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# Meeting Minutes

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

Wednesday, December 12, 2024, 6:30 pm

Location: In-person, Central Library Silent Room 1

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

**Library Staff:** Shobha Oza, Sabrina Yung, Joel Sutherland, Matthew Wagner

**Absent:** Bernadette Hood-Caesar

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1. Land Acknowledgement and Ancestral Acknowledgement
  - Read by SY and RDM.
2. Conflict of Interest Declaration
  - No conflicts declared.
3. Review Meeting Minutes
  - November meeting minutes reviewed.
  - No edits or changes were expressed.
4. Ovee Introduction and Tour
  - MW and JS gave the ABRWG members a tour of Ovee, the new library outreach vehicle. MW provided some information about the preliminary user statistics and community reach.
  - Many celebratory comments from ABRWG members were shared regarding the vehicle, accessibility, collection, aesthetics and community engagement of the mobile service point.
5. Planning for 2025:
  - Chair/Vice Chair/Notetaker Nomination
    - Discussion took place as to nominations for Co-Chairs
    - SA and CB nominated TD and RDM to continue as Co-Chairs. No additional nominations were tabled. TD and RDM agreed to accept the nominations and continue in 2025 as Co-Chairs.
    - CB agreed to continue as notetaker, with NF remaining as backup.

### Confirmation – 2025 Work Plan

- SY led the review of the 2025 work plan draft
- Discussion took place as to the presented priorities and schedule of activities.

- The group decided that the ABRWG would present to the Library Board only once in the fall rather than twice a year. In lieu of ABRWG members presenting at two Board meetings, Board members will be encouraged to attend ABRWG monthly meetings throughout the year (as occurred in 2024).
- Discussion took place regarding possible foci for 2025 including how to better support accessibility from an ABR/ARAO lens.
- SO shared about the possibility of revisiting the African Ancestral Acknowledgement (which was borrowed), and consider the ABRWG working with library staff to create a specific one for Pickering Public Library. It was suggested that perhaps this be explored via a subcommittee who can present updates at the monthly meeting.

#### Anti-Black Racism Community Survey

- Discussion took place regarding revisiting the Anti-Black Racism Community Survey, which took place in 2020 to inform the priorities of the ABRWG.
- It was agreed that in January the ABRWG would review the previous survey as a baseline for the development of new survey
- It was agreed that surveying the community would provide feedback to the work of ABRWG and the library regarding their anti-Black racism work since the start of the group in 2020.
- Strategy would be run the survey during July and August – particularly so the group can engage with community in-person at Emancipation Day and the International Day for People of African Descent. Results to be reviewed in September, to inform the 2026 Work Plan discussions.

#### 6. Review ABRWG Recruitment Framework

- Review of the New Membership Appointment Framework took place.
- Discussion took place regarding a “call-out” for new members for ABRWG, given the current number of active ABRWG members.
- It was decided that SY and SO would do a formal “call-out” for new members in January with interviews taking place in February. Hope to begin on-boarding process of new members in March with the goal of appointees attending their first ABRWG monthly meeting in April.
- SA suggested encouraging youth to be interviewed as part of the ABRWG.

#### 7. PABRT Black Joy Market – Debrief

- SA and RDM shared their experiences at the community event.
- There was a strong community feel with a good attendance.
- The ABRWG sponsored the beverage bar which was well received.

#### 8. DFCC 2024 Kwanzaa Event – Update

- The event will be hosted in Ajax this year. No Pickering location will be offered.
- Library staff are not available to outreach at the Ajax event. Staff will be inquiring as to whether PABRT will be part of this event. If they are, then PPL will send ABRWG material to them to display and distribute.

**Next Meeting: January 8, 6:30 pm (online)**