

QUINTE LOCAL IMMIGRATION PARTNERSHIP

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Anti-Racism Sub-committee

Minutes of the meeting
Monday, March 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
REGRETS	<ul style="list-style-type: none"> • Susan Sweetman - Chief Executive Officer, Children’s Mental Health Services • Chantelle Edwards - Network Coordinator, The Students Commission of Canada

Agenda Topics

DISCUSSION	<ul style="list-style-type: none"> • Introductions and opening remarks
1	<p>Review and approval of agenda</p> <p>Approved.</p>
2	<p>Review and approval of minutes of previous meeting</p> <p>No objections. February 28th minutes approved</p>
3	<p>Review of action Items</p> <p>3.1 Status of Grants</p>

3.1.1 NSERC College and Community Innovation Program

Aaron, Cat and Victoria met with Kim Bergeron from Loyalist College who had successfully applied for an NSERC grant for the Loyalist College Home Share program. Kim will join the grant team and provide additional support for the grant application, to help strengthen the application and apply in Spring 2023. We are aiming for a final draft by June 2022. Kim advised to add a third year to the two-year plan to help with further development and dissemination of the project. Aaron, Cat and Victoria will be meeting with Kim again this week.

3.1.2 Other grants

For the provincial Anti-racism, Anti-Hate, notifications of funding for this grant should be completed, but they also opened it up again in February and will be re-assessing applications that did not receive funding along with new applications they received after mid-February.

Cat sent an email to the Canada Race Relations Foundation (Federal grant) to get information about dates or months that grant funds will be released. There has been no response as of yet.

4 Standing Items

4.1 Member updates

Victoria Law -HPEPH: Victoria raised the issue with HPEPH managers about the role of public health nurses with regards to anti-racism efforts in schools. Public health will continue to have a supporting role in ensuring that the EDI plan that the schoolboard has set out is addressed and highlights racism as a determinant of health. HPEPH is able to use it's public health platform to advocate in a supporting role for social determinants of health like racism. PH nurses are able to directly address racism related bullying in the schools and there will be an evidence review in the future of that issue. They have resources to ensure that HPEPH team members know how to support anti-racism and that teachers in the schools also have this information.

HPEPH is also considering EDI and racism in their COVID-19 recovery planning internally. Victoria is working on her certificate from Centennial college on Leadership and Inclusion.

Cat Fisher Andrews – QUIS: Cat is participating on the steering committee of the United Way Community Conversations on Diversity project. The first conversation will be next week (April 6th) and she will be attending. At the next QLIP general meeting (April 7th), staff from United Way will speak to the partnership about the event and the outcomes of the first conversation. QUIS is working on a translation/interpretation source of funding for the community so agencies can access funds to translate some of their documentation/online content into to needed languages to make access to services more accessible for those whose first language isn't English.

Aaron Doupe – Loyalist College: There is a renewed push to get cross campus training relating to human rights, and equity and inclusion. They are working with individual groups starting with the Loyalist security team and hoping that it will be a catalyst for other departments to get involved. They have a new staff member who has EDI as part of their portfolio so Aaron is looking forward to meeting with that staff soon.

Kelly Allan – Family Space: Family Space has been working on their definition of diversity, equity and inclusion, and it's linked to their action plan. They will start using it in all of their documentation. Family Space feels they have a responsibility to promote inclusion. One program they have is providing Ministry of Education licensed childcare through independent contractors. A counterpart agency in Peterborough has received funding through that Ministry to recruit newcomers as providers of licensed childcare. Family Space want to explore this

option as well. The Federal government expects a 59% increase in licensed child care spaces, so they're expecting a large uptake over the next few years. They are enthusiastic and want to ensure they are cognizant, but it carries a lot of responsibility and it's a complicated process at the moment especially imparting that information to families. A community garden project will be starting in the next couple of months in the Church street area. Their focus is to welcome newcomers or persons who might be more comfortable with that type activity rather family play groups. It will be outdoors in a small group atmosphere that will allow people to get to know each other, encouraging them to access other services. All of their staff are thinking about inclusion and what it means to them. They are excited about these changes and proud of the work they have done over the last year with regards to diversity and inclusion.

