

Meeting Minutes

Anti-Black Racism Working Group

Wednesday, January, 11, 2023, 6:30 pm

Online – Zoom Web Call

Attendees: Stephen Linton (Chair) (*due to scheduling conflict, joined for the final agenda item*), Marsha Hinds-Myrie (Vice Chair), Samantha Adebiyi (Notetaker), Romina Diaz, Nicole Facey, Charmain Brown, Titi Katibi, Romina Diaz, Bernadette Hood-Caesar, Shaibu Garibu

Library Staff: Sabrina Yung, Shobha Oza

Absent: Teronie Donaldson

1. Land Acknowledgement and Ancestral Acknowledgement

2. Conflict of Interest Declaration

- No conflicts of interest declared.

3. Review November and December meeting minutes

- Deferred to February meeting, as there have been some unforeseen delays with the November and December minutes.

4. Proclamation and City of Pickering ABR Identifier

- Marsha provided updates from the Proclamation Subcommittee.
- Discussions have been on-going, in collaboration with the City of Pickering Anti-Black Racism Taskforce (PABRT). Main focus has been on the intent and proposal of a City of Pickering Anti-Black Racism (ABR) Identifier contest.
- There will be a meeting on February 12, 2023, to further talk about the plans for the ABR Identifier (contest details, timelines for the campaign, the launch event, contest judging, etc.)
 - The Proclamation Subcommittee is seeking the ABRWG's endorsement of this campaign and the contest approach. PARBT is also reviewing the preliminary idea for their formal endorsement.
- This identifier will be used by the City of Pickering and Pickering Public Library, and applied to events and initiatives as a way of indicating with the public when the event or initiative is linked to any intentional anti-Black racism work. Further clarification on what the identifier can be applied to would need to be finalized and documented.
- The Proclamation Subcommittee is proposing a contest for youth (specific ages to be determined), where the youth artists will put forward their designs for the ABR identifier, and a judging panel will select a winner.

- Winner will be compensated, and formal rights will be authorized for the use and reproduction of the artwork.
- Sam noted that it would be nice for the ABRWG to know how this contest is being facilitated to ensure the process is transparent to everyone (the public specifically).
 - Sabrina and Marsha echo Sam's statement: Yes, this is important and these are some of the things the ABRWG/PABRT collaborative group will be discussing in the next meeting. Final decisions will be shared with the ABRWG as details evolve.
 - The evaluation process needs to be decided and communicated from the start, to ensure transparency. Clear guidelines – what is the ask and what will earn top consideration?
 - Would also be good to have ABRWG and PABRT representation on the judging panel, in addition to professional local artists.
- Marsha, Teronie, and Stephen are working with two PABRT members and the two staff liaisons for this ABR identifier planning group.
- Charmain noted we should think about ways to honour all the participants submitting a design for the ABR identifier. This could be done by displaying their designs in the library for others to view.
 - The ABRWG agreed and other suggestions include sending an invitation to the public to view the designs of the youth at the Library.
- Members also suggested that contest description should include explanation on why we are focusing on youth artists in Pickering and also explain why this is focused on City of Pickering, and no other cities in Durham at this time.
- Outcome of this discussion: the ABRWG endorses this ABR identifier contest. Marsha and Sabrina will report this back to the planning group.

5. ABRWG Self-Evaluation

- Thank you to all ABRWG members for completing the self-evaluation. The summary of the results has been shared via email.
- Sabrina shared screen and facilitated a review of the lowest scoring results, for group feedback/clarification.
- **Question 6:** The Working Group has an effective system to identify and deal with conflicts of interest among its group members.
 - A member noted they were not sure what this question was asking and some members needed clarification on the ABRWG's current conflict of interest practices.
 - Sabrina provided a review of current conflict of interest procedure. This is outlined in the ABRWG Terms of Reference and involves having 'Conflict of Interest' as a standing agenda item. Every monthly meeting, the Chair initiates the opportunity for any member to disclose conflicts of interest that may need to be discussed. If a conflict of interest is determined, the member will have to abstain from the related discussion and any related decision-making.
 - The group noted that the ABRWG has not experienced any identified conflicts of interest to date, so that may be why this procedure feels unfamiliar.

