



The Regional Municipality of Durham

Durham Region Anti-Racism Taskforce Agenda

Thursday, June 22, 2023

7:00 PM

Meeting Room 1-B
Regional Headquarters Building
605 Rossland Road East, Whitby

Please note: The Region of Durham continues to hold electronic meetings for Advisory Committees with limited in-person attendance at this time. Members of the public may [view the Committee meeting](#) via live streaming. If you wish to register as a delegate regarding an agenda item, you may register in advance of the meeting by noon on the day prior to the meeting by emailing delegations@durham.ca and will be provided with the [details to delegate electronically](#).

1. Traditional Territory Acknowledgement

We are currently located on land which has long served as a site of meeting and exchange among the Mississauga Peoples and is the traditional and treaty territory of the Mississauga of Scugog Island First Nation. We honour, recognize, and respect this nation and Indigenous Peoples as the traditional stewards of the lands and waters on which we meet today.

2. Roll Call

3. Declarations of Interest

4. Adoption of Minutes

- A) Minutes of the Durham Region Anti-Racism Taskforce meeting held on Thursday, May 25, 2023 (Attachment #1)

5. Delegations

6. Presentations

- A) Gillian Venning, Durham District School Board (DDSB), re: DDSB's New Multi-Year Strategic Plan

7. Information Items

If this information is required in an accessible format, please contact 1-800-372-1102 ext. 2097

8. Discussion Items

- A) Group Agreements – A. Sharma (Attachment #2)
- B) Emancipation Day Event – P. Hines
- C) Durham District School Board – Community Agency Networking Fair on August 21
- D) DRART Workplan

9. Other Business

10. Date of Next Meeting

Thursday, September 28, 2023, at 7:00 PM

11. Adjournment

Notice regarding the collection, use, and disclosure of personal information:

Written information (either paper or electronic) that you send to Durham Regional Council or Committees, including home address, phone numbers, and email addresses, will become part of the public record. This also includes oral submissions at meetings. If you have any questions about the collection of information, please contact the Regional Clerk/Director of Legislative Services.

If this information is required in an accessible format, please contact 1-800-372-1102 ext. 2097.

The Regional Municipality of Durham

MINUTES

DURHAM REGION ANTI-RACISM TASKFORCE

Thursday, May 25, 2023

A meeting of the Durham Region Anti-Racism Taskforce was held on Thursday, May 25, 2023 in Meeting Room 1-B, Regional Headquarters Building, 605 Rossland Road East, Whitby, Ontario at 7:02 PM. Electronic participation was permitted for this meeting.

In the absence of the Chair and Vice-Chair, it was the consensus of the Committee that Councillor Lee Chair the meeting.

1. Traditional Territory Acknowledgment

Acting Chair Lee read the following land acknowledgement:

We are currently located on land which has long served as a site of meeting and exchange among the Mississauga Peoples and is the traditional and treaty territory of the Mississauga of Scugog Island First Nation. We honour, recognize and respect this nation and Indigenous Peoples as the traditional stewards of the lands and waters on which we meet today.

2. Roll Call

Present: S. Bookal, Community Member
S. Byrne*, Industry/Association/Public Institution Representative
PG Case, Industry/Association/Public Institution Representative, Vice-Chair, attended the meeting at 7:05 PM
R. Coelho, Community Member
A. Frempong, Community Member
B. Goodwin, Commissioner of Corporate Services
Councillor Lee, Regional Council
J. Munawa, Community Member
B. Nelson, Industry/Association/Public Institution Representative
C. Oyeniran, Community Member
R.O. Pule, Community Member
N. Samuel, Industry/Association/Public Institution Representative, Chair, attended the meeting at 7:05 PM
Councillor Shahid*, Regional Council
K. Vieneer, Community Member
G. Wilson-Beier, Community Member
*** denotes members of the Committee participating electronically**

Absent: E. Baxter-Trahair, Chief Administrative Officer
T. Hancock, Community Member
J. Williamson, Industry/Association/Public Institution Representative

Staff

Present: A. Hector-Alexander, Director, Diversity, Equity, and Inclusion
P. Hines, Manager, Diversity, Equity, and Inclusion
T. Levy, Manager, Community Safety and Well-Being
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

3. Declarations of Interest

There were no declarations of interest.

4. Adoption of Minutes

Moved by A. Frempong, Seconded by R. Coehlo,
That the minutes of the Durham Region Anti-Racism Taskforce meeting
held on Thursday, April 27, 2023, be adopted.
CARRIED

At this point, Chair Samuel attended the meeting and assumed the Chair for the remainder of the meeting.

5. Delegations

There were no delegations to be heard.

6. Presentations

A) Tineka Levy, Manager, Community Safety and Well-Being, re: CSWB Outcomes, Actions, and Indicators Project – Experiences of Racism

Tineka Levy, Manager, Community Safety and Well-Being, provided a PowerPoint presentation with regards to CSWB Theory of Change Prototype: Experiences of Racism.

Highlights of the presentation included:

- Community Safety and Well-Being
- Four Levels of Risk Mitigation
- Priority Risk Factors
- An Illustration of Durham's Approach to Plan Development
- A Theory of Change to Help Create a Common Agenda Towards Shared Goals
- What We Did: Using the Theory of Change Framework to Map Outcomes, Action and Indicators
- Annotations
- Experiences of Racism
 - Solution 1 – Attaining Representation

- Solution 2 – Achieving Diversity and Inclusion by Empowering Communities
- Outcome Framework
- Adding Actions and Metrics
- Criteria for a Good Theory of Change
- How we are Currently Collecting Feedback
- Engagement Plan

T. Levy responded to questions with regards to whether the survey is available in different languages; how the project is obtaining assistance from other levels of government and committees within the community; how the plan is being implemented; how the data being collected will be shared with the community and those involved in the project; whether a logic model was considered for this project; and, the age range being targeted for the project.

