

---

# Meeting Minutes

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

Wednesday, January 8, 2025, 6:30 pm

Location: Online via Zoom

**Attendees:** Nicole Facey (Notetaker), Romina Diaz-Matus, Teronie Donaldson

**Library Staff:** Shobha Oza, Sabrina Yung

**Absent:** Bernadette Hood-Caesar, Charmain Brown, Samantha Adebiyi

---

1. Land Acknowledgement and Ancestral Acknowledgement
  - Read by SY and TD.
  - SY shared JS has departed from Pickering Public Library, moving onto a new role with another library. JS' time collaborating with the ABRWG members was acknowledged and appreciated.
  - Members are encouraged to view/share job openings via the Library's website: [pickeringlibrary.ca/job-opportunities/](https://pickeringlibrary.ca/job-opportunities/).
2. Conflict of Interest Declaration
  - No conflicts declared.
3. Review Meeting Minutes
  - December meeting minutes reviewed.
  - No edits or changes were expressed.
  - As the quorum was not reached today, minutes were approved but will be circulated for comment, from the full group.
4. Review and Finalize 2025 Work Plan
  - An updated copy of the 2025 Work Plan was shared with the group via email.
  - Changes were made based on feedback from ABRWG members at the December meeting, as well as staff implementing recommendations.
  - Based on the discussion, we are moving forward with increasing in-person meetings and keeping the in-library observation months.
  - When there is an observation month, SY to provide a list of suggestions for activities, events, or services to try out.
  - In lieu of progress updates presentations, we will host a staff mixer. Staff will provide a one-pager update, and the mixer will allow in-person chats.
5. New Recruitment Cycle Preparations
  - An updated recruitment document was shared with the group via email.

- The revised copy reflects the 2025 recruitment timeline. To note, we're aiming to have new appointed members confirmed by March, so SY can facilitate the on-boarding training and get the members ready to join their first ABRWG monthly meeting in April (currently scheduled for online). No concerns were raised with the timeline shared.
  - An updated Expression of Interest Form was also circulated.
    - Revised, edited and changed the order of question to outline the responsibilities of ABRWG members as well as a question to inquire how new members will contribute to the working group
    - A question was reframed to ask applicants about their experience engaging in anti-racism/anti-oppression spaces.
  - No edits or changes have been raised. Without the quorum reached however, SO will circulate after this meeting for a final thumbs up from the remaining members. Once confirmed, we'll have the public promotions start next week with a February 7 deadline.
  - Currently we are planning to appoint 4 new members, to bring the group back to 10 active members (as outlined in the TOR).
  - Suggestion: create some separate and different ads targeting youth interest.
    - SY will work with the marketing team to achieve this.
6. Anti-Black Racism Community Survey
- SY walked the group through the previously shared 2020 Community Survey results presentation/summary. Copy to be re-sent via email.
  - All members are expected to review the summary in preparation for the April meeting discussion, where we will draft the new 2025 follow-up survey.
  - Newly appointed members will be provided with this same information during their March on-boarding process.
  - Timeline goals:
    - Start survey by late June, in time for summer events.
    - Run through September 5, so that August 1 and August 30 events, with ABRWG members outreaching, can help increase the community's participation. This will also allow for the results to shape the 2026 Work Plan discussions.
7. Black Brilliance Event – February 13
- SY will send re-send the details to the group. We are looking for at least 2 ABRWG members to facilitate the ABRWG booth at the community event.
8. Volunteer Appreciation – February 5
- All ABRWG members are invited to the Library's volunteer appreciation event, taking place on Wednesday, February 5. RSVP to be emailed.
  - This event is a 2-part community celebration. The earlier portion focuses on volunteer appreciation and the second part is a celebration of the Strategic Plan's impact so far. Staff will share highlights of 2024 achievements and engage attendees for additional input, in the areas they are most interested in.

**Next meeting: Wednesday, February 12, 2025. 6:30 pm, in-person, Central Library.**