

Meeting Minutes – DRAFT

Anti-Black Racism Working Group

Wednesday, May 10, 2023, 6:30 pm

Online – Zoom Web Call

Attendees: Stephen Linton, Romina Diaz, Charmain Brown, Samantha Adebiyi (Notetaker), Nicole Facey, Titi Katibi, Marsha Hinds Myrie

Note: As we did not achieve quorum, members in attendance discussed and determined to continue the meeting and acknowledged any decision(s) requiring quorum would be deferred to the next meeting where quorum is achieved.

Library Staff: Sabrina Yung (Second Notetaker), Shobha Oza, Lalaa Comrie, Chase Rooney, Rebecca Courtney

Absent: Bernadette Hood-Caesar, Teronie Donaldson, Shaibu Gariba

1. Welcome and Land Acknowledgement
2. Conflict of Interest Declaration (Standing Agenda Item)
 - No conflict of interest declared.
3. Review Last Meeting Minutes
 - No edits or omissions declared.
4. Teen Reset Update and Follow Up
 - Shobha provided a follow up to the Teen related incidents shared and discussed at the April meeting.
 - A short refresher summary was provided to the group, as we did not achieve quorum at the last meeting. Full details are captured in the April meeting minutes.
 - The Teen Reset involved the library taking measures to ensure that everyone using the library feels safe, welcome, and supported. Zero tolerance was in effect for disruptive behaviours during this time.
 - Changes to address some of the concerns include:
 - Collaboration with different community partners, such as Carea Health, Affiliation for Inspiring Youth Upliftment (A.F.I.Y.U.) and additional organizations from the community to come in and conduct youth-focused activities and workshops.
 - Library staff are creating more activities like painting, food preparation and other events to keep the youth engaged.
 - Working on enhancing the after-school program, bringing youth focused job fairs and seeking grants to offer employment opportunities.

- ABRWG member feedback:
 - Youth observed using the music studio which has very little space for the volume of interest. If the youth are showing more interest in music, why not enhance that program or space to support their interest?
 - Suggestion: Have a sign-up sheet to use the music room. There is a booking system in place for the Maker Space, but perhaps we must review whether this process is youth friendly, especially if the interest is in the spot in person.
 - The security's approach to the crowded space of the music room was not the best. They need to consider the youth interest and passion.
 - Observed that staff were a little nervous to get involved in approaching youth, so they decided to go right for security.
 - The group welcomes staff to also lean on the ABRWG group for support, not just the community agencies.
 - Thinking about collaboration with agencies on referral processes to their local youth programs.
 - Look at incentives like paid employment workshops from the YMCA that can keep the youth informed and busy.

5. Introduction to Marketing Collections and Events

- Lalaa Comrie, Marketing Strategist, presented an overview of how the library approaches marketing for events and collections. It highlighted the library's current marketing strategies.
- Copy of the presentation to be shared with the group.
- The Library is in the process of shifting content on social media to be represented of real clients and staff experiences (as opposed to obscure, stock imagery). This has proven to be more effective in resonating with the viewers.
- The Marketing team, along with the Collections and Events Teams will be coming back for part 2 of this conversation in August. From the group, the hope is to hear feedback about:
 - What marketing strategies works best?
 - What are some challenges you're experiencing as a user, when it comes to accessing or engaging with current library marketing?
 - What might change look like?
- ABRWG member feedback:
 - Have noticed a difference in the last few months – seeing more real human content and it has been more relatable.
 - It was shared that a frequent library user received an act of kindness, a Tim Horton's gift card hidden in their book, when they came to pick up their holds. This act was initiated by a library staff member. The feedback was that it felt nice, felt like a gesture of appreciation and human connection, and was well received.

6. Anti-Racism and Anti-Oppression (ARAO) Framework

- Framework is underway.
- As part of this work, staff are working towards adopting and implementing a formal ancestral acknowledgement for the library. Will be looking to the group to

collaborate on developing one, as opposed to simply adopting an existing one. The ABRWG one was adopted from City of Toronto – and we'd like something that reflects this community's voice.

- ABRWG member feedback:
 - Members agreed that developing one of our own is great.
 - Maybe we can put it out to the community, an invitation to participate in what words can be included, what sentiment would you like to be included, community public awareness raising around what is an ancestral acknowledgement? Maybe that's our role – something we do as a group.
 - Maybe host community conversations for building this acknowledgement so individuals can contribute their thoughts. In-person experience would be great.
 - Action request: Could one or two members help put an engagement idea together?
 - The library is commended for creating an ARAO framework – “You've already started to work on embedding ARAO into your work. So, this framework isn't only going to be a framework sitting there. The community engagement [shown through the ABRWG] is a way to show the library is invested in the community and the community's input.”

7. Youth Subcommittee Update

- The Subcommittee is satisfied with the volume of input received at this time.
- Survey results are being reviewed and a summary will be shared once the group is ready to highlight key conclusions and takeaways.
- Hoping to have the teens on the Subcommittee join in the presentation of findings and recommendations, at the July meeting.

8. Proclamation Subcommittee Update (ABR Identifier Collaboration with PABRT)

- Budget clarification to move this work forward is being determined, with discussions finalizing the funds needed to appropriately compensate the artists through the phases of the work and to appropriately compensate the 'jury' (formal name to be determined).
- Once a full budget ask is determined, there will be exploration to see if there are some funds that can be reallocated in part to support this work in 2023. While the remaining will need to be requested in a business case for the 2024 budget.
- The call for expression of interest (or proposals – formal name to be clarified) is still being developed. Eligibility for the artist is being shaped. At this time, we have discussed:
 - Self-identifies as Black
 - Lives in Durham or has a strong connection to Durham
 - Youth (age range TBD).