

QUINTE LOCAL IMMIGRATION PARTNERSHIP

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Anti-Racism Sub-committee

Minutes of the meeting
Monday, February 28, 2022

MEETING :	Quinte Local Immigration Partnership Anti-Racism Subcommittee www.quintelip.ca
LOCATION	Zoom online platform (10 a.m. to 11:30 a.m.)
CHAIR	<ul style="list-style-type: none"> • Victoria Law – Social Determinants of Health Public Health Nurse, Hasting and Prince Edward Public Health – Email: vlaw@hpeph.ca
NOTE TAKER/CO-CHAIR	<ul style="list-style-type: none"> • Catherine Fisher Andrews – Quinte LIP Program Coordinator, Quinte Local Immigration Partnership - Email: ljp@quinteimmigration.ca
ATTENDEES	<ul style="list-style-type: none"> • Aruna Alexander – Founding President, UNAC Quinte • Kelly Allan - Executive Director, Family Space Quinte Inc. • Stephanie Blanchet - Citizen Services Specialist, Service Canada • Judith Burfoot – Executive Director, All Welcome Here • Aaron Doupe – Director, Student Success, Loyalist College • Barbara Dick – TESL Kingston, Teachers of English as a Second Language Kingston • Chantelle Edwards - Network Coordinator, The Students Commission of Canada • Susan Sweetman - Chief Executive Officer, Children’s Mental Health Services
REGRETS	<ul style="list-style-type: none"> • None

Agenda Topics

DISCUSSION	<ul style="list-style-type: none"> • Introductions and opening remarks
<p>1 Review and Approval of Agenda Approved</p> <p>2 Review and Approval of Minutes of previous meeting Approved</p> <p>3 Review of Action Items</p> <p style="padding-left: 40px;">3.1 Status of Grants</p> <p style="padding-left: 80px;">3.1.1 NSERC College and Community Innovation Program – Tabled</p>	

Victoria, Aaron, Cat put a lot of effort into this grant over the past month that was due on March 1st, but have decided to table it. Kim Bergeron from Loyalist College (who had past experience successfully applying for the grant) provided them with feedback and suggestions for furthering the application, however they collectively decided that they could not accurately and thoroughly address the suggestions and some of the required content within the timeframe they had to submit the grant. They want to ensure a high-quality application so that the committee has a good chance of being successful. It was discussed that the committee still want to apply for this grant but the next year will give us a chance to further strengthen the application, develop the evidence to support the need and to build the appropriate community relationships particularly with our indigenous community in a thoughtful and respectful manner. We would require a more fulsome relationship and support from the indigenous community for this particular application.

The Canada Race Relations Foundation status of Race Relations in Canada Report for 2021 indicated that Black Canadians and Indigenous persons experience the most racism in Canada. So, we felt we can't go ahead without the thoughtful and collaborative inclusion of such a substantial portion of our population.

So, this funding application is on hold. The current application has a great amount of content and new ideas so if anyone would like to view that, we can make it available.

Cat, Aaron and Victoria will do a de-brief on this in the coming weeks.

Susan Sweetman: Asked to confirm that status of the Canada Race Relations Foundation and the other funding.

3.1.2 [Canada Race Relations Foundation - Submitted](#)

The Canada Race Relations Foundation National Anti-Racism Fund grant proposal was due January 28, 2022. Victoria and Cat worked on the proposal and submitted it on Friday January 28, 2022 as per the deadline.

We may not hear a result from this application for several months.

3.1.3 Ontario [Anti-Racism Anti Hate Grant - Submitted](#)

Victoria relayed that the grant approval for this grant changed and was supposed to be revealed in January 2022. Subsequent to this, the Directorate announced that they would increase the funding for this grant and re-open it so that previous applications as well as new applications would be considered after mid-February 2022. We continue to be in the waiting stage for this grant.

3.2 Status of Voluntary Advisory Committee

Cat related that we've been approved to have an advisory committee for this committee. This would be potential members that would sit in an advisory role to this committee on perspectives, decisions and knowledge of racialized persons.

As a committee, we would need to decide on a structured approach (the what, when, why and how) of an advisory committee and add this to our terms of reference. How many members do we want to have? How often do we want them to join us?

Susan Sweetman: New employees within our agencies could also be a source of advisory committee members. Many of CMHS new staff are from a broad ethnocultural background and from outside of the region. They have a unique perspective and they are coming from the perspective of a workplace in our region.

