
Meeting Minutes

Anti-Black Racism Working Group

Wednesday, November 12, 2025, 6:30 pm

Location: In-person, Central Library

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

Library Staff: Shobha Oza

Absent: Teronie Donaldson, Sabrina Yung

1. Land Acknowledgement and Ancestral Acknowledgement
 - Read by ShO and SA.
 - SA shared a special recognition to Indigenous and Black veterans that served Canada but have only recently received acknowledgement for their service during Remembrance Day.
2. Conflict of Interest Declaration
 - No, conflicts declared.
3. Review Meeting Minutes
 - October meeting minutes were reviewed.
 - No edits or changes were expressed.
4. Self-Evaluation and Declaration Results Review and Discussion
 - ShO reviewed the ABRWG self-evaluation survey results with the group.
 - Discussion took place regarding various aspects of the survey results including:
 - Intentional time to meet as a ABRWG group outside of meeting to network and connect to better.
 - Connecting with other equity deserving groups that work with the library to share ideas, resources and provide mutually beneficial supports (standing in solidarity).
 - Adding a new question for future surveys regarding feeling that a safe, collaborative environment allows members to share their ideas and opinions freely.
 - Frequency of future meetings and scheduling of these meetings.
 - Reframe question 8 to assess if the Library creates an open and safe space for members to participate freely.

5. Annual Co-Chairs and Notetaker Nomination and Confirmation
 - RDM shared that she is willing to step down from co-chair and CB shared that she is willing to step down from the notetaker role
 - ScO shared interest in being co-chair and SA shared interest in being notetaker
 - Finalization of roles will be decided during the December ABRWG meeting
6. 2026 Planning Activity
 - ShO shared possible new directions for the ABRWG as it relates to future meetings and collaborating with equity deserving groups.
 - ShO suggested that ABRWG meetings not be scheduled in February and August to recognize that these months are very busy for members with various community events and initiatives.
 - Discussion took place regarding these possible plans and the implications for the group and their role in the library community.
 - Further discussion will take place during the December meeting.
7. Board Presentation Debrief
 - ShO celebrated SA and RDM for representing ABRWG at the November Board meeting.
 - The presentation was well received by the Board.
8. Event Proposal for Feedback
 - Two library staff are interested in collaborating with professional and novice Black chefs in the community to develop a community cookbook that could be included in the library's collection.
 - There will be a cooking event during Black history month to support this initiative.
 - Feedback was shared including collaboration with Black public health dieticians and health professionals to inform the contents of the cookbook and ensuring the event is an intergenerational effort.
 - ShO to take the group's feedback back to the Events Team members.
9. Black Joy Holiday Market – Confirmation of ABRWG Members
 - Several members will be in attendance at this year's event to the support the Library's booth and to promote the ABRWG, including SaO, RDM, CB, ScO.
10. Client Feedback Survey
 - ShO will send information regarding the survey for members to complete.
 - Outcomes of the survey will be shared during the December meeting.

Next Meeting: Wednesday, ~~December 10~~, ~~December 17~~, January 14, 6:30 pm (in-person at the George Ashe Library).