

Meeting Minutes

Anti-Black Racism Working Group

Wednesday, June 14, 2023, 6:30 pm

In-Person – George Ashe Library Quiet Study Room

Attendees: Romina Diaz, Samantha Adebiyi, Charmain Brown, Stephen Linton, Titi Katibi, Shaibu Gariba, Marsha Hinds Myrie, Teronie Donaldson

Library Staff: Sabrina Yung, Shobha Oza, Clara Addo-Bekoe

Guests: Sarah Sheehy (Library Board)

Absent: Nicole Facey, Bernadette Hood-Caesar

1. Land Acknowledgements and Ancestral Acknowledgements
 - Read by Sabrina and Romina.
2. Conflict of Interest Declaration (Standing Agenda Item)
 - No conflict of interest declared.
3. Review Previous Meeting Minutes
 - May meeting minutes were shared.
 - No edits or omissions were brought forward.
 - Minutes were approved.
4. Loblaws Incident Debrief
 - ABRWG members took time to acknowledge the harmful incident of anti-Black racism that took place at the Pickering Loblaws (grocery store). Note: the victim's family member circulated a video recount for public viewing and many community members have shared their awareness of the local incident.
 - Two ABRWG members along with some Pickering Anti-Black Racism Taskforce (PABRT) members spoke about this incident during a subcommittee meeting and proposed issuing a joint statement. To help ensure this message represented the sentiments of both groups' members' sentiments, members from both groups are encouraged to share their thoughts and input.
 - A PABRT member who is connected to the victim was tasked with seeking input from the victim regarding their preferred way for the two groups to demonstrate their support. The intention is to ensure a joint statement will reflect the victim's input and feedback as well.
 - ABRWG members acknowledged the hurt and harm the Loblaws incident has had on themselves and in the greater community.

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- A question arose regarding the Library's role in such community incidents. What is permitted and within scope of the Library and the ABRWG? Some members were unsure if they should support without knowing what type of response actions are within scope of the group vs. what are activism actions individuals may need to take as individuals outside of the ABRWG group.
 - Staff from the Library and the City were present in the Proclamation sub-committee meeting last Thursday, where the incident and a call to action were tabled for discussion. The Library confirmed in that meeting, support for the ABRWG/PABRT joint statement and confirmed the statement can be published via the Library's social media channels (as ABRWG is not independent of the Library). The City team confirmed the same support and confirmed the statement can be posted through the City's social media platforms, and additionally advised that the Mayor would support a joint statement by reposting to his social media as well, followed by his own statement.
 - Next steps: SL and MHM will draft the joint statement, share with ABRWG members, PABRT members, and the victim for feedback. Once the statement in final draft form, it will be shared with the City and Library.
 - There was a discussion around a community town hall to see what the community wants in such circumstances and what supportive action would look like, when anti-Black racism incidents occur in Pickering. It would help shape roles, resources, and opportunities for community to come together during difficult incidents. Preliminary conversations determined PABRT, and the City will take that back for further exploration. ABRWG members support this idea and expressed interest in helping move it forward.
 - ABRWG members acknowledged there isn't a clear process for how the ABRWG specifically should respond in such circumstances. The group agreed the ABRWG will explore and establish a process. SL has a sample draft model to share with the group for review and further modification for ABRWG scope.
 - Some ABRWG members acknowledged their uncertainty about the role and responsibility for the ABRWG in such circumstances. This has shaped their limited commenting or input. Some uncertainty was raised around the purpose and intention of the ABRWG/PABRT joint statement.
 - It was noted that the Library Board has a crisis response procedure, and perhaps that may be a model to consider for the ABRWG.
5. City of Pickering EDI Community Working Group Opportunity – Determining ABRWG Representative.
- CAB shared information about this opportunity with the group, with an invitation for participation. The ABRWG has been invited to nominate one person to represent the group, at the City's EDI working group table.
 - The City is are still gathering information from community members and is working with different community groups and the information gathered along with survey will be brought back to the consultant.
 - At this time, it's anticipated that the group will have no more than 10-15 members.
 - Currently, the plan is to host a total of 5 sessions for the working group.

- Workshop 1: Go over details about the group and seek input.
 - Workshop 2: Form pillars and what recommendations should look like for the City and the community.
 - Out of the 5 sessions, 2 will be in person in July/August, followed by 3 virtual sessions in the fall months.
 - The EDI Working Group/ABRWG rep will share information with ABRWG members along the way.
 - Honorarium will be provided for each EDI Working Group participant (\$500).
 - TK was nominated to represent the group. CB and RD are backups.
6. 2021 Recommendations – People and Culture Check-In
- Clara provided progress updates with respect to the existing People and Culture recommendations.
 - A copy of the presentation will be shared with the group.
 - ABRWG members were pleased with the progress, noting the impacts of the discussions they've had are clearly reflected in the work taking place.
7. Introduction to Collections Marketing and Events Marketing Debrief
- Deferred.
8. Youth Subcommittee Update
- RD advised that the summary of the youth consultation will be ready to be shared at the July meeting.
9. Proclamation Subcommittee Update (ABR Identifier Collaboration with PABRT) – August Event Planning
- The subcommittee is looking for feedback on Expression of Interest, artist eligibility criteria. Currently drafted:
 - Individual artist needs to self-identify as Black and
 - Live in Pickering or have a strong connection to Pickering (perhaps lived here but recently moved).
 - Youth ages 16-24
 - The sub-committee is also working on how much the honorarium will be. Actively reviewing comparable Expressions of Interest from other municipalities and public art opportunities, with the guidance of the City of Pickering public art team.
 - Planning for the August 31st event is progressing. PABRT is taking the lead in the planning. The Library is responsible for funding and organizing the identified youth t-shirt art consultation activity. Please continue to save the date.