Cat Fisher Andrews: Agrees that we can find our advisory committee members from any source that we feel is relevant. Agencies that are part of QLIP network and particularly this committee are very relevant sources of potential candidates.

Victoria Law: Agrees that it's important to have representatives on the committee from workplaces and other settings. It's important that we include representatives from across the spectrum of where racism exists.

Judith Burfoot: Agrees, and having a representative who is BIPOC in the community is ideal, but someone who is also engaged in the work can provide multiple perspectives to that committee. Judith offered to share the call (one we have a structured format for our call) with her BIPOC group at All Welcome Here. Judith shared that their agency gets many calls for BIPOC persons to sit on various committees/boards, but there are a limited number of BIPOC persons in the region. Like all persons, they can become a little stretched thin, so be aware that this call can come with its challenges.

Cat Fisher Andrews: She can put the call out to clients of QUIS, some of whom may be very suitable to sit in this type of role, and to the QLIP Partnership to see if staff of QLIP partners are interested. Do we want a call for applications? How do we want to select members?

Victoria Law: Asked what the vision for what the advisory committee will advise on – what guidance they will be providing? Cat put this question to the committee members.

Aruna Alexander: Aruna asked, who are we accountable to in terms of this committee's structure? Cat answered that since QLIP is a program of QUIS, QLIP is accountable to the board of QUIS. Aruna believes that we need to do a bit more structural work. We need to know the boundaries of the advisory committee and that needs to be solid and articulated. What are our expectations and what are their expectations, so that we can feel confident about an advisory committee?

Susan Sweetman: They have a provincial structure for CMHS referred to as their community of practice. When decision makers and leaders have struggles and issues that they need feedback on, they meet with an advisory group quarterly. They propose the issue to the group and ask for feedback on the particular challenge, allowing for outside input that is meaningful to the advisory group and resulting in problem solving information for decision makers. For example, the advisory could even take a look at applications etc or act as a sounding board. They only bring them together to advise when they need problem solving/solutions. The advisory group's time is valued and specific.

Victoria Law: Likes the idea of quarterly meetings with Advisory group and presenting thoughtful questions that we would like advice for. Regarding Judith's question about an honourarium, we currently don't have one, but Victoria believes an honourarium is critical.

Susan Sweetman: Susan's organization has community money for honourariums.

Chantelle Edwards: Chantelle agrees that advisory meetings should meet less often than regular meetings, even quarterly, but believes that we should provide the opportunity for Advisory members to attend each one of our meetings if they choose to if they want to be kept up-to-date.

Cat Fisher Andrews: Agrees with Chantelle and mentions that she also agrees with the honourarium. QUIS may be able to access some funds for honourarium depending on their budget in the new fiscal year. She thinks that in terms of how many members we have, the amount of honourarium we have may determine that.

Aruna Alexander: Issues about the workplace seem to be HR department issues. The HR department deals with personal, so in this context it would operate through the lense of anti-racism. Selection criteria – what would that look like?

Cat Fisher Andrews: Should we have a committee that works on putting the structure of the Ad Hoc advisory committee together?

Victoria Law: Maybe the committee members could start by emailing her or Cat about input into the structure and decisions for the Advisory Committee?
Cat agreed and will provide some questions and request for input into the advisory committee when she sends out the minutes.

3.3 All Welcome Here, Racism in PEC Survey Findings

Judith is founder and Executive Director of All Welcome Here Rural BIPOC (Black, Indigenous and People of Colour) Association. AWH is incorporated and non-for-profit and dedicated to connecting BIPOC residents of PEC and to anti-racist actions and education.

In 2020, AWH received a municipal grant which was used in part to do a BIPOC survey. She is not aware of any other rural groups doing an anti-racism survey, so if we know of any, please share to be able to compare and learn about other work being done.

The survey was online, and created and developed by Judith and the board of directors of AWH. They looked at basic demographic info such as age, gender, household, immigration status, country of origin, racial information and regions of PEC specifically.