Judith Burfoot – All Welcome Here: Judith will be meeting with Victoria to talk about nurses in schools as a resource. They are working on their first event, the POCnic, happening on May 14th. This will allow BIPOC businesses to showcase what they are doing in PEC, Bay of Quinte and Tyendinaga. She is working on finalizing the survey results and making a report on that. Susan Sweetman connected with Judith to create introductory meetings with All Welcome Here and the MP and MPP in our region regarding the BIPOC survey results. There was a supportive response particularly from the MP. Both were willing to offer letters of support. If we have specific projects or want specific funding we can reach out for support (both All Welcome Here and the QLIP Anti-racism committee).

Kelly Allan thanked Judith for sharing the survey with this committee at the last meeting and noted that Family Space discussed it at a staff meeting where the discussion helped to educate each other about the issue within their organization. That awareness piece is being impactful for people who will carry on that information. Judith thanked Kelly and noted that it helps people who have experienced racism realize they are not alone and it's not just them that are having those experiences.

Judith noted that PEC council members have still not responded to requests made throughout the last year to respond to the racism issues in PEC.

Aruna Alexander relayed she had previously informed the mayor of PEC about the Belleville Inclusion committee and provided literature about equity, diversity and inclusion and she did not receive a response.

Cat Fisher Andrews inquired if Judith had any relationship with the PEC Chamber of Commerce as QLIP is working with them on newcomer employment issues. Judith worked for the Business Improvement Area several years ago.

Aruna Alexander – UNAC Quinte: Aruna is working on the anti-racism program for 200 churches. They have submitted another proposal to their executive which is expected to pass. They are preparing for an upcoming AGM. She asks the committee to save the date for May 19th for an invitation to an event. She will share details when she has more information.

Stephanie Blanchet, Service Canada: There has been a changeover in their team so they are not having regular meetings. Once they have regular meetings, she will address the survey project from All Welcome Here. All Federal employees have mandatory diversity and inclusion training, but she feels that there is more that they can do with their particular team and bring it to the regional team.

5 New Business

5.1 ESL Cutbacks – Barbara

Correction: Barbara volunteers at Loyola School for Adult and Continuing Education where they teach English as a Second Language and Language Instruction for Newcomers to Canada. Loyola was informed that IRCC is no longer going to fund the higher levels of ESL under the Canadian Language Benchmarks. Loyola normally teaches up to level 9, but IRCC will only be funding up to level 6 starting in September. She concerned that the government is bringing newcomers to Canada and not funding the tools they need to be successful. When she has something in writing, she may ask this committee to take action; such as write a formal letter of support.

5.2 Supporting people who experience racism-Victoria

5.2.1 Police Reported Hate Crimes

There has been an update to Police Reported Hates Crimes through Stats Canada, for the Belleville Census Metropolitan Area. Belleville is ranked low on that index, as there are few police reported hate crimes. Victoria is concerned that the low number does not accurately reflect the reality of what is happening in our community (especially in comparison with similar regions like Kingston and Peterborough where the numbers are higher), but that the tools to report hate crimes are not sufficient. This committee had had some brief discussion in previous meetings about ensuring there is a way for people to safely report hate crimes/experiences of racism. Victoria noted that some people don't have positive relationships with police and don't feel supported or comfortable with reporting. She asks what actions that this committee could take within the community without independent funding? All Welcome Here's website has a sort of informal reporting form that people can use to report racism. The Belleville Police Service has an online reporting form, but it appears that persons can only report personal property theft. Is there an opportunity to educate and build relationships so that people feel that is a safe place to report?

Aruna: She indicates that a difficult dynamic is public spaces. She relayed several anecdotal incidents of racism that herself and friends had experienced in public spaces. What is the recourse in a public space when there are no police present and what boundaries do police have in terms of terms of public space?

Judith: Police are often not seen as a resource in BIPOC communities and are actually seen as the danger. BIPOC persons hesitate to go to police for fear of not being taken seriously or not getting justice unless the hate crime is horrific. It's also unclear what is considered a hate crime – the defining line. All Welcome Here has regular meetings with a particular sergeant from the OPP in their region. In those meetings, they have discussed doing a campaign about rights in term of racism and anti-racism. And they have discussed reporting individual officers if the officer is the problem and the process for doing that. She feels that police culture doesn't fully recognize that people are afraid of them, and they don't want to report. But she realizes that the police can't act if they don't have the reports, especially in a small community.

Barbara: Asks what is the actual reporting mechanism in our area for witnessing a racist act. Do we have one right now?

