

Pickering Public Library Anti-Black Racism Working Group

Date: 16th December 2020

Meeting #: 2

Location: Zoom/Online

Attendees: Bernadette Hood, Carwyn Holland, Charmain Brown, Nicole Facey, Stephen Linton, Romina Diaz, Samantha Adebiji, Sabrina Yung.

Minutes: Samantha Adebiji

Absent: Debbi Lay

Agenda:

1. Welcome and interactive activity (Kahoot)
2. Reviewing the Terms of Reference
3. Planning 2021 schedule and priority action
4. Sharing update about BHM event
5. City of Pickering Survey (reminder that it closes Dec 20)

Terms of reference:

- Through discussions, members of ABRWG have decided that the terms of reference in itself is problematic in addressing Systemic Anti-Black Racism. Therefore, the members have listed some actions that are needed to be done in order for the group to go forward in doing the work collaboratively.

Example: Understanding that in addressing difficult topics on Anti-Black Racism, Discrimination, Privilege and Oppression, through the expertise of other Black people as just volunteers and not paid professionals is systemic racism also. Therefore, if this work is going to be volunteerism, then it should be for everyone including staff at the Pickering Library.

Action Plan:

1. To invite the board members and CEO (preferably board chair) to a meet with ABRWG in addressing there, purpose for the group? What the group role is in this collaboration process would look like? And how do they plan to collaborate with the group?
2. ABRWG members will meet without the participation of Sabrina to discuss what areas of the terms of reference that needs to be address and what recommendations we have that we will like to present to the board.
3. Discussing what level of control ABRWG will have in decision making process once recommendations are presented to Library staff. Members wants to know that their knowledge, time and expertise in combatting Anti-Black Racism is valued, and therefore, need the assurance that actions will be taken on those recommendations.

(Sabrina): Explained that the library has identified that there are community identified priorities that need to be addressed around Anti-Black Racism, and their focus with ABRWG is to collaborate on looking into the different approaches in addressing these problem areas.

Library Black History Month Events:

(Sabrina): Explained that plans are already in place for this event. In advocating to not delaying or deferring our discussion to January: Please keep in mind that as we get closer to February, it might be very difficult to make changes or major additions, due to reduced availability of external facilitators, but feedback and suggestions on the events planned so far are certainly encouraged and welcome.

ABRWG: Agrees to support the library in any way to ensure that their BHM event is successful, and to conduct this conversation over email.

Events Planned:

- Virtual film screening of the 2019 movie *Harriet* in conjunction with the [Congress of Black Women of Canada](#) – Note, a question/comment came up about a post-film discussion. The Congress of Black Women have typically facilitated a discussion with all those in attendance and I anticipate that to remain the same this year (albeit in a virtual format). The attendees are usually adults.
- Pop-up adult storytelling event with [Kesha Christie](#). Kesha Christie will be sharing stories on an episode of the Wee Listen Podcast (first season coming early next year!) dedicated to BHM. – Note, (per her website) *Kesha Christie is an animated storyteller who showcases her Afro-Caribbean heritage through telling Anansi stories, African Folktales and Aesop Fables. She also shares historical and personal stories.* As well, please note ‘Wee Listen Podcast’ is a new method we are piloting for program delivery during this pandemic period, since we cannot offer in-person experiences.
- Staff are also working on inviting a Black Canadian author to guest present during a Storytime program (which is for families with young children).
- (For teens) An author talk with bestselling author [Sarah Roughley](#)
- (For teens) Potentially a partnership panel discussion with Whitby PL and the [Congress of Black Women of Canada](#) for ages 16-25

ABRWG Next Step:

1. Sabrina will share more information with PABRWG on Black History Month Events via members email, and members can share their feedback with Sabrina.
2. Sabrina will share ABRWG action plan with CEO and board members
3. **January 13th 2021** PABRWG will meet without Sabrina (Samantha will create zoom link and email for this meeting)
4. **January 27th 2021** ABRWG will meet with Board chair, CEO and Sabrina

Notice of Attention: ABRWG members have agreed to a quorum on the likelihood that not all members might be at the table at the same time in discussion and decision making. (Odd numbers)

Stay Safe and Happy Holidays