
Meeting Minutes

Anti-Black Racism Working Group

Wednesday, June 11, 2025, 6:30 pm

Location In-person – George Ashe Library, Silent Study Room

Attendees: Charmain Brown (Notetaker), Nicole Facey, Romina Diaz-Matus, Salome Odeny, Samantha Adebisi, Scerena Officer, Teronie Donaldson

Library Staff: Shobha Oza, Sabrina Yung

Staff Mixer Portion, Library Staff: Jackie Flowers, Benito Cortese, Eva Stepanian, Jaclyn Derlatka, Muhammad Rafeh, Lalaa Comrie.

Absent: Simone Grant

1. Staff Mixer

- Per the 2025 Work Plan, in lieu of progress update presentations, staff gathered with ABRWG members to share space, explore library services, and share updates across the different ABRWG priorities and currently implemented work plans. Staff led ABRWG members through an ice breaker, a library services scavenger hunt, and a 'speed chatting' exercise where members were divided into pairs and met with different staff on a rotation to explore progress updates. Lastly a refreshment period was conducted for some further staff and member engagement.
 - SO introduced new ABRWG Members (SO, SG, SC [absent]) and library staff members
 - ES, MR and BC took the group through an icebreaker and library scavenger hunt to get to know each other and library resources available to clients.
 - The opening greeting was given by CEO, JF.
 - Departmental progress updates took place as a mixer with information shared about: Client Experience, Collections, Marketing and Events. City staff from the Human Resources team will provide an update in the future.
 - Comments and questions were addressed throughout the mixer.

The regular business agenda resumed after the Staff Mixer, with most of the staff members departed.

2. Land Acknowledgement and Ancestral Acknowledgement

- Read by SY and NF.

3. Conflict of Interest Declaration
 - No conflicts declared.
4. Review Meeting Minutes
 - [Insert previous month] meeting minutes were reviewed
 - No edits or changes were expressed.
5. Anti-Black Racism Community Survey Preliminary Drafting
 - The group reviewed the purpose and direction of the survey.
 - Discussed how we can use the survey to get the communities perspective across the various themes (client experience, marketing, events, collections, etc.).
 - Shared agreement that priority is to assess impact of the work in action since the original survey.
 - Discussion took place as to the revisions and/or deletion of previous survey questions and addition of new questions.
 - If possible, ideal duration length desired – 5-minute completion time, within 8 to 12 questions (depending on short answer versus multiple choice/rating format).
 - If possible, apply 'save and continue' option for respondents to come back to finish the survey if they find they want more time, and cannot complete it in one sitting.
 - Where rating questions are used, for better universal understanding and/or to overcome language barriers, offer emojis are the options.
 - Opportunity: asking questions about "Feelings / Experiences" and "Staff Interaction".
 - Goal, per the 2025 Work Plan, is to have the survey prepared and distributed by the end of the month.
 - SY will draft a new survey and send to ABRWG members for feedback.
5. Debrief February and April In-library Observations and Feedback
 - Due to time constraints, this will be shared during the July meeting.

Next Meeting: Wednesday, July 9, 6:30 pm (online via Teams)