

Meeting Minutes

Anti-Black Racism Working Group

Wednesday December 14, 2022, 6:30 pm

Online – Zoom Web Call

Attendees: Stephen Linton (Chair), Marsha Hinds-Myrie (Vice Chair), Nicole Facey (Notetaker), Charmain Brown, Shaibu Gariba, Teronie Donaldson, Romina Diaz, Shobha Oza, Jacklyn San Antonio (PABRT)

Library Staff: Sabrina Yung

Absent: Samantha Adebiji, Titi Katibi, Bernadette Hood-Caesar

1. Land Acknowledgement & ABRWG Ancestral Acknowledgement

2. Conflict of Interest Declaration (Standing Agenda Item)

- No conflicts of interest declared.

3. Review of Last Meeting Minutes

- Deferred to January meeting.

4. Meet and Greet with Jaclyn San Antonio

- Jaclyn is the Senior Advisor for Equity, Diversity and Inclusion. Within this role, she is the staff liaison for the City of Pickering Anti-Black Racism Taskforce (PABRT).
- Jaclyn works on various community initiatives throughout the City internally (staff training and DEI initiatives) as well as external work.
- Jaclyn's role is involved with supporting and promoting Black education, art and community building within the city.
- With regards to collaboration between the PABRT and the Library, Pickering Public Library and the ABRWG are included in PABRT community partnerships considerations and information sharing between staff liaisons.
 - The Library tries not to duplicate the work that the City does. Here possible, there is support to collaborate and combine efforts/resources.
- PABRT – is one aspect of the work that the City does with regards to EDI.
- Challenges of the Senior Advisor for Equity, Diversity and Inclusion role:
 - Jaclyn: One person working with a city of over 700 employees, that is challenging on the limited resources.
- To ensure the work is not performative, we must consider: Is it about building community and strengthening relationships? Is it improving the relationships? Is the work impactful and how do you make this work sustainable?
- Stephen: Do we have any updates on the survey and focus group (regarding Goss Gilroy Inc)? What is the communications strategy for the results and next

steps to the ABWRG and PABRT, how do we align ourselves with the next steps?

- Jaclyn advised there are currently no results yet on the focus groups.
- Jaclyn will follow up on the details.
- Sabrina noted that the outcomes will involve the library, so we will work together to move forward on what the next steps are for the results and how we will collaborate.
- Stephen: Black History Month and Black Mental Health Week - Will we be collaborating with PABRT?
 - Jaclyn: Reach out to the group for collaboration initiatives. [Post-meeting addendum: due to the timeline of the new member recruitment and onboarding for PARBT, plans and collaboration for Black Mental Health Week may be impacted].
 - Sabrina: We are in a good place to discuss a synergy of efforts as the groups have become more established.

5. 2022 Recommendations and 2023 Work Plan – Draft Review

- Screen shared by Sabrina.
- Reviewed summary of the Collection consultation and the resulting recommendations.
- Reviewed summary of the Events consultation and the resulting recommendations.
 - Group highlighted and noted some success indicators/outcome measures that need to be better defined or further clarified with the Events Team. Sabrina to take that back to Joel and Shahin for revisions.
- Reviewed preliminary 2023 proposed Work Plan, capturing the priorities, discussions, and accountability check points for the upcoming year.

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

- No new updates to report.

7. 2023 Ontario Library Association (OLA) Super Conference

- We were notified that the ABRWG OLA Super Conference presentation was moved to a virtual format (pre-recorded) but PPL is pushing back to have an in-person presentation. Sabrina will be sending a letter advocating for reconsideration and reverting the presentation back to an in-person experience.
- The ABRWG has been shortlisted for the 2022 Angus Mowat Award of Excellence. As a result, there are two tickets available for two ABRWG members to attend the Ontario Public Library awards gala.
- Interest indicated from Romina, Sam, and Charmain. After some discussion about who will attend on the group's behalf, the group would like to further discuss offline and advise Sabrina on the decision later.