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The Regional Municipality of Durham

MINUTES

DURHAM REGION ANTI-RACISM TASKFORCE

Thursday, January 27, 2022

A meeting of the Durham Region Anti-Racism Taskforce was held on Thursday, January 27, 2022 in the Council Chambers, Regional Headquarters Building, 605 Rossland Road East, Whitby, Ontario at 7:01 PM. Electronic participation was permitted for this meeting.

1. Roll Call

Present: Councillor Lee, Regional Council, Chair
F. Ahmed, Community Member, Vice-Chair
E. Baxter-Trahair, Chief Administrative Officer
S. Bookal, Community Member
PG Case, Industry/Association/Public Institution Representative
S. Dave, Community Member
L. Francis, Community Member
T. Hancock, Community Member
J. Munawa, Community Member
C. Oyeniran, 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: S. Caibaiosai, Industry/Association/Public Institution Representative
K. Garside, Industry/Association/Public Institution Representative
Z. Pickering, Community Member

Staff

Present: K. Allore-Engel, Manager, Diversity, Equity and Inclusion
D. Beaton, Commissioner of Corporate Services
A. Hector-Alexander, Director, Diversity, Equity, and Inclusion
S. Hickman, Policy Advisor, Economic Development
P. Hines, Manager, Diversity, Equity, and Inclusion
H. Mohammed, Policy Coordinator, Diversity, Equity and Inclusion
A. Sharma, Policy Advisor, Diversity, Equity and Inclusion
R. Inacio, Systems Support Specialist, Corporate Services – IT
K. Smith, Committee Clerk, Corporate Services – Legislative Services

2. Declarations of Interest

There were no declarations of interest.

3. Adoption of Minutes

G. Wilson-Beier requested confirmation on whether a chair and vice-chair are elected at the beginning of each term of Council. K. Smith indicated that to be correct and that it can be found in the DRART Terms of Reference.

Moved by L. Francis, Seconded by K. Vieneer,
That the minutes of the Durham Region Anti-Racism Taskforce meeting
held on Thursday, December 2, 2021, be adopted.
CARRIED

4. Delegations

There were no delegations.

5. Presentations

A) Kiersten Allore-Engel, Manager – Community Safety and Wellbeing Planning re:
Community Safety and Wellbeing Plan Presentation – Experiences of Racism as
a Risk Factor

Kiersten Allore-Engel, Manager – Community Safety and Wellbeing Planning,
provided a PowerPoint Presentation with regards to the Experiences of Racism
as a Risk Factor.

Highlights of the Presentation included:

- Community Safety and Well-Being Plan
- Four Levels of Risk Mitigation
- Durham's Approach to Plan Development
- Community Partner List
- Major Engagement Milestones
- Engagement
- Multi-Media Project Promotion
- Priority Risk Factors
- Actions Identified as Priorities: Experiences of Racism
- Implementation Framework
- Online Information Hub
- Discussion & Questions

K. Allore-Engel advised that in 2019, Durham Region received legislative amendments to the Police Services Act which required communities across the Province to develop Community Safety and Well-being Plans (CSWPs). She indicated that the key goal for the CSWPs is about getting the right services to the right people at the right time in the most efficient way possible.

K. Allore-Engel advised that the Region of Durham worked with Durham Regional Police Services to review data and existing programs and services in order to identify risk factors; and, conducted an Indigenous engagement in order to refine and readjust the priorities. She added that two community surveys and three virtual open houses were conducted.

K. Allore-Engel identified the ways in which the Durham Region working group reached out to the community partner list to learn more about the perspectives of racialized groups. She advised that the materials were communicated through television interviews, a project website, social media campaigns, and reports to Council.

K. Allore-Engel indicated that the work, community engagement and data analysis lead to the following priority risk factors: mental health, substance use, homelessness and basic needs, criminal involvement, victimization, social isolation, and experiences of racism. She also indicated that the plan directs attention, investment, and collaboration around these pillars as the community has identified these to be important factors that need to be addressed.

K. Allore-Engel reviewed the proposed community safety and well-being plan implementation structure. She also advised that the plan is a living document which can adjust, flex, and change alongside with the community.

K. Allore-Engel also reviewed the online information hub and advised it was developed in direct response to what was heard from the community, far above the legislative requirements. She advised that the community indicated that there was a low level of awareness in terms of programs and services that are available to people in the community.