Judith presented preliminary results. The survey asked respondents to create their own answers for most questions, rather than having a multiple-choice answer format. This was helpful for information, but took longer to work through the results. They received 121 responses, which is significant because about 1, 250 BIPOC persons live in PEC (2016 Census). So, about 10% engaged with the survey. All responses were voluntary. About 75% of respondents were between 25 and 54 years old (PEC is generally an older population). The majority of respondents work full time and have a high level of education. Most respondents live in PEC full time and own property. Respondents came from all regions across the county. When asked about racial identity, 26% identified as black, 24% as biracial/multiracial, 19% as Indigenous, 17% as Asian, and 14% as South Asian. All respondents speak English at home but 21% speak a 2nd or 3rd language.

73% of respondents said they experienced racism in PEC.

68% of respondents felt racism was worse in PEC than they experienced in the previous region they lived in. Judith relayed this number was not shocking to her, but it was shocking to the Prince Edward County Council. She felt this result provided a clear data point to indicate that action was needed.

When asked where persons experienced racism, it was in all areas and sectors of life. The survey did not include the policing sector which was an oversight – some top answers – socially, shopping, online.

Judith relayed some quotes from respondents and shared that some identifying information was removed from the responses particularly with respect to responses about policing. Comments from respondents revealed derogatory, contemptuously dismissive and name-calling remarks made in public, racism in the workplace and at schools and one person indicating that they were going to leave the region because of the racism.

All Welcome Here strives to help people experiencing racism feel less isolated. They promote building a network of people who can support each other. When you feel like an outsider, isolated or alone, it's really hard to call people out on racism. Judith feels it's really important to build that community. She is hopeful that people hearing the results of this survey and getting real numbers on the issue will really take to heart the experiences of the BIPOC community. There was some pushback from some of the PEC council members whom she said wanted to hear "happy" stories and wanting to know if other BIPOC groups were doing this research so that they could make a comparison to see what other regions were or responses looked like, which left Judith feeling that would be intended to minimize the perception of racism in PEC.

In 2021, Judith spoke to PEC council to request that they make a clear municipal statement on anti-racism for PEC as they have no inclusion or equity policies short of the bare minimum of the human rights code. She provided some suggested wording and asked that they do more including education for staff and council. AWH contributed to doing in-person training for front-line staff. This was a starting point, but management and council did not take the training and all trainers felt that if management and council were not completing the training, it was a waste of time. AWH asked the municipality to develop a complaint mechanism for employees and residents of the county; they did not do that. A discussion occurred around diversifying council and the council rejected the notion that they have any power to diversify council.

In the past, PEC had a referendum on reducing the size of the PEC council. Council members get paid just over \$23,000 a year which reduces the desire to take on the job for many people. There are 14 council members for 24,000 people, so the feeling was that if council was cut in half and pay was doubled it would perhaps improve the opportunities for people to join. Nothing has been done since those requests took place.

Victoria Law: Thanked Judith and noted that the results were distressing, but not surprising and there is a lot of work to do. She noted that it gives her a renewed sense that the work we are attempting to get funding for is very important.

Judith Burfoot: Offered to share the presentation with everyone on the committee if it can support the continued work. The data gives some weight and support to the necessity of the work on anti-racism. Members agreed.

Cat Fisher Andrews: Echoed the sentiment that the results were disturbing, but unsurprising. She asked how well the open-ended structure of questions on the survey worked for Judith (thinking about the possibility of an Anti-racism survey from this committee).

Judith: More structure would have helped for reporting information (for example, they asked for gender identity and everyone answered either male or female, so there were no other answers). However, they attempted to address intersecting aspects so that the survey would be inclusionary, so they didn't want to put limits on how people answer. In hindsight they may have re-worded some of the questions. Philosophically it was a good approach, but extracting the data was more challenging.

Kelly Allan: Felt that at a bare minimum, when we receive this kind of information, it should be reflected in our TORs and that we have ownership as committee members to make sure we're sharing it within our organizations and committing to a further dialogue with our organization, ensuring this kind of information doesn't get lost.

Aruna Alexander: Asks Judith to share the presentation.

Judith: Yes, and she really appreciates Kelly's comment that the information be shared and be focal point for continued and very important ongoing discussions.

Chantelle Edwards: Thanks Judith for her work. She feels that she can relate to the information discussed and that she can see these are not just isolated incidents. Sometimes only “happy stories” get told, but when something challenging or uncomfortable is brought up, it’s not discussed and that’s hurtful. The sense of community and this type of work is needed. The hard work that Judith and her team has put into this is so appreciated.

