
Meeting Minutes

Anti-Black Racism Working Group

Wednesday, November 8th, 2023, 6:30 pm

Online – Via Zoom

Attendees: Romina Diaz-Matus (Notetaker), Charmain Brown, Shaibu Gariba, Marsha Hinds Myrie, Nicole Facey, Titi Katibi, Teronie Donaldson

Library Staff: Shobha Oza, Sabrina Yung

Absent: Samantha Adebisi, Bernadette Hood-Caesar, Stephen Linton

1. Land Acknowledgement and Ancestral Acknowledgement
 - Read by SY and RDM.
2. Conflict of Interest Declaration
 - No conflicts of interest declared.
3. Review Meeting Minutes
 - October minutes review: Typo on page 2, second last point. Corrected to “*The group decided the* TOR should reference the Code of Conduct that exists.”
 - No additional edits were tabled. October minutes were approved.
4. Terms of Reference – Confirmation of Public Posting
 - SY confirmed revised TOR has been posted to pickeringlibrary.ca/abrwg.
5. Self-Evaluation Draft Review
 - SY shared the live draft. Group members had the opportunity to comment and/or identify edits, additions and/or deletions.
 - Key changes:
 - Identified in the 2022 self-evaluation debrief, the group wanted several “we” statements changed to “I” statements. This was to add an element of assessing one’s individual contributions as opposed to assessing the group’s contributions. SY reviewed the notes and applied the edits.
 - Dimension one was amended from “Team Contribution and Group Process” to “Individual Contribution and Group Process”.
 - New: #4 “I actively visit the library in-person to observe the user experience in library spaces and bring forward my informed observations to the Working Group discussions.”
 - New: #5 “I actively use or trial library services (physical and/or digital) to observe the user experience and bring forward my informed observations to the Working Group discussions.”

- New: #27 “ABRWG information (history, framework, recommendations, work plans, etc.) is shared through community presentations to other organizations and/or other public libraries, such as at the Ontario Library Association Super Conference. Sharing ABRWG information in presentations helps spread the reach of the ABRWG's work and is an effective strategy for sharing our learning journey.”
- New section: Annual Membership Eligibility Declaration and Commitment Renewal. As decided during the TOR review, all members must declare they continue to meet eligibility criteria and declare their intent to renew and actively participate for another term (one calendar year).
- Members agreed to complete this self-evaluation by November 24. SY to compile results and will flag statements with noteworthy scores for discussion at the December meeting.
- Today's meeting will adjourn earlier than usual to allow members time to complete the self-evaluation. SY shared the link in the chat and will email as well.

6. New Chair and Vice Chair Discussion

- Reminder from recent TOR discussions, the positions involve a one-year commitment, including an annual review of the position in November.
- With quorum confirmed, all present members were invited to nominate themselves or a fellow member.
 - CB was nominated by TD and seconded by NF.
 - TD was nominated by CB and seconded by NF.
 - CB declined the nomination.
 - RDM was nominated by SG and seconded by CB.
- All present members were invited to give their feedback on nominations.
- Consideration was suggested for two Co-Chairpersons instead of one Chairperson and one Vice Chairperson. Members discussed and agreed. SY to amend TOR to reflect this change.
- RDM and TD confirmed acceptance of Co-Chair roles – Effective immediately.
- CB confirmed as Notetaker (outgoing Notetaker is RDM due to new Co-Chair appointment). NF to remain as second Notetaker. Also, effective immediately.

7. Strategic Plan Engagement at December Meeting

- SO noted that the Library's strategic plan community survey is live. All members are invited to participate and help promote the survey. Full details can be found via pickeringlibrary.ca/strategicplan/.
- Language translation for the survey is also available. Residents needing the survey in a language of their choice can request staff assistance by filling out the form online: pickeringlibrary.ca/surveytranslate/
- The library is working with consultants from Saffy. In addition to the survey, they are working on facilitating in-person focus groups to gather input from community members who may not be strongly represented in a survey format.
- SO requested feedback for having Saffy facilitate a focus group session during the December ABRWG meeting. And all ABRWG members would be asked to bring a community member with them, to help extend the focus group reach.
 - Concern was raised that the ABRWG is not an accurate representation of the community it serves.

- The focus group should be made up of community members and not the ABRWG. The concern around bringing in someone would still not address the issues of representation.
- Concern was raised that the additional family or friend that each member brings may be too like-minded, and therefore different perspectives could be missed.
- Concern was raised that the ABRWG members, due to working together as a group for so long, may share similar perspectives, and not accurately represent the spectrum of wider experiences.
- SO noted the additional varied efforts have been made (and are planned) including outreaching at community events, Go train station, high traffic community spaces, as well as digital promotions and pushes to community partners.
- Based on the feedback, SO will advise Saffy that the ABRWG recommends a separate focus group date, open to the public. ABRWG members will be invited and can still bring additional family and friends, but by opening it to the public, ideally diverse representation will be better achieved.
- The December ABRWG meeting therefore will be a regular meeting (online).

8. Events and Collections Marketing Part 2 Meeting

- Marketing Strategist, Events staff and Collections staff will return to meet with the group for the follow-up conversation. The goal is to collaboratively identify recommendations for staff implementation, to improve community reach and awareness around library events and library collections.
- This part 2 discussion was deferred during the last few months.
- ABRWG members are encouraged to review the minutes and to email SY any questions you may have for the Marketing Strategist.

9. 2024 Draft Work Plan

- SY working on draft. To be shared at the December meeting.
- Members to think about 2024 and consider any areas of focus the group could lean into next year. Share at the December meeting.
- The current draft includes accountability/progress updates from Client Experience, People and Culture, Events, and Collections. Now that the recommendations are well underway, are there additional or new recommendations to add?
- A fifth set of recommendations will come from the meeting with the Marketing Strategist in January focusing on events and collections marketing.

10. Library Board Update – March 2024

- We are currently behind schedule with the 2023 Work Plan. As such, the in-person ABRWG Board update typically conducted in January by the ABRWG Chair has been rescheduled to the March Board meeting.