K. Allore-Engel asked committee members for their input into implementing the CSWP in a way that is valuable to them and the communities they serve. She also asked whether the DRART would be interested in informing or contributing to the work for the plan, specifically the risk factor experiences of racism.

K. Allore-Engel responded to questions with regards to the survey about economic well-being and economic livelihood enhancement of racialized and/or immigrant populations; how the data was broken down after collecting the information and whether that information was available to the public; expanding on the searchable program and strategy catalogue; and, the operational flexibility of the plan to adjust with future changes.

B) Sarah Hickman, Policy Advisor – Durham Local Immigration Partnership re: Anti-Discrimination Awareness Campaign – Local Immigration Partnership

Sarah Hickman, Policy Advisor – Durham Local Immigration Partnership, provided a PowerPoint Presentation with regards to the Durham Anti-Discrimination Awareness Campaign.

Highlights of the Presentation included:

- Background
- Why is immigration important?
- Durham Immigration Study – Highlights
- The 2020-2024 Community Plan
- Purpose of the Awareness Campaign
- Existing Campaigns
- Outline
- Key Considerations

S. Hickman advised that the Durham Local Immigration Partnership (Durham LIP) is a federally funded program through Immigration, Refugees and Citizenship Canada, and that there are approximately 30 LIPs across Ontario and over 70 LIPs across Canada. She indicated that LIPs work with community partners across sectors and systems to enhance the settlement of newcomers and immigrants in our communities and that LIPs do not provide direct services to residents and newcomers.

S. Hickman advised that the program conducted a study to learn more about immigrants in Durham Region by looking at landing records, tax filing data for principal applicants and their family members. She added that the findings will be shared once the analysis is complete. She also noted that Durham Region has one of the fastest growing populations in Canada at nearly 700,000 today and expected to grow by 85% to 1.3 million over the next 30 years, and that much of this growth will come from immigration.

S. Hickman advised that in 2020, the Diversity and Immigration Program in partnership with the members of Durham LIP produced the 2020 to 2024 Durham Immigration and Inclusion Community Plan. She reviewed the three pillars within the plan being economic prosperity, service co-ordination, and community belonging.

S. Hickman advised that Durham Region is currently recruiting volunteer participants to be ambassadors and reviewed the key considerations for the campaign. S. Hickman asked committee members for their input on what can make the campaign a success from their perspective.

S. Hickman responded to questions with regards to connections to other programs in the community; how LIPs assist residents with refugee status gain permanent residency; and, outreach to the university and college populations in Durham Region.

Discussion also ensued with respect to international students being targeted in sex trafficking and any outreach and education on this issue for international students, as well as partnering with Durham Regional Police Services regarding sex trafficking in Durham Region.

E. Baxter-Trahair advised that training and education is done through Social Services and Victim Services for primary and secondary schools in Durham Region and indicated it would be proactive to reach out to colleges and universities to offer the same training and education. S. Hickman indicated that Social Services has provided presentations to the DLIP.

S. Hickman responded to further questions with regards to resources available to newcomers to Durham Region; measuring the effectiveness of the campaign and ensuring the message will continue; and, work being done to promote and empower immigrants to be business owners.

The following ideas were put forward by members of the committee with respect to the campaign and other activities of the DLIP:

- Ensure inclusive language is used in campaign materials
- Myth buster pieces (for example, housing prices are being driven up by immigrants, which is not true)
- Including posters and flyers at community centres and libraries where community groups congregate
- Hosting a virtual career fair and having actionable items in place to ensure employers are being connected to the right people

6. Information Items

There were no information items.

7. Discussion Items

A) Durham Region Anti-Racism Taskforce Identified Priorities

Anu Sharma, Policy Advisor, Diversity, Equity and Inclusion Division, provided a PowerPoint presentation with regards to the Durham Region Anti-Racism Taskforce Identified Priorities for 2022.

Highlights of the presentation included:

- Discussion topics from the December 2, 2021 meeting
- Philosophical and Planning Considerations
- Priority Communities
- 2022 Projects/Initiatives

A. Sharma discussed the philosophical and planning considerations that were identified at the December 2, 2021 meeting; the priority communities such as the Black Francophone community, business owners, racialized people who identify as 2SLGBTQI+, Regional employees and students; and, the four project/initiatives that were identified.