Judith: Expressed thanks to Chantelle and to all the committee members for the feedback received today for the survey. The response from PEC council was challenging because some of the results seemed to be dismissed especially when they compared it to their own personal experiences with BIPOC persons. She noted that people need to sit with being uncomfortable and decide what they are going to do with that.

Victoria: Was there an age limit to responding and did you collect age ranges?

Judith: Responded that there was no age limit and yes, they collected age ranges. They had posters up at PECl kindergarten through Grade 12 school. The agency’s goal is that the survey be completed every 3-5 years or perhaps on a CENSUS schedule to gauge changes/improvements/declines/areas of focus. One question asked respondents to comment/bring their voice to what they required from AWH as an organization. The number one response was bringing people together and providing a sense of community with BIPOC persons who feel isolated in a community that is over 95% white.

Susan Sweetman: Susan thanked Judith and noted that she is also not surprised but is disheartened, especially regarding the response from council. Is there a BIPOC group anywhere in Hastings and Prince Edward County (HPE) ? She wondered what the outcome would be if this type of survey was submitted in regions of HPE, as a way of supporting and connecting across the region. She wouldn’t be surprised if experiences across the region would be the same. What ways can we support groups to connect?

Judith: She doesn’t know of one. They’re BIPOC group is a closed FB group. She knows that someone started a Bay of Quinte BIPOC group and she doesn’t know the current status of the group.

Victoria: Thinking about the findings in the high school. HPEPH has public health nurses that are school based and they provide support to high school students. How could they provide support to students that are experiencing racism?

Judith: Great question. In terms of BIPOC youth, there is a BIPOC youth group being started at PECl (her daughter is part of the committee). Rihanna Harris from Wellington is working to start a group outside of the schools. They are trying to work together so they are not at cross purposes so there’s a stream of BIPOC youth group outside the school and inside the school. The Learning Centre has worked with LGBT youth to create safe spaces together, so they want to work on a model like that. She’s not sure about the current role of the school nurse.

Victoria: It’s a new program funded by the province during the pandemic and it looks like the program will exist for at least the next few years. Nurses are in the school a couple of days of week with private office hours. They provide some support for teachers and make sure there is appropriate health education. Racism is a determination of health so there’s an important role for them to play.

Judith: Agrees and the social determinants of health lens would be a very valuable one to bring into the school. She is unsure how well-equipped educators (at PECl) are to deal with race and racism. For example, they are just marking Black History Month for the first time this year. She believes this is a larger systemic issue and the influence of provincial health would be tremendously useful.

3.4 Commemorative date recognition

Victoria Law: With respect to Black History Month and other dates we would like to highlight moving forward; we should add this work to our TORs and work plan regarding the parts that need to get done and what the expectations are for the group. Unfortunately, nothing got shared through this group in particular regarding Black History Month. It would good to have some educational package that acknowledges times throughout the year that we should recognize important dates and histories. We want to ensure it's well thought out and meaningful.

4 Standing Items

4.1 Member updates (skipped in meeting and added later)

Victoria Law, HPEPH: Victoria worked on the NSERC CCSI grant. HPEPH issued a Black History Month statement. Victoria did an interview with Quinte News and Global TV regarding the statement and noted their agency's efforts on working towards equity, diversity and inclusion.

Cat Fisher Andrews QLIP/QUIS: Cat worked on the NSERC grant. Cat worked on a social media post for QUIS/QLIP with local and national information on Black History Month. QUIS is still working on the Employer Toolkit for Hiring Foreign Trained Professionals with the estimated completion time being end of March.

5 Other Business

5.1 Welcome Stephanie Blanchet, Service Canada

Stephanie Blanchet: She is the Citizens Services Specialist for Service Canada covering Brockville to Trenton region. Her job is to raise awareness and inform community organizations and employers on Service Canada programs and Services. At the last QLIP meeting she spoke on behalf of Service Canada about a project to reach out to racialized Canadians/racialized communities to get feedback on barriers they're experiencing and how they can make their programs more accessible. She wanted to join the anti-racism committee to find out more about it; to learn about what we are doing and what she can contribute. She is willing to learn and listen and found Judith's presentation very enlightening.

