

# Meeting Minutes

## **Anti-Black Racism Working Group**

Wednesday, September 8, 2021, 2021, 6:30 pm

Online – Zoom Web Call

**Attendees:** Romina Diaz, Samantha Adebiyi (Notetaker), Nicole Facey (left at 8pm), Charmain Brown, Stephen Linton, Carwyn Holland

**Library Staff:** Clara Addo-Bekoe, Sabrina Yung

**Absent:** Bernadette Hood-Caesar

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### 1. Land Acknowledgement

- Sabrina started off the session with a Land Acknowledgement.
- Sabrina shared something new with the Library, the Library will be opening on the new September 30<sup>th</sup> National Day for Truth and Reconciliation statutory holiday. Information will be published to the community soon.
- Question: Do we acknowledge that there is the Land Acknowledgement and Ancestral Acknowledgement?
  - Sabrina: The Library has permission to use the City of Pickering land acknowledgment, which was developed with local Indigenous elders for the City of Pickering's use.
  - Stephen will share more information about the difference between an Ancestral Acknowledgement and Land Acknowledgement, including examples from external groups.
  - Charmain: Also, support Stephen on the reasons to have these two acknowledgments.

### 2. Conflict of Interest Declaration (Standing Agenda Item)

- No conflicts of interest declared.

### 3. People and Culture Follow Up Discussion

- Information was provided for the group to review ahead of the meeting. Today's discuss will be based on the information shared and aims to develop a preliminary list of actionable outcomes, regarding hiring processes at Pickering Public Library.
- Job postings:
  - Due to a unionized environment with a Collective Agreement, jobs are posted internally first.

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- On job postings, the language has been moving away from an equal opportunity employer to an equity employer. So, the library added a bit of a change in the job posting language to ensure that they include everyone and support a diverse community.
  - When posting externally, they use Pickering website, and other sites to access other groups (for example other organization where they can share with their network) (see slides for details).
  - Question: How do we enhance job postings to reflect an anti-Black racism approach and anti-oppression approach?
  - Suggestions: Carwyn: he know of some organization that will post jobs. Sam: Local newspapers. Stephen: Looking at a certain level of education and questioning if it is needed for some positions, and what are some of the skills sets? Stephen will share a document on some of these best practices.
  - Selection and interview process:
    - Two step interview process that replace the one step. Panel interview and then HR or another staff will be invited.
    - The library does not currently facilitate DEI training specific to hiring, selection and interviewing for managers and will be looking at that.
    - People and Culture will be providing a job aid for hiring managers.
    - Suggestion: Maintaining a file for potential candidates.
    - Romina: Maybe it would be important to mention that the library works in a unionize environment because that might encourage them to apply more.
      - Sabrina: Is there a misconception or gap in understanding within the general public, regarding what a unionized job or work environment entails?
      - Sam: Agree with Romina that people might feel more secure applying for a unionize job
    - Stephen: Starting to do information session about the position, to diversify the experience a little where they can get to meet the hiring manager before.
    - Sam: asking about providing feedback to potential candidate for the future (Clara confirm that the library does provide feedback).
    - Sabrina: In the suggested model of a day in the life, how do you overcome someone not seeing that representation and potentially being deterred from applying? Stephen: in the description you can talk about survey results on who you are servicing and that might motivate individuals in going for employment.
    - Charmain: In the questions to all candidate, maybe have a specific question or scenario on a situation to assess how the candidate will deal with it.
    - Stephen: (For the interview questions) Can you provide an example where you had to engage with someone who was engaging in discriminatory behaviour? What was the behaviour? How did you address? What were the outcomes and what would you do differently if the situation was to occur again?

- Nicole: Currently, do you have short text on each job posting that invites applicants from Black and Indigenous communities to apply for positions?  
Clara: yes, we do
- Learning and Development:
  - Library has established a staff Inclusion Committee. The committee will look at other the staff Learn Day feedback and other DEI related topics or ideas for the Library.
  - Stephen: How do can you evaluate the information individuals receive in an Anti-black racism training? (Like a test or observing their behaviour)  
Clara: library is encouraging conversation around anti-Black racism. Sam: in performance review, we can ask employees, in what way have you contributed to your knowledge and work around DEI? Carwyn: will share a document on trainer and the trainee.
- Top takeaways:
  - Interview process (adding question on DEI) and posting (expanding use of resources that allow other groups to access posting)
  - Evaluation of DEI training (performance review have questions around DEI).
  - Transparency in job posting.

#### 4. Next meeting outcome: (October meeting)

- List of recommendation (staffing recruitment etc.) and this will be share with the board
- Follow up conversation with Joel and Doug
- What happen next year and what are our priorities.
  - We need to share a work plan for 2022 to share with the board.

#### 5. Other Business:

- Youth-Focused Subcommittee Update:
  - Sabrina: Joel has begun to coordinate staff involvement from our teen staff team. There will be an update from Joel on the timeline for the next steps.