A. Sharma asked the committee for their thoughts on initiatives for 2022. The following ideas were put forward by members of the committee:

- Partnering with the eight local municipalities for anti-racism education for Regional employees
- Consideration of how information will be disseminated and how to infiltrate conversations
- Leveraging existing materials/tools/plans (ex. Racial Equity Playbook)
- Improving Regional communications
- Embedding DEI considerations into hiring practices
- Increasing the use of equity lens/analysis in our work
- Mental health initiatives for racialized residents and seniors
- Developing a document that advises different sectors on how to work in an anti-racist way and correct existing problems
- Developing a Durham Region Anti-Racist Hub with resources and may work well with CSWB
- Collapsing ideas being generated and identifying overlap
- Identifying existing gaps and issues with school partners
- Consider the micro, meso and macro lenses and not assume that schools are out of scope

E. Baxter-Trahair stated it would be beneficial to hear from committee members regarding the type of training to offer to Regional employees. A. Hector-Alexander advised that the municipal DEI group meets monthly and one of the goals is to collaborate on opportunities for learning.

A. Sharma also advised that she will be engaging with committee members between meetings to obtain feedback. She asked committee members to contact her if they have more ideas to add to the projects and initiatives for consideration this year.

B) External Website – Durham Region Anti-Racism Taskforce

Hanna Mohammed advised that Durham Region is currently undertaking an update to the external facing Durham Region website, specifically the Diversity, Equity and Inclusion page, which includes a link to the DRART materials. She advised that the page currently has the Durham Region Council endorsement document, a page introducing DRART members, and a page containing the Terms of Reference.

H. Mohammed advised that Durham Region would like to include a revised banner which includes all DRART committee members and they are working with the communications team to develop some visually appealing graphics to highlight team members. H. Mohammed asked the committee for their thoughts on what they would like featured on the webpage. The following ideas were put forward by members of the committee:

- Indicating milestones
- Developing communication tools through social media
- Offering relevant links through the racialized community that could be useful or relevant to them

- Publishing the minutes of the meetings
- Focusing on non-racialized people to have an understanding on when to use certain language, acting in a certain manner, occupying spaces and how it affects people from the racialized community
- Posting live-stream video recordings on the webpage
- Community members to be involved and volunteer – amplify the voice of the community

A. Hector-Alexander suggested developing resources around definition, glossary, and anti-Black racism resources, and how to educate the public. She stated she would meet with the municipal DEI group to discuss steps to sharing information from DRART meetings with the eight lower tier municipalities.

Chair Lee also suggested that the committee prepare a statement letter to set a standard of what should or should not be acceptable.

D. Beaton advised the committee that video recordings of the DRART meetings could be posted on the Durham Region archive page to be available to the public and area municipalities to view.

Moved by K. Vieneer, Seconded by T. Hancock,
That the Durham Region Anti-Racism Taskforce meetings be
livestreamed and archived to the Region's website.

CARRIED

8. Other Business

A) Traditional Territory Acknowledgement

Chair Lee indicated it would be important for the Durham Region Anti-Racism Taskforce to begin the meetings by acknowledging the traditional territory and for this to be included as a standing item on the agenda.

Moved by S. Bookal, Seconded by S. Dave,
That the Durham Region Anti-Racism Taskforce begin their meetings with
a traditional territory acknowledgement.

CARRIED

B) Black History Month

F. Ahmed asked staff what events will be taking place during Black History Month. A. Hector-Alexander advised that there are two events scheduled for February 1, 2022. An internal event is being hosted with the Honourable Jean Augustine as guest speaker; and, an evening event is being hosted in partnership with DRPS, Durham One, the Congress of Black Women, Canadian Jamaican Club of Oshawa and the Power To Be, to celebrate Black healthcare frontline workers. She also advised that there will be performances and the event will be aired for the month of February by Rogers Television.

9. Date of Next Meeting

The next regularly scheduled Durham Region Anti-Racism Taskforce meeting will be held on Thursday, February 24, 2022 at 7:00 PM in the Council Chambers, Regional Headquarters Building, 605 Rossland Road East, Whitby.

10. Adjournment

Moved by P.G. Case, Seconded by K. Vieneer,
That the meeting be adjourned.

CARRIED

The meeting adjourned at 9:06 PM

Respectfully submitted,

Councillor Lee, Chair

K. Smith, Committee Clerk