5.2 United Way Community Conversation- call for speakers

Victoria Law: Cat circulated the invitation to this event. United Way HPE in partnership with the Northumberland county branch has a plan to have conversations around diversity in the community. They are looking for speakers who have experience with or have a story about diversity, equity or inclusion that needs to be told. Interested persons can email United Way with an introduction. Please share with your organization. (This first conversation will be on April 6, 2022).

5.3 National LIP Secretariat Anti-Racism Recovery Project

Cat Fisher Andrews: Apologies to Kelly Allan and Chantelle Edwards as Cat misunderstood the original intent of the project. The National LIP Secretariat NLIPS are looking for BIPOC newcomers (immigrants), not just BIPOC members of QLIP to take part in the project. Cat attended the project. The NLIPS is a fairly new formation like an umbrella group/association working across Canada with all LIPs to help them collaborate and engage in capacity building work, share information and form a coherent national narrative around newcomers and integration. All LIPs are funded by Immigration, Refugees and Citizenship Canada. One of the

objectives is to enhance LIPs capacity to engage in anti-racist work. They have asked all LIPs if they want to participate in a project called the Anti-racist Recovery project. They are intending to provide training for LIP staff and newcomer members to build an anti-racist framework within their LIP. Only 18 LIPs across the country will be invited in total to be a part of this training. Cat will apply as an LIP without an immigrant advisory committee. Application is due on March 4th and it's a two-year project.

5.4 Response to incidents of racism in community

Aruna Alexander: Proposes that we take time in the next few months to look at a system on how we will respond to racism in the community. Letters? Radio? Television? How will we respond rather than just remaining silent? There are some issues that get a lot of press and other issues not so much. Aruna wants to move our work into the public sphere. We need to send a message that we will not tolerate this in our community and indicate the list of institutions that are saying this (this committee). We need to use what communication modes that are available to us. So, can we work at that over the next few months.

Victoria: Is there a particular event we want to direct this at or just the systemic racism that exists?

Aruna: She would like to see a consistent response to racist issues that arise in the community. She feels this committee needs to take the initiative. The community needs to respond publicly.

Chantelle Edwards: Thinks this is a great point. She thinks we need a way to report incidents as discussed in Judith's presentation.

Judith Burfoot: That is something that she had asked PEC council to do. AWH has a racism reporting tool form on their website. She thinks it's necessary that the municipality does the same thing. And they don't need to limit it to issues of racism.

Victoria: She is thinking that using our collective power on the Belleville EDI committee might be a first step to in a more direct way to encourage the municipality to set up a reporting system. That is a place to make recommendations directly to council and then expanding the scope from there.

Aruna: Yes, that would be good and the QLIP committee could be part of that response.

Kelly Allan: Looking at the purpose of this group – is this something through which we could have a fulsome dialogue to talk about what a community response could look like? A workplan could include from an individual, agency and community perspective. On a personal note she is interested in the dialogue of a group of like-minded people that she could take to her organization, that they then take to the larger service base. This feels like a safe place to say what we know/don't know. Can we have that discussion here.

Cat Fisher Andrews: It's a great idea. Having these conversations about solutions/issues that need to be discussed. This is the point of our applications to get funding for the committee, to work on plans to move our anti-racism survey forward. If we can get some baseline data, that would lend to our response. The funding would allow us to bring a project like that to fruition. We can still have those conversations and take those actions without funding if need be. If we never receive funding, we still have to decide how we will move forward with actions on the committee.

Aruna: Agrees that we must move ahead and it's not just all about the funding. To get together and dialogue doesn't cost. We do need research but we have deep collective knowledge base about this issue.

Victoria: Yes, and if we don't receive news about the funding, at our next meeting we can re-visit our work plan and to ensure we're still following our evidence informed plan to ensure what we're with and for the community is in line with our intentions based on the best evidence we have.

Chantelle: Thanks to all for this committee. For her, on a personal level, she wouldn't have felt safe to work in PEC at the Learning Centre if it wasn't for the Black Lives Matter work done through AWH. And then her relationship to Susan Sweetman introduced her to this committee. There are things that we might not see that are happening and they are very important. She is grateful for the work that is being done.

Judith: Thanks to Chantelle and to the committee again. The work often falls on BIPOC shoulders but it is not just BIPOC persons that need to shoulder it, so she is appreciate of the committee.

Meeting closed at 11:30am.

NEXT MEETING	LOCATION	TIME
March 28, 2022	Zoom Platform	10:00 a.m.

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