

Meeting Minutes

Anti-Black Racism Working Group

Wednesday November 9th, 2022, 6:30 pm

Online – Zoom Web Call

Attendees: Romina Diaz, Samantha Adebisi, Nicole Facey, Charmain Brown, Stephen Linton, Titi Katibi, Shaibu Gariba, Marsha Hinds-Layne

Library Staff: Shobha Oza, Joel Sutherland, Shahin Dashtkian

Absent: Bernadette Hood-Caesar, Teronie Donaldson, Sabrina Yung

1. Welcome! Land and Ancestral Acknowledgement:

- Read by Joel and Sam
- Shobha and group members congratulated Stephen on being voted in as a School Trustee.

2. Conflict of Interest Declaration

- No new conflicts of interest declared.
- With respect to a previous conflict of interest question tabled, Stephen shared the conversation that took place around whether his involvement in the ABRWG as a School Trustee would pose any conflicts of interest. No conflicts of interest were identified at this time. For workload balance however, Stephen shared that he may personally elect to step down from the Youth Subcommittee. His intention is to see the consultation through and then determine next steps.
- If Stephen needs to step down from the Youth Subcommittee, Sam has offered to step in, and Romina also offered to be a backup.

3. Review of September and October meeting minutes

- Few typos that Shobha will fix.
- ABRWG comfortable with meeting minutes.
- Shobha reflected on the library visits members of the ABRWG attended. ABRWG members shared how lovely the experience was and that they enjoyed the opportunity to get to see everyone in person.

4. ABRWG Events Discussion and Recommendation

- Joel and Shahin provided reflection outcomes and proposed recommendations from their last presentation and discussion with the group in August.
- Priorities:
 - Offer more Black focused events through the year (outside of February).

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- Improving how the library engages the community and local Black-led/owned businesses to help increase Black representation in the facilitation of library events.
 - Create a safer space and more inclusive experience for Black clients in all events. Goal is to improve sense of belonging in the library for clients who self-identify as Black.
 - The Library works with the City around the different celebrations they have and they use it as a scope in celebrating the same things.
 - The ABRWG tabled for consideration, an Events Subcommittee, involving library staff. Shahin, Joel and Shobha will take this back to the team for consideration. Alternatively, it was suggested and supported by some ABRWG members, that perhaps the Events Team provide the ABR focused event plans and/or the planning process consideration to the ABRWG for on-going feedback. It was noted that the library Events Team (functional leaders) are very excited to support the ABRWG and if the group would like to invite them to the table and to meet with them that will be great.
 - A question arose about the City of Pickering Anti-Black Racism Taskforce (PABRT) and collaborations with the ABRWG. Shobha noted that through conversations with the staff liaison, we know that PABRT is keen on working with the ABRWG.
 - In continuing to think about Events specific recommendations, a few questions arose about the public event proposal process:
 - Can individuals submit an application for an event idea for which they want to volunteer facilitator or if they are seeking an honorarium? Applicants can indicate in their event proposal, the cost, if any, for the suggested event idea. Typically if someone is seeking compensation for providing the facilitation of the proposed concept, they would (could) include such detail or share it in the follow up communications with staff.
 - How long will it take for a facilitator to have the opportunity to conduct an event? Once the library receives the application, it is then reviewed and staff get back to the person right away or we provide them with a timeline on when a team member will get back to them.
 - The importance is the awareness that this (event proposal procedure) exists and the execution of it.
 - What would it cost for an organization to conduct an event at the library? Community partners may be eligible to have the room booking fee waived in exchange for the delivery of a public program, once it's determined the event will be open to the public at no cost. The library can also help to plan and collaborate on the implement, as well as help with the promotion of the event.
 - Shahin noted that we could look at including information on the website that informs potential library partners that a room booking fee may be waived when collaborating to conduct an event. Link to the page: <https://pickeringlibrary.ca/room-bookings/>
 - **Shaibu:** Is there a budget for events? We don't have a set limit to the budget for a public proposed event or any partnership events, but we do support partnership events on a case by case. We do have a set program

supplies budget for the year and so all case by case considerations take into account our annual program supplies budget (which encompasses guest presenter fees). Also, we explain on the form that there may be expenses incurred by the applicant.

- Same suggested that for partnership events, the library can provide the space, but can ask partners if they would like to make a small donation to an initiative.
- Romina suggests the library run a survey on barriers around events in the community for data purposes. Also, having testimonial of events in celebrating what the library is doing.
 - Stephen noted that the sending the survey to Black led community groups across Durham as well as the general public would help reach the desired audience.
- Sam tabled for discussion: How is the library prepared to deal with community members who may not agree with the changes?
 - Joel and Shobha noted, we are making our events reflective of the community. We provide a space that people can connect with staff and share their concern freely and we can use those opportunity to explain the library upholds our intention and goals around diversity and inclusivity.
- Thinking about measurement, how do we measure the impact of these event changes? (Example like having numbers like 8 program a year or having an organic measurement)
 - Look at percentage of the event at the end of the year.
 - Like the idea of the percentage but not really a particular number, but events throughout the year.
 - Percentage of all events currently and in the past years to see where the library is and where there needs to be improvement.
 - Are we going for impact from events or number of events? We can do both, there are tools that can be used to get evaluate both impact and numbers. (Sam will share with Shahin)

5. Youth Sub-Committee Update

- Joel met with Mohammed and the event specialist for Teen services and they went to St. Mary's Catholic high school during the lunch period.
- Stephen shared his idea on having pizza for student participation and it was successful.
- Students also had the opportunity to enter a draw to win a prize.
- Team is looking through the data collected from the 8-10 iPads that were used.
- 171 youth completed the survey to date.
- Having a QR code helped make it easier to access and enter a submission for the survey.
- Team will be going to another school in Pickering next week.

6. News:

- ABRWG with the library was selected to present at the Ontario Library Association (OLA) Super Conference February 1-4. Exact date to be determined.

- Charmain, Sam, and a youth from the Youth Subcommittee will join Sabrina in presenting.
- Jaclyn SanAntonio from the City of Pickering will come in December to the ABRWG meeting. The ABRWG will have an opportunity to meet her, learn about her role a bit more and possibly explore how the City's Anti-Black Racism Taskforce (PABRT) and the ABRWG might collaborate more.