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# Meeting Minutes

## **Anti-Black Racism Working Group**

Wednesday, November 13, 2024, 6:30 pm

Location: Online via Zoom

**Attendees:** Charmain Brown (Notetaker), Nicole Facey, Romina Diaz-Matus, Samantha Adebiyi

**Library Staff:** Shobha Oza, Sabrina Yung, Jackie Flowers, Sadiya Mohamed, Robyn Lewis, Ky Graham

**Absent:** Bernadette Hood-Caesar, Teronie Donaldson

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1. Land Acknowledgement and Ancestral Acknowledgement
  - Read by SY and SA.
2. Conflict of Interest Declaration
  - No conflicts declared.
3. Review Meeting Minutes
  - October meeting minutes reviewed.
  - No edits or changes were expressed.
4. Events Team Black History Month Showcase Proposal – Feedback Requested
  - A draft proposal was circulated to ABRWG members via email.
  - Events Team members SM, RL, and KG provided an overview presentation and welcomed feedback from the group.
  - Overview highlights:
    - The event aims to offer activities for all ages – from families with young children to adults.
    - Some discussions have started to take place with existing community contacts, and possible participants identified.
    - Areas of focus include dance, literacy, music, and storytelling.
    - A variety of booths from City, Library, and community groups will be hosted during the event.
  - Feedback:
    - Overall positive support from ABRWG members.
    - Varying perspectives about the date and timing selection being suitable for families with young children were discussed. The challenge of competing with other local larger weekend events that involve the same desired community presenters and community groups to be

involved was a main barrier for the Library's team selecting a weekend date. The Thursday evening after school time was heavily discussed.

- Members advised they are okay with the Thursday date if there are other activities and events being offered throughout the month that engages the age group this event may not reach, particularly for young and school-aged children.

#### 5. October Board Meeting Presentation Debrief

- NF shared about the presentation that she and TD facilitated during the October Library Board meeting, in person at the Central Library.
- As part of the experience, they were able to join a tour of Ovee, the Library's new outreach vehicle. They recommend arranging a tour of Ovee for the ABRWG. SO and SY will inquire about the possibility of having Ovee on-site for the December 2024 meeting, taking place in person at the Central Library.
- SO shared that NF and TD did an excellent job of sharing their personal perspectives and representing ABWRG.
- The Library Board shared supportive words and did not have any questions to take back to the group.

#### 6. Review ABRWG Annual Self-Evaluation Results

- SY shared the combined results of the annual self-evaluation results and provided a high-level overview of the average scoring outcomes.
- There were no results that were below three on a scale of one to five.
- The focus of discussion was around those results that were in the three or hovered above three, as well as answers that had a wide range in scores. Discussion included members sharing their scoring rationale and possible next steps for improvement and/or change. No major TOR or procedural changes were tabled.
  - Feedback was shared about attendance and a lack of consistent active participation from all ABRWG members. This is negatively affecting the experience of others and taking away from the diversity of perspectives in conversations or decision making.
  - Feedback was shared about members receiving and reviewing agenda items and the background information, prior to attending the meeting.
- SY noted, 5 out of 7 current members completed the self-evaluation and declaration for 2025. SY will be following up regarding the outstanding submissions and advise the group about the status as information becomes available.
- Considering the decreased numbers, and the feedback around inconsistent attendance and active participation, the group agreed that it's time to place a public call out for new members. Per the TOR, the target will be to get back to 10 active members. SY will prepare a copy of the existing recruitment framework for the group to review in December.

#### 7. Planning for 2025: Chair/Vice-Chair/Notetaker Nominations and Draft Work Plan

- All members renewing for 2025 are asked to consider nominees for key roles.
- Will be discussed and ideally decided during the December meeting.

- SY shared that library staff would like to meet with the ABRWG to discuss their work and get feedback to move their work forward. Some potential new topics to focus on would be Maker Space, accessibility, and local history collections.
- SY lead discussion about feedback from the group about the forward planning regarding the work plan for 2025.
- Discussion included:
  - Frequency, location and focus of ABRWG meetings.
  - Attendance etiquette and active participation in meetings.
  - Meeting with library departments on location.
- While follow up will take place at the December meeting, some preliminary considerations tabled included:
  - All/any in person meeting should be exclusively in person, no hybrid option, as the desire is to collaborate in person.
  - In 2024, the group tried two separate months where members were expected to visit the library on their own time to observe and try out library services to remain current and informed, when bringing their input to discussions. This was well received. As such, it was proposed to consider a 3-month rotation – online meeting, in-person meeting, and in-person visit, repeat.

#### 8. PABRT Black Joy Market – November 23

- ABRWG representation at the Market was invited by PABRT.
  - Recognizing ABRWG members may not be available to outreach for all the dates or for a whole day event, the Library Outreach team will be hosting a Library table during one of the three days, on November 23. ABRWG members available are invited to support table if available. Interested members will let SY know their availability and SY will provide further details.
- PABRT also requested ABRWG's financial support towards a holiday beverage station. This would be approximately \$200 for hot chocolate, coffee, tea, water, and some additional refreshments for the station.
  - Decision: Yes, ABRWG funds can be used for this request. SY will work with PABRT to purchase the requested supplies.
- Note, while the Library table will only take place on November 23, members are welcome and encouraged to attend the community event on any of the event dates, as residents and attendees.

#### 9. DFCC 2024 Kwanzaa Event

- The date and location for the Pickering DFCC Kwanzaa event is still to be determined.
- Once confirmed, ABRWG representation would be welcomed.
- If the Pickering event proceeds, members confirmed support for ABRWG funds to be used for children's Kwanzaa books as part of the ABRWG information booth like last year (2023).

**Next Meeting: December 11, 6:30 pm (in person at the Central Library)**