Hector-Alexander asked if Councillor Lee, Kevin Vieneer and Fatouma Ahmed wished to stand. All nominees indicated they would stand.

A vote was taken and Councillor Lee was elected as the Chair of the Durham Region Anti-Racism Task Force.

Election of Vice-Chair

A. Hector-Alexander called for nominations for the position Vice-Chair of the Durham Region Anti-Racism Taskforce.

Moved by Councillor Lee, Seconded by Z. Pickering,  
That Shrishma Dave be nominated for the position of Vice-Chair of the Durham Region Anti-Racism Task Force.

Moved by T. Hancock, Seconded by F. Ahmed,  
That Trynee Hancock be nominated for the position of Vice-Chair of the Durham Region Anti-Racism Task Force.

Moved by S. Caibaiosai, Seconded by J. Williamson,  
That Nikki Samuel be nominated for the position of Vice-Chair of the Durham Region Anti-Racism Task Force.

Moved by G. Wilson-Beier, Seconded by P.G. Case,  
That Fatouma Ahmed be nominated for the position of Vice-Chair of the Durham Region Anti-Racism Task Force.

Moved by S. Bookal, Seconded by S. Dave,  
That nominations be closed.

CARRIED

A. Hector-Alexander asked if Shrishma Dave, Trynee Hancock, Nikki Samuel and Fatouma Ahmed wished to stand. All nominees indicated they would stand.

A vote was taken and Fatouma Ahmed was elected as the Vice-Chair of the Durham Region Anti-Racism Task Force.

**6. Information Items**

A) Durham Region Anti-Racism Taskforce Terms of Reference (Attachment #1)

The Durham Region Anti-Racism Taskforce Terms of Reference was previously provided to members of the committee and included as Attachment #1 to the agenda.

**7. Discussion Items**

A) 2022 Priority Initiatives and Focus Areas

A. Hector-Alexander asked the committee for their thoughts on priority initiatives and areas of focus for the DRART in 2022. The following ideas were put forward by members of the committee:

- Identifying anti-Black racism as an immediate focus
- Identifying anti-Indigenous racism
- Coming up with a coordinated approach among the municipalities in Durham Region
- Recommending processes and procedures to preventing racism in paraphernalia and speech and action for when it does happen
- Protecting public spaces by keeping business owners and Council members accountable for what happens in businesses and public spaces
- Anti-racism education for employees
- Empowering our community members and leaders
- Thinking about the concept of CREST which stands for comparisons, reasons, examples, statistics, and testimony and to think about those elements as checkmarks to explaining an issue or coming up with a solution
- Addressing racism as it impacts individuals who identify as 2SLGBTQI+
- Considering intersectionality in all DRART initiatives
- The challenge of making sure what the Committee does is heard beyond the scope of those that are interested in this topic and work
- Employing the use of work data and statistics
- Supporting the local Black French community
- The need to focus on 3-4 specific items over the next year and identify what will have the most meaningful impact
- Being mindful of how the messages are delivered
- Recognizing the history that came before us and keeping that in mind when we think about what we want to tackle
- Putting together the workplan and identifying resource allocation
- The need for the Committee to employ a multi-generational lens
- Education within the curriculum for children in elementary, secondary, and post secondary schools

B) 2022 Meeting Frequency and Schedule

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Discussion ensued on the frequency of the DRART meetings, and it was the consensus of the Committee to meet on a monthly basis. Discussion also ensued on the meeting day and time that would best suit the needs of the Committee members and the operational needs of staff.

Moved by S. Caibaiosai, Seconded by E. Baxter-Trahair,  
That the following dates and times be approved as the DRART meeting schedule for 2022:

- January 27, 2022 at 7:00 PM;
- February 24, 2022 at 7:00 PM;

- March 24, 2022 at 7:00 PM;
- April 28, 2022 at 7:00 PM;
- May 26, 2022 at 7:00 PM;
- June 30, 2022 at 7:00 PM; and
- September 29, 2022 at 7:00 PM.

CARRIED

**8. Other Business**

There was no other business to be considered.

**9. Date of Next Meeting**

The next regularly scheduled Durham Region Anti-Racism Taskforce meeting will be held on Thursday, January 27, 2022 at 7:00 PM in the Council Chambers, Regional Headquarters Building, 605 Rossland Road East, Whitby.

**10. Adjournment**

Moved by Councillor Lee, Seconded by S. Dave,  
That the meeting be adjourned.

CARRIED

The meeting adjourned at 8:50 PM

Respectfully submitted,

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A. Hector-Alexander, Chair

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K. Smith, Committee Clerk