

Meeting Minutes

Anti-Black Racism Working Group

Wednesday, January 12th 2022, 6:30 pm

Online – Zoom Web Call

Attendees: Samantha Adebisi (Notetaker), Nicole Facey, Charmain Brown, Stephen Linton, Bernadette Hood-Caesar

Library Staff: Sabrina Yung

Absent: --

1. Welcome and Land Acknowledgement (1 minute)

- Land Acknowledgement city of Pickering and the library was read by Sabrina.
- Ancestral Land Acknowledgement was read by Stephen.

2. Conflict of Interest Declaration (1 minute)

- No conflicts of interest declared.

3. Review Last Meeting Minutes (5 minute)

- Minutes reviewed and approved by the ABRWG.

4. International Decade for People of African Descent: Proclamation Request Preparation (30 minutes)

- Draft content was not received as planned.
- Group deferred this to the next meeting (February 9, 2022).
- Stephen followed up with Carwyn on what he has developed and it will be presented at the next meeting for the group to review.

5. One-Year Evaluation Process (30 minutes)

Action: Determine survey questions and completion deadline

- Group looked over different evaluation samples.
- Group reviewed draft presented by Sabina, and group agreed to proceed with the first format option that Sabrina presented.
- The ABRWG reviewed various options, such as survey questionnaires, open ended questions, evaluation criteria and rating scales. Group decided on a rating scale, from 0-5. Zero being not at all and 5 excellent.
- Sabrina will transfer accepted draft statements to an online survey tool and create a survey link by Monday for members to individually complete before the next meeting.
- Results will be reviewed together at the February meeting.

6. New Membership Framework Review (30 minutes)

- Group came to a consensus of recalling the Community Panel for the new membership appointment interview process.
- Sabrina has received confirmed interest to return from one representative (Kashauna) and is waiting for a reply from the second. Should the other representative not able to commit we do have other community partners that we can reach out to.
- Open public call out: aiming to have the expression of interest period open for two weeks. Open to applicants who meet the minimum eligibility criteria as noted in the ABRWG New Membership Appointment Process Framework.
- Interview panel will consist of two BIPOC community organization representatives, 2 Library Board members and a Library staff (Sabrina).
- Prior to the interview there would be a briefing with the Community Panel to go over the ABRWG Terms of Reference, work plans, and any other context to help form evaluation priorities when looking for strengths and weakness in the interviewed candidates and skill sets for the role.
- Everything will be conducted virtually in consideration of current COVID-19 public health measures and pandemic realities.
- We understand that community panelist are volunteers, so a small gift of appreciation will be provided to them. This remains supported by the ABRWG.
- ABRWG members do not want to be a part of the interview process, but want to support advertising/forwarding the open call to persons they think might be a good fit, and share questions that will help seek out a diverse group member that will represent the needs and areas of growth.
- Once the Community Panel determines who they want to appoint as new members, they will share the decision with the Library Board for endorsement and advise the ABRWG Chair. Successful candidates would then need to complete all documentation with the library.
- Current planned timeline:
 - Open call out with the expression of interest form to be published January 19th, 2022 to February 6th, 2022.
 - Review of expressions of interest and selecting interview list to take place February 7th, 2022 to February 11th, 2022.
 - Interviews to take place February 14th, 2022 to February 25th, 2022.
 - Decision on new appointed members to be submitted to Library Board and ABRWG Chair by March 4th 2022.
 - Goal is to welcome new incoming members to the Mach 9, 2022 ABRWG monthly meeting.
- Hope to have at least 3 new members. The group currently has 5 active members and per the Terms of Reference, the group is ideally 8 to 10 members.

7. Board Meeting Preparation (10 minutes)

Action: Review final document to share with Board.

- The Anti-Black Racism Working Group 2021 Recommendations and 2022 Work Plan document has been completed.
- Group reviewed the additions made, intended to strengthen the document and to provide the read some background information on where these recommendations came from (suggestion from CEO/Jackie).
- Sabrina will pdf the document and share with the group before the Board meeting.
- ABRWG Chair will be a delegate at the January 27 Library Board meeting. Stephen (back up: Charmain) will be able to speak to an overview of the recommendations and priorities for 2022. Note, the Board will be provided a copy ahead of the meeting.
- Other group members are invited to join the meeting as audience members. Sabrina will send the public registration link.

