
Meeting Minutes

Anti-Black Racism Working Group

Wednesday, December 13, 2023, 6:30 pm
Online – Via Zoom

Attendees: Romina Diaz-Matus, Charmain Brown (Notetaker), Marsha Hinds Myrie, Nicole Facey, Samantha Adebisi (partial)

Library Staff: Shobha Oza, Sabrina Yung

Absent: Bernadette Hood-Caesar, Stephen Linton, Shaibu Gariba, Titi Katibi, Teronie Donaldson

1. Land Acknowledgement and Ancestral Acknowledgement
 - Read by SY and RDM.
2. Conflict of Interest Declaration
 - Quorum (6) not achieved.
 - No conflicts of interest declared.
 - SO suggested that this could be sent out via email to ABRWG members and any new conflicts of interest could be declared there.
3. Review Meeting Minutes
 - November minutes reviewed.
 - No additional edits were tabled.
 - Without quorum, it was agreed that while minutes were approved, members may still identify by email if there are edits or omissions.
4. Self-Evaluation Feedback Review
 - SY shared on behalf of SG that he will no longer be continuing as a member of the ABRWG moving forward. Through SY, SG shared sentiments of gratitude and thanks for being part of PPL ABRWG and encouraged the group to continue the good work within the library.
 - SO shared on behalf of SL that he will no longer be continuing as a member of the ABRWG group moving forward. Through SO, SL shared that it was a hard decision to leave the group however SL has new commitments requiring his attention and time. Additionally SL shared that he recognizes he would like to seek an opportunity with a broader community focus.
 - SY shared missing self-evaluation and declaration response from BH. Have not been able to make contact. This may be an indication that BH may not renew for 2024. SY will continue to reach out to BH to confirm this and update the group.
 - Discussion ensued as to possible options to thank the departing members for their service during their time with ABRWG. A consideration is to have departing

members attend an in-person ABRWG meeting in January for the first part in order for the group to personally honour and thank them. SY will ask for availability from the outgoing members and confirm with the group. Note, second/additional option may be to invite the outgoing members to the March Board presentation, so that acknowledgement can also be shared with the Board.

- Results of the Self-Evaluation review deferred to January meeting, due to quorum not being achieved.

5. Library Visits/In-Library Observations 2024 Planning

- Discussion took place as to possible in-person visits to various Pickering Library locations to increase the firsthand client library use observations for ABRWG members.
- Possible visit options include self-guided tour, guided tour or independent visit in replacement of regular ABRWG monthly meeting.
- SY will plot these ideas into the work plan for ABRWG members to decide which library visit and location they would like to attend.
- Members also discussed the idea of mentoring youth, and what role the ABRWG members may be able to play.
 - It was noted that in the Youth Consultation Survey, youth seeking mentorship was identified in the feedback but not reflected directly in the action plans.
 - SY shared that the library partner with Affiliation for Inspiring Youth Upliftment (AFIYU) (<https://afiyuenterprise.com/>), and this collaboration sees AFIYU facilitate youth focused mentorship programs at the library.
 - Consideration: Would ABRWG members like to mentor youth in their professional specialties? Could there be an opportunity to offer your mentorship through AFIYU's library partnership? Hold for future discussion and follow up.

Other Business

6. Durham Family and Cultural Centre (DFCC) Kwanzaa Event (December 28) – Requested Support

- SY shared a request from the DFCC to have representation from PPL ABRWG at this event as community outreach.
- Members discussed their participation. RDM and CB stated that they would be available to represent ABRWG at this event. NF tentative.
- SY noted there were some leftover funds from the Youth Consultation Survey allocation ('ABRWG community engagement supplies' budget). It was agreed that some remaining funds could be used towards covering some food/refreshments at the Kwanzaa event.
- Suggestion was tabled to consider spending part of the remaining ABRWG community engagement supplies budget towards children's books to be given away at the Kwanzaa event. SY to confirm total amount of remaining funds and arrange ordering of books in addition to the food contribution.
- Note for clarification, the budget was initially allocated to the Youth Consultation Survey and the August 31st event.

7. Strategic Plan Engagement Focus Group Invitation and Promotions

- SO shared the success of the strategic plan survey and thanked the ABRWG for their help spreading the word and promoting.
- PPL is working towards getting more input from the Black community and the consultants will be hosting a focus group for the Black community to allow a safe space to provide input to the strategic plan. An honorarium for participants will be provided. SO requests the assistance of the ABRWG to help promote the focus group.

8. Events and Collections Marketing Discussion Part 2

- A reminder the Marketing Team will return to the ABRWG meeting in January to conduct part 2 of the Events and Collections Marketing discussion. Next discussion will be focused on recommendations and action planning.

9. Library Board Update – March 2024

- Per the ABRWG Terms of Reference, there is a commitment to engage with the Library Board twice a calendar year.
- Dates selected for 2024: March and October.