Cat: Shared a link to the reporting mechanism for the Belleville Police Service in the chat: (<https://www.bellevilleps.ca/hate-crime.php> ; <https://www.bellevilleps.ca/e-reporting.php>)
The reporting aspect and working with the police is what we want to determine in this conversation and how the committee wants to approach it. Can we approach the police and tell them we want to work with them to help support a better

reporting process? Can we have a conversation and ask for feedback such as: do they recognize that people are afraid to report and do they have a mechanism for working with that issue? Can our committee make a plan to approach police services to indicate we want to help in an encouraging rather accusatory way? We can share research that we have done to help them see a different way to approach it.

Kelly: We could have a two-tiered approach. Approach police services to ask if they would to have an active member on this committee? Can we have a meeting to see where that engagement lies?

Aruna: Noted that there is an active member on the Equity, Diversity and Inclusion committee for the City of Belleville and they are accountable to the city, so we could approach the questions to that committee as well.

Victoria: Are police the mechanism that BIPOC folks want to go through and the right group to have at the table? Regardless of the initiatives being taken, people may not trust the institution of policing because of the long history of how brown and black persons have been treated by that institution. If we invite them, does that create a dynamic that makes it uncomfortable for some people to voice their concerns and perspectives due to the power imbalance?

Judith: Yes, that is a valid concern. If police are not doing the work on their own, then they remain an unsafe aspect of the space when inviting them to table. Inviting them to be part of the table sends it own message.

Barbara: Is there a police presence at the QLIP meetings? Loyola has had a constable speak to the students and the students love him. She recounted an incident when that constable dealt well a conflict in a situation involving a newcomer in Belleville.

Cat: Yes, the Belleville Police Services are members, but since she has been coordinator, the invited member has not attended. Cat has not solidified that relationship yet and is aware that they are not attending meetings.

Aruna: Says that her understanding is that the Chief of Police of Belleville the Deputy Chief of Police are very aware of the racism issue and have been vigilant. But she thinks public spaces is where the ambiguity is.

Cat responds that that is where the reporting procedure comes in. How to report it, feel comfortable reporting it and getting action to happen with regards to the reported incidents.

Aruna responds that we can ask the police about their mandate for incidence at the next Equity, Diversity and Inclusion Committee meeting.

Victoria: Would like to bring it back to a systems and institutional issue rather than looking at individual police officers, as everyone has a different background and training (some are willing to educate themselves more), but at the overall institutional level, the expectation should be that no matter who you go to you will receive a respectful and compassionate response. This makes it challenging because no matter where you go, there will be good news stories, but there may be a lot more incidences that aren't covered where people have negative interactions.

Aruna: Thinks that this approach should also be in the community.

That the community should recognize that they need to stand together and stand against any form of discrimination, so that when someone sees it happening in public spaces, they respond appropriately as community citizens. That's what's lacking.

Victoria responded that perhaps we can reflect more on this on come back with more action pieces.

Judith: She can bring these kinds of questions informally to the sergeant she meets with to bring his thoughts back to this group. She added that their online reporting tool (AWH) has really never been used. A third-party reporting tool is a great thing to have but it has to have support behind it. Her relationship with the sergeant allows Judith to go to him with individual reports that people bring to her. There has to be some substance underlying the reporting mechanism. You have to think through next steps. In response to Cat's questions about why she thinks people don't report online she posits that yes, it's because they prefer to talk to person. There's security on the form, but you're required to put in details and it's a small community and there's a good chance of being identified by the incident information.

There is a larger BIPOC issue with policing, and some of that comes from the background and origins of the person experiencing the issue (from other cities or countries), not necessarily from the experiences in their current city.

Aruna responded that she will also talk with the deputy chief in Belleville and bring back that information to the group.

5.2.2 Compile mental health resources /community people experienced hate crimes

Victoria notes that appropriate resources should be in place so that persons reporting feel supported. For example, if there is an online reporting tool, there should access to a crisis counsellor, and making sure it's a trauma informed approach to reporting.

Cat: Can make connections with the community agencies we know of to ask them about their response to hate crimes and supporting person who have experienced racism, and whether they're willing to go on a list of resources. We could compile that as a group and make it one of our actions to start.

Kelly: We could contact VIQ 211 to find out if there is some input they can give into this. They might have reference to this in their 211 database.

Cat responded that she will talk to Tracey to see if they could move forward on that.

5.3 Diversity in the Workplace

Cat relayed information about the QLIP relationship with the PEC Chamber of Commerce and Loyalist College to work on an Employment and Diversity event in October with employers, newcomers and international students. It would be good if the work we do here could be worked into a panel presentation for that event. Additionally, they are continuing to work on a guide for employers, the "Employer's Toolkit", which will include a large section on Equity and Diversity in the workplace.