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- The group also acknowledged that in the event they are unsure and do not feel comfortable checking for certainty with the group in a meeting, there have been instances where individuals have checked with the staff liaison to seek clarification if their concern is a conflict of interest. Members noted this has been helpful. If any member feels uncomfortable to share their concerns or uncertainties with the larger group, then they can speak with Sabrina separately.
 - Overall, after discussion the group reached shared understanding about current conflict of interest procedures and the group believes the score might have been higher now that there is clarity.
 - Some members noted they interpreted the question as an evaluation on how individuals in the group handle conflict amongst members. It was suggested that the question be reviewed for more clarity.
 - Shaibu suggested having a policy around conflict resolution. However, other group members did not see it necessary that we create a policy, but having some guidelines or expectations to handle conflict might be better. The group felt is important that all members bring forward an conflict or challenges with conflict resolution or bring concerns to the staff liaison.
 - **Question 13:** The Working Group ensures that it receives the appropriate information from the Library Liaison to fulfil its duties.
 - ABRWG members did not have any comment to the outcome of this question. No examples were provided to indicate information gaps and/or areas of concern. However, Sabrina reminded members that if there are concerns, suggestions, questions or information that group would like to have from the Library, to feel free to connect with her.
 - **Question 14:** The Working Group members arrive at each meeting, thoughtfully prepared to discuss the items on the agenda.
 - Sam suggested that this question should reflect a more personal opinion, example: “As an active member / arrive at meetings, thoughtfully prepared to discuss the items on the agenda.”
 - Other ABRWG members totally agreed with Sam in changing the framing of this question for the next evaluation.
 - **Question 20:** The Working Group has an effective mix of skills, experience, and expertise to successfully address the areas of growth and community feedback.
 - Romina also sees this question as one that could be reframed to be more of a reflection of the self.
 - Some members shared sentiments that there could be stronger familiarity with various ABRWG members, and that there hasn't been a lot of 'getting to know you' time in our current format.
 - We identified an opportunity for the members to check in with each other more, and we also talked about the giving everyone a voice at the table on different topics.
 - Sam suggested we have a meet and greet or lunch and learn for the group once a year so that we can get to know each other better.
 - Sabrina suggested that we can have some of our 2023 (and on) meetings in person at the Library. Perhaps every 3rd meeting?

- The group liked the idea of scheduling more in-person meetings. Sabrina will update the 2023 Work Plan to reflect that change.
- **Question 21:** The Working Group currently utilizes a Community Panel to facilitate its appointment of new members (when activated by the Working Group). The Community Panel process brings diverse community representation to the ABRWG table.
 - Sabrina provided a reminder about the Community Panel. Individuals on the panel include community volunteers from stakeholder agencies, the ABRWG staff liaison and Board members. Their role has been to lead the recruitment cycle, conduct the group interviews, and select the appointed volunteers for the ABRWG.
 - No concerns were raised after this clarification was offered.
 - The group remains confident in the Community Panel model.
- **Question 24:** The Working Group receives and uses requested and available information from the Library's present-day service measures, policies and procedures, and available performance indicators to inform discussions
 - No concerns were raised in the discussion.
 - Sabrina noted again that she is open to any suggestions, questions from group and can share any information the group might need.
- **Question 26:** Deliberations and discussions at the Working Group meetings consistently focus on priority issues determined by the community feedback received at the library.
 - No concerns were raised in the discussion.
- **Question 29:** The Working Group members are familiar with the ABRWG information posted to the public on the Library's website (URL: <https://pickeringlibrary.ca/anti-black-racism-working-group/>).
 - Sabrina shared that ABRWG minutes are shared after the group approves them. The landing pages also include ABRWG milestones, group members names, and the current Terms of Reference.
- **Question 31:** The Working Group has an effective orientation program and/or plan for newly appointed members.
 - Shaibu wanted to discuss the responsibilities of members as they join the group and if they are being carried out. For example, members are responsible to read the Terms of Reference.
 - The ABRWG Work Plan is also shared during orientation process.
 - Sam suggested having a separate meeting from our regular meeting cycle dedicated to just meet new members and go over anything they might have questions about (when we are on-boarding new members). Currently, our practice has been to parachute new members in, and we recognize that that can be overwhelming or confusing for new members to join mid-way through a discussion.
 - Other ABRWG members suggested making this question more personal to be more self-reflected, so when looking at data we are more reflecting our ourselves that on everyone.
 - Sabrina said that when revising for this year's evaluation we can make those adjustments.

6. 2022 Recommendations Draft and 2023 Work Plan Draft Review

- Deferred to the February meeting.
- Delegation to the Library Board will no longer be in January. Due to new Board members attending their first meeting in January, we were asked to postpone the ABRWG delegation to the February 23rd meeting.
- Stephen was nominated to represent the group as the delegate. Stephen accepted.

7. Youth Subcommittee Update

- No new updates.

8. Ontario Library Association (OLA) Conference Presentation Update & Gala Attendance Update

- Charmain and Sam will be joining Sabrina in presenting at the conference.
- Charmain provided a brief description of what we have been working on for the presentation.
- We looking to have a youth voice on the presentation, so Nikkita will be joining Charmain, Sam, and Sabrina. However, we're still verifying whether Nikkita will be able to miss school. If he is not able to join us at the conference, we will have him pre-record remarks.
- As part of the presentation, we plan to have participants share their own experiences of ABR within their Libraries. Want to promote reflection and conversation.
- We have also planned a panel conversation, so that it's not just a straight presentation. This will give an opportunity for Sabrina to ask Charmain and Sam some questions where they will speak to their lived experiences and their perspectives working with the ABRWG.
- We were successful in appealing the format change and we are not back to presenting in-person.
- Romina and Sam will be attending the Ontario Library Service Awards Gala on Thursday February 2nd to find out if the ABRWG wins the award. Sabrina will find out the event details and forward to Romina and Sam.