

Meeting Minutes

Anti-Black Racism Working Group

Wednesday, March 9, 2022, 6:30 pm

Online – Zoom Web Call

Attendees: Stephen Linton (Chair), Nicole Facey (Notetaker), Charmain Brown, Bernadette Hood-Caesar, Shaibu Gariba, Titi Katibi, Teronie Donaldson, Marsha Hinds-Layne, Romina Diaz

Library Staff: Sabrina Yung, Jackie Flowers

Absent: Samantha Adebisi

1. Land Acknowledgement & ABRWG Ancestral Acknowledgement
 - A short discussion for new members regarding the ancestral acknowledgement and its creation by the ABWRG.
 - Sabrina will share a copy to all members.
 - Since January 2022 both messages are read at the beginning of each meeting.
2. Conflict of Interest Declaration (Standing Agenda Item)
 - Romina Diaz advised she is taking part in Pickering Library's 5-minute film fest and may support library events as a guest speaker in the future. As discussed, this is not currently a conflict of interest, however the group noted, should an ABRWG matter present a conflict of interest for Romina in this regard in the future, she will abstain from participating in any decision making/voting involved.
3. Welcome Message by Jackie Flowers
 - Welcome from the staff team and library board.
 - Introduction of new and current members.
 - Sabrina noted that an on-boarding meeting will take place for all new members. Details to be emailed.
4. Review of February meeting minutes
 - Defer February meeting minutes approval to next meeting to allow new members time to read and review the last meeting minutes. Will seek feedback and approval at the April meeting.
5. UN: International Decade for People of African Descent – 2015-2024
 - Review the proclamation statement.
 - A brief discussion on specific requests in the proclamation.
 - Application process for the City of Pickering can be viewed online: <https://www.pickering.ca/en/city-hall/proclamations.aspx>.
 - Draft of proclamation has been shared via email with the ABWRG group.

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- Time sensitivity with regards to this request needs to be considered.
 - Stephen (Chair) put forth a proposal to create a sub-committee to move forward with this proclamation.
 - Discussion of a possible partnership with the Pickering Anti-Racism Task Force to create the proclamation for the city for added impact.
 - Concerns addressed to ensure that it is not a performative event but it is tied to a sustainable action that will continue in the future.
 - **Question:** What events or themes can we acknowledge and create to go hand in hand with the UN proclamation?
 - Member comment (Charmain Brown): I offer that perhaps the proclamation is done with the task force as a collaborative, overriding thinking for the City and that will be the umbrella for the work that we are doing as it relates to the library specific. We do this in random with our working plan starting with the collection
 - Pickering Library Collections team will be visiting with the ABWRG in April.
 - To be addressed with Collections Team: How can the library do better from an anti-Black racism lens when it comes to the collection?
 - A sub-committee will consist of Stephen, Marsha, Teronie, & Romina.
 - The sub-committee will decide on the date of the next discussion with the ABWRG group. Stephen will advise for placement on future agenda
6. Diversity, Equity & Inclusion Officer Proposal
- Due to not having sufficient time to discuss today, the group agreed to defer the discussions until a later date. Sabrina will look at the work plan for an opportunity and advise.
7. 2021 Recommendations
- Recommendations are currently accounted for on the staff performance plans, for staff on teams that have actionable items. This means that as part of staff performance reviews, those with accountabilities to support the implementation of the recommendations, will be evaluated for their contributions to the moving the desired deliverables forward.
 - The leadership team is working on a conversation guide regarding the recommendations to ensure shared understanding for the recommendations.
 - Every staff team will review community feedback from the survey to have a refresher and context regarding the recommendations and the 2022 Work Plan.
8. Amendment Proposal
- Sabrina tabled for consideration, an amendment to the ABRWG Terms of Reference (TOR) with regards to ABWRG members being allowed to maintain active membership if they are moving out of Pickering. Sabrina suggests for consideration, allowing members to remain a part of the group for the remainder of the calendar year, if they report a change in address that makes them no longer a current resident in Pickering.
 - Group reached consensus and the amendment has been supported to allow continued membership.
 - Sabrina will update the TOR and send a revised copy to all.

9. Vice Chair Vacancy

- Tabled discussion to be held regarding Vice Chair vacancy.
- Sabrina invites all members to consider taking on the role of Vice Chair.
- At the April meeting, we will open the space for folks to nominate themselves or others. As was done in the past, the group members will determine a new Vice Chair by consensus.

10. Youth Sub-Committee Update (Standing Agenda Item)

- Updates provided by Stephen and moved to sub-committee discussion.
- Teronie Donaldson has requested to be a member of subcommittee.
- There were no objections.
- Stephen to provide Teronie with the necessary details for upcoming meetings.