8. Youth Subcommittee Update (10 minutes)

- Committee is looking at recruiting new members, focusing on having more young people at the table. Looking at connecting with the Library's Teen Advisory Group (TAG) for new youth subcommittee members.
- Hoping to recruit three to four new members by March. Also, looking to have representation from the community like a youth worker, to advance some of the initiatives.
- The subcommittee is having conversations about ways to get more youth to engage in the feedback surveys. Thoughts have been around purchasing gift certificates. Stephen spoke about DurhamOne's recent community survey. They found success by being present at local fast food locations near high schools and popular with teens. DurhamOne team members paid, on site, for a meal (eg. pizza) for up to 20 meals once youth participated in their survey.
 - The Know Your Rights campaign across Durham and Pickering conducted the survey with this incentive and saw 800 surveys completed.
- The subcommittee is also trying to have 1-2 representatives in the local high schools as part of the strategy to speak on the best platforms' students are using. Perhaps the subcommittee can leverage these tools to have more young people participate in the surveys.
- Would also like to offer volunteers hours for community service, if they help increase survey participation.
- The subcommittee is working with Joel and Elaine at the library.
- Two Working Group members (Romina, Carwyn) have exited the subcommittee with their departure from the ABRWG.
- The library is working to fill a staffing vacancy in the teen area. Once that role is filled, that team member will join the subcommittee.

Question Stephen: Can the promotion for more youth engagement be promoted to the library's social media accounts? Sabrina confirmed yes.

9. Library Black history month updates:

- There are two new staff leads, one for adult and one for children.
- All functional areas (children's, teens, adults, and technology) are working on the Black History Month event details.
- From the adult team, there will be:
 - A month-long Beanstack Black History Month (reading) challenge. Participants will be entered into a draw to win gift cards from local Black-owned businesses. The challenge includes checking out mental health and wellness organizations that are Black-focused, reading recommended books celebrating and honouring the Black experience, and learning about key Black activists.
 - Month-long in-library display highlighting Black Canadian authors. The display will include the author's biography and links to the item's record in the library catalogue
 - Virtual Film Screening with the Congress of Black Women Ontario Region (Sun. Feb. 13)
 - A reflection prompts passive activity in-library February 11-19. This includes presenting questions to prompt discussion and reflection relating to three topics: anti-Black racism, allyship, and Black joy. Prompts will be from Black authors and attributed to the authors.
 - Sample prompts:
 - Anti-Black Racism: Have you ever described yourself as "not racist"? What does "not racist" mean to you? Why do you think so many people are invested in believing they are not "racist"? (*How To Be an Antiracist: A Journal for Awareness, Reflection, and Action* by Ibram X. Kendi)
 - Allyship: What I am willing to do and say in the fight against racism? What am I willing to surrender? What will I have to surrender? (*Antiracism Meditation Project* by Iman Gibson and Tori Lund)
 - Black Joy: What am I grateful for in my Blackness? (*The Shani Project* by Shani Tran)
 - Black Joy: When was a blissful moment in my childhood? (*Meghan Watson, psychotherapist at Bloom Psychology and Wellness*)
 - Button-making passive activity in-library February 21-28. Quotes from Black activists, authors, historical individuals, will be made available, along with button-making instructions. Clients will have the opportunity to choose a quote, design the button, and then make the button. Instructional signs will ask clients to consider why they chose the quote that they did and what it means to them, to support conversation and reflection
 - Partnership event: Black Excellence in STEM Careers and Research, online February 7. The event will feature Margaret Ikape, PhD candidate at the University of Toronto, who will speak about her experience and journey in the Astronomy and Astrophysics fields.

- From the technology team, there will be:
 - 5MFF Film Club - Honouring film legend Sidney Poitier, February 15.
 - The event will highlight and honour his life especially considering his enormous contributions to the civil rights movement and as an early pioneer in film discussing topics of race and racism. The event will feature the film "Paris Blues" which tackles issues of race and racism. The film is also available on Hoopla, which will allow us to feature and promote access to the Library's digital library products.
- The Group shared positive feedback about these plans.
- Sabrina will compile a full list from all the age groups and email the information to the group.