5.4 Ad Hoc Committee Structure

5.4.1 What role do we want the committee to do?

Victoria: We sent out questions with the agenda to help think about what we want an ad hoc committee to do.

Kelly Allan: We should look at why we feel we need an Ad Hoc Advisory committee.

Cat Fisher Andrews: The original “why” for the Ad Hoc committee was that we were looking for as much BIPOC community input as possible into the committee, given that the majority of the members are white. Originally, it seemed that there was consensus that this was an important piece of our work given that our aim is support BIPOC voices in our community.

Victoria Law: Outside of the grant applications where we would have liked to get more feedback from BIPOC persons, it does provide a less time intensive way for BIPOC community members to contribute to the group. If they don't have the time or energy to contribute to the larger group details they contribute to provide perspectives and more strategic directions. It provides flexible time for those interested to provide that feedback. So it would put less demand on persons who may not have the time to commit to the committee as a whole.

Barbara asks if only BIPOC persons should be on the committee.

Cat and Victoria both agree that it is preferable as white people don't experience racism. And those with intersectional (such as LGBTQ) could also compound those experiences and it would help our understanding.

Cat relays that we need to consider how many people should be on the committee and maybe that should include persons who have expertise or are advocates for anti-racism but are not necessarily BIPOC. We have to keep in mind if we are paying an honourarium for advising we have to money for each one of them, so perhaps there should only be 2-3 advisors. Should we have committee members advise on particular questions, or on keys points? Does the committee want to have an advisory committee.

Aruna feels the committee may need more time to think about the “why”.

Cat agrees that perhaps we need to consider the matter further. Look at the questions and decide whether or not an advisory committee would work for this committee.

Aaron Doupe: Would support additional members either on the main committee or on the advisory group and doesn't strong feelings about the logistics of that. Even if that means having other members step back so others could come forward and do project work as needed.

Kelly: Says she has learned so much from being on this committee as a white person of privilege including today when Judith mentioned the potential effects of having the police on the committee. We might need even more diverse representation to just get some perspective. She feels the committee is very important and hasn't encountered some of the ideas before that have been

discussed here. She recognizes we can do something special. Let's reflect and keep track of where we might need more perspective.

Judith: She has two perspectives. As mentioned, racism is something that only BIPOC persons experience, and making policies and projects without actually hearing from BIPOC persons is problematic. But she also feels that racism is a white persons issues and they need to deal with it. The work is important, but to do it outside of BIPOC persons is unnerving.

She also wants to challenge the comment said by someone in the committee that as a white person they experienced racism. She accepts that everyone can experience prejudice, but racism is something different that includes centuries of systemic oppression that continue to this day. It's where systems in power are creating imbalances and privileges that cannot be experienced by white people.

Barbara: Voiced that is was her comment and that she felt she had experienced racism many years ago when she was studying indigenous studies and was the minority in a group of indigenous people. And had experienced the same in Africa as a minority.

Judith responded that she sees this as discrimination, not racism and as an anti-racism committee we need to very clear about that definition.

Victoria also relayed that we need to be very clear about it when we talk about racism, we're talking about the institutions of systemic discrimination against black, brown and indigenous people over centuries and it's these historical injustices that lead to the significant inequities they have experienced.

Aruna: Relayed that she really like the idea that we as a committee have signs or stickers that indicate we are an anti-racist committee. That we don't hide the fact that this committee is about anti-racism, not just diversity and inclusion.

Victoria: We have an opportunity to reflect and realize that we are all learning, and need to come from a place of humility, but we also need to be very clear about the racism that we are referring to in this group. Words matter and we need to remember that we are coming to this group with a common definition and common agenda and we need to be working collectively.

Cat agrees and in addition to Victoria's comments suggests that we look back at our definitions and make sure that we are all on the same page. She appreciates the ability for this group to feel they are in a safe space to share and work through the issues. We hope to re-visit these issues in the next meeting and perhaps find some pro-active solutions. Cat/Victoria will send the chat transcript from this meeting for people to review any further comments that were made.

5.5 Ontario Anti-Racism Strategic Plan Review- Cat

5.6 Revisit Terms of Reference

5.7 Reminder of United Way Community Conversations

5.8 Scheduled meeting

NEXT MEETING	LOCATION	TIME
April 25, 2022	Zoom Platform	10:00 a.m.

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