Present: Marlene Dei-Amoah, Louic LeBlanc, Tyrone Childs, Shamini Jacob, Annie Law, Leslyn Gombakomba

Regrets: Phillip Jeffrey, Taimur Qasim

Absent: Sylvia Gill

Also Present: Jodi Koch – Director, Human Rights, Diversity and Inclusion
Councillor Brad Clark
Nabila Akbary - Admin. Assistant, Talent and Diversity
Guests: Conor Flood (HSR), Sonia Mrva (Hamilton Civic Museums), Kojo Damptey, Debbie McMillan, Lynden George, Karl Anderson, Jovaune Rhodes

Chair: M. Dei-Amoah

Welcome & Introductions
Staff welcomed all in attendance and a round of introductions were done.

1. Changes to the Agenda
   i) Addition of item 5.6: CAR Brochure and item 5.7: Letter of support for John Howard Society Anti-Racism Action Plan

   L. LeBlanc / S. Jacob
   That the Committee Against Racism accepts the Meeting Agenda with additions for November 26, 2019.
   CARRIED

2. Declaration of Interest
   i) None declared

3. Approval of Minutes
   L. LeBlanc / T. Childs
Committee Against Racism

Minutes

November 26, 2019

That the Committee Against Racism accepts the Meeting Minutes of October 22, 2019 and November 12, 2019.

CARRIED

4. Presentations

4.1 Sonia Mrva, Hamilton Civic Museums

- A survey is currently available for members of the community which has been available the last 6 months. The survey is asking how Hamilton Civic Museums can be better at diversity and inclusion planning strategies.
- Focus on museums to have more inclusivity and diversity.
- Survey Link: [www.reimagineourmuseums.ca](http://www.reimagineourmuseums.ca)
- Sonia Mrva's email: Sonia.Mrva@hamilton.ca
- Library Card gains you access to museums at no cost
- Committee members asking for Sonia Mrva to return in 6 months’ time (June 2020) for follow-up on survey and updates.

4.2 Conor Flood, Hamilton Street Railway (HSR)

- A re-envision of HSR initiatives to support customers and community members. The HSR want to hear the voice of the customer and community members.
- Survey data compiled by McMaster University
- Transit experiences of community through many channels and initiatives.
- Seeking information from community members for HSR customer experience and innovation.

T. Childs / L. Gombakomba

That the Committee Against Racism accepts the presentations from both Hamilton Civic Museums and the Hamilton Street Railway.

CARRIED

5. Business / Discussion Items

5.1 Citizen Committee Report

- Staff J. Koch to speak: Citizen Committee to be submitted to Audit, Finance and Administration on December 5, 2019
- Report to have topic request as ‘Transitional Model’
- Focus on the four services that the community wants to identify as priorities.

5.2 HARRC Focus Group Summary

- An overview of the Survey Summary results.

5.3 Terms of Reference

DEFERRED

5.4 Grant Application

DEFERRED
5.5 Equity and Inclusion Toolkit

5.6 CAR brochure

5.7 John Howard Society

6. Announcements and Information Sharing

i) None declared

7. Adjournment

**L. LeBlanc / T. Childs**
That the Committee Against Racism meeting adjourn at 9:24 p.m.

Next meeting scheduled for Tuesday, January 28, 2020