Members of the committee provided feedback with regards to providing the survey in different languages; providing more accessible ways for the community to engage their voice; providing a leaflet to the community containing the information from the engagement plan; and having the information on an online hub for easy access.

7. Information Items

There were no information items.

8. Discussion Items

A) Group Agreements – Brave Spaces

Anu Sharma, Policy Advisor, Diversity, Equity and Inclusion, shared copies of a brave spaces tool which can be used as a guide to host inclusive meetings. She discussed the importance of creating group agreements that promote a safe taskforce where there is empathy, truth and conflict resolution. She asked members of the committee to share what is important to them to include in the group agreement.

Discussion ensued with regards to full transparency when communicating how information is received to help develop awareness and growth; being quick to listen and slow to speak; appointing a committee support person for the group at the start of each meeting; being prepared and present when coming into the meetings; providing grace to oneself; implementing the FLOOR (Focus, Listen, Offer, Opinion, Respect) method; and providing gratitude at the end of each meeting.

B) DRART Workplan

H. Mohammed, Policy Coordinator, Diversity, Equity, and Inclusion, provided a PowerPoint presentation with regards to the Durham Region Anti-Racism Taskforce 2023 Workplan.

Highlights of the presentation included:

- Community Engagement and Collaboration
- Engaging Durham Regional Police Service
- Engaging Durham School Boards
- Comments from Members
- Engaging Durham Regional Policy Service – Relationship Building and Advocacy
- Engaging Durham School Boards – Relationship Building and Advocacy
- Top 2 Activities

H. Mohammed advised that, based on survey responses from members, the consensus for the main focus of the Workplan is to establish a forum, speaker series, symposium or conference, and the second focus is to establish connections with equity-focused regional advocacy groups and community organizations. She asked members of the committee to provide their input with respect to the Workplan.

Discussion ensued with regards to whether the committee is permitted to engage with school boards, and providing expertise and advice to school boards; sharing experiences of harassment, discrimination and racism from members of the community; putting out statements of support from the committee; resources needed for subcommittee groups; implementing a community racism reporting tool; implementing education to understand what qualifies as a hate crime; and race-based data being collected in Durham Region.

A. Hector-Alexander advised that the Durham Region Anti-Racism Taskforce Workplan will be presented to Regional Council in the Fall of 2023.

9. Other Business

There were no items of other business.

10. Date of Next Meeting

The next regularly scheduled Durham Region Anti-Racism Taskforce meeting will be held on Thursday, June 22, 2023 at 7:00 PM in the Council Chambers, Regional Headquarters Building, 605 Rossland Road East, Whitby.

11. Adjournment

Moved by PG Case, Seconded by G. Wilson-Beier,
That the meeting be adjourned.

CARRIED

The meeting adjourned at 9:03 PM

Respectfully submitted,

N. Samuel, Chair

K. Smith, Committee Clerk



Group Agreements

Durham Region Anti-Racism Taskforce

Group agreements are a set of conditions that express what a group needs in order to feel brave, supported, and productive together. They help ensure everyone has positive and constructive experiences as taskforce members. These group agreements are applicable to interactions at taskforce meetings, subcommittee meetings, in-between meetings, consultations, and community events.

Participatory Agreements:

1. During discussions, members may consider adopting the FLOOR method of engagement: **Focus, Listen, Offer, Opinion, Respect** (adopted from the Royal Canadian Air Cadets).
2. Members should consider being **quick to listen and slow to speak**. When members hear something that is different from their own thinking or analysis, they are encouraged to accept the speaker's description of their experiences as being real for them.
3. **Take space, make space**. Members who tend to talk early and often should challenge themselves to step back and make space for others. If a member tends to hold back, they are encouraged to challenge themselves to share more.
4. Be willing to be uncomfortable. **Lean into discomfort** to see what can be learned. It is important to ensure discomfort is not mistaken for a lack of safety. It's possible to be safe and uncomfortable at the same time.

Relational and Ethical Agreements:

5. Taskforce members are asked to **respect the knowledge and experience** others share.
6. Members should **assume best intent** and not make negative assumptions about what someone shares or why they are sharing it.
7. **Intention does not negate impact**. Members are to be accountable for their words and actions. It is acceptable to call attention to a wrong-doing and attention should be made to "naming without blaming or shaming".

8. **Accept and expect lack of closure.** This taskforce **will not** solve racism in Durham. It **will** advance initiatives that address systemic oppression and inequities. It is important to acknowledge the progress being made and the impacts of our work within the Region.

Care for each other. Creating social change is not easy or quick and can be emotional; let's be kind to one another. The same way groups elect chairs, the taskforce may consider electing 1-2 designated peer-to-peer support leads who can be accessed before, during, and after meetings and events.

Functional Agreements:

9. All group members will do their very best to **arrive on time** to meetings, **respond** to emails between meetings, and **arrive prepared** by reviewing the assigned materials.
10. Members should **bring ideas** and suggestions to meetings pertaining to the tasks and decisions to be made.
11. All members will be required to participate in a project-related subcommittee and are expected to **contribute to subcommittee tasks** between formal monthly meetings.
12. If a member agrees to a task, they will be **expected to fulfill** it. Members are encouraged to communicate immediately if they are not to fulfill an agreement and seek help from other taskforce members in time to avoid delays.

These group agreements were drafted collaboratively and agreed upon by taskforce members and should be reviewed annually. Questions? Please contact the DEI Division at diversity@durham.ca