



Hamilton

**- MINUTES -**  
**COMMITTEE AGAINST RACISM**  
**Tuesday, October 24, 2017, 6:30 p.m.**  
**City Hall, 71 Main Street West, Room 192**

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**Present:** Marlene Dei-Amoah, Janice Webster, Joseph Scott, Tyrone Childs, Jessica Brennan, Winston Morrison, Taimur Qasim, Daniel Ramos, Louic LeBlanc, Steve Petgrave, Councillor Doug Conley

**Regrets:** Ashok Kumar

**Absent:** Roger-Wayne Cameron, Nerene Virgin

**Also Present:** Jodi Koch, Betsy Pocop – staff, Human Rights, Diversity and Inclusion

**Guests:** Evelyn Myrie, Consultant – Equity and Inclusion Tool Kit

**Chair:** M. Dei-Amoah

**1. Presentation – Equity and Inclusion Toolkit - Evelyn Myrie**

- This item was moved to the start of agenda due to scheduling issues
- The documentation includes a number of checklists for community engagement; it adds to existing operationalized documents
- The document offers a guideline
- Feedback should be sent to J. Koch who will forward it to E. Myrie
- Discussion included questions regarding next steps following completion of the toolkit, timing, and whether or not there will be community consultation
- Recommendation made to consider Canadian Standards Association for formatting and design guide on
  - Deadline for feedback is end of October so it can move forward with the next step of the process

**2. Welcome and Introductions**

- All were welcomed; introduction of new staff person – Betsy Pocop

**3. Declaration of Interest**

- None declared

**4. Review and Approval of Agenda**

- Addition of Item 7.1 – Leadership, Management and Structure/Resignation
- Addition of Item 7.2 - Committee Against Racism Brochure

**J. Webster/L. LeBlanc**

That the Committee Against Racism's agenda for October 24, 2017 be accepted as amended.

**CARRIED.**

**5. Approval of Minutes**

**5.1 September 26, 2017**

- Clarification for Work Plan discussion; the minutes should reflect discussion about Lincoln Alexander Day
- Committee's goal is to focus on 3 activities: Lincoln Alexander Day, Black History Month and support for the launch of the Anti-Racism Resource Centre (ARRC)
- Minutes to indicate preparation for 2018-2022 Committee term
- Change to Item 6.3: the first motion should specify the 3 priorities that the Committee plans to work on; the second motion should indicate that the Work Plan of 2014-2018 will be discussed in the spring of 2018
- Correction to spelling of Committee member's name – Louic LeBlanc
- Correction to spelling of chair's name- M. Dei-Amoah

**J. Brennan/L. LeBlanc**

That the Committee Against Racism's minutes of September 26, 2017 be accepted as amended.

**CARRIED.**

**5.2 Business Arising from Minutes**

None

**6. Business Items**

**6.1 Budget**

- Staff provided Committee members with copies of 2017 budget, Year to Date Actuals and 2018 budget template
- Staff provided update that the Committee's reserve funds were \$5000 at the beginning of 2017
- Members discussed the following about Lincoln Alexander Day (LINC Day):
  - City Council committed \$2000 to fund LINC Day
  - In 2016 the event was organized and run by the Access and Equity Office
  - J. Brennan and R.W. Cameron on the LINC Day planning committee
  - A need to clarify the expectations for LINC Day
  - A committee was approved by Council which included the mayor, councilors, Committee members with a planned budget of \$5000, however it was never formed

- There is documentation available for the event held in 2016 and 2017
- Committee members expressed interest in contacting the Alexander family to inquire on how to proceed with celebrations
- J. Koch/B. Pocop will look into information available from previous correspondence regarding LINC Day event and to obtain confirmation of funds approved from clerks for LINC Day
- Members discussed the need to identify the 3 specific activities in the budget
- Committee members discussed the Anti-Racism Research Centre as a separate entity from the Committee for funding purposes
  - Members discussed that it is important to specify that the Committee is supporting the launch of ARRC but it is not an ongoing funding source

**J. Webster/ J. Brennan**

That the initiatives of the Committee Against Racism to include: Lincoln Alexander Day, Black History Month and support for the launch of the Anti-Racism Research Centre.

**CARRIED.**

**D. Ramos/ T. Childs**

That allocated funds for incidental costs be reduced to \$900 and the remaining funds of \$3000 for the 2018 budget be allocated to special events/project costs.

**CARRIED.**

**6.2 Lincoln Alexander Day**

- D. Ramos and J. Brennan volunteered to be on the subcommittee for LINC Day
- Contact information for the Alexander family needed
- Intention is to contact Lincoln Alexander's church as well for commemoration
- Staff tasked with looking for contact information and providing it to D. Ramos and J. Brennan

**J. Brennan/D. Ramos**

That the Committee supports D. Ramos and J. Brennan in contacting the family of Lincoln Alexander to plan for Lincoln Alexander Day.

**CARRIED**

**6.3 Work Plan discussion**

- Staff provided Committee with Work Plan for 2010-2014
- The Committee tabled the Work Plan to Spring 2018

#### **6.4 Anti-Racism Resource Centre Steering Committee Update**

- J. Koch provided an update regarding communication on behalf of the ARRC: the Legal Department advised the need to include that information collected is subject to Municipal Freedom of Information & Privacy Protection Act; staff is awaiting direction from Communications Department
- Members discussed AARC having its own brand
- The Committee has an active email account that is being monitored by staff
- Staff provided update for status of interview process for ARRC Officer position

### **7. New Business**

#### **7.1 Leadership, Membership and Structure**

- Committee members expressed concern for the Chair – R. W. Cameron as he has not responded to recent communications
- Staff advised that they have attempted contact but no response received yet
- Members concerned M. Dei- Amoah chairing the Committee without full recognition
- The Committee can decide how to proceed after third consecutive meeting missed
- In August 2017, Committee meeting cancelled as staff did not receive a response from the Chair
- R.W. Cameron is recognized by the Committee and the larger community as the Chair and there is likely communication being missed for community events and general correspondence that the Committee is unaware of, this is a concern for the Committee
- Staff provided resignation of Amirah Hassan, the resignation will go before Council for approval

#### **7.2 CAR Brochure**

- Staff provided current copy of Committee's Brochure: brochure needs to be updated with the Committee's vision and mission; staff to investigate revised wording with City Clerks Department
- Committee members present provided consent to sharing of personal emails with the group

### **8. Correspondence**

#### **8.1 Coalition Against Racism**

Item deferred to November 28 meeting

### **9. Next Meeting**

- The next meeting will occur on November 28, 2017 at 6:30 pm

**10. Adjournment**

**J. Brennan/L. LeBlanc**

That the Committee Against Racism adjourn the meeting of October 25, 2017.

**CARRIED.**