

QUINTE LOCAL IMMIGRATION PARTNERSHIP

...a better community for everyone

Anti-racism Sub-committee

Minutes of the meeting
July 12, 2021

MEETING :	Quinte Local Immigration Partnership Anti-racism Subcommittee www.quintelip.ca
LOCATION	Zoom online platform (1 p.m. to 2 p.m.)
COORDINATOR	<ul style="list-style-type: none"> • Catherine Fisher Andrews - Program Coordinator - Quinte Local Immigration Partnership QLIP - Email: lip@quinteimmigration.ca
NOTE TAKER	<ul style="list-style-type: none"> • Catherine Fisher Andrews – Quinte LIP Program Coordinator
ATTENDEES	<ul style="list-style-type: none"> • Kelly Allan - Executive Director, Family Space Quinte Inc. • Victoria Law – Social Determinants of Health Public Health Nurse - Hasting and Prince Edward Public Health • Susan Sweetman - Chief Executive Officer, Children’s Mental Health Services
REGRETS	<ul style="list-style-type: none"> • Barbara Dick - Teachers of English as a Second Language Kingston, TESL Kingston • Aaron Doupe – Director, Student Success, Loyalist College

Agenda topics

DISCUSSION	<ul style="list-style-type: none"> • Introductions and opening remarks
	<ul style="list-style-type: none"> • Terms of reference / Guidelines Discussion around electing a chair person for the committee. Victoria Law may be interested in chairing. As two members are absent, Cat Fisher Andrews will coordinate this meeting and do minutes and we will make a more formal decision in the next meeting. The next meeting may tentatively be held in between August 25 to September 3rd. Susan Sweetman shared a TOR from their agency that is relevant to the anti-racism topic. We will use that as a guide to create our own TOR for this committee and include our purpose. Cat will fill in some information on the TOR for the next meeting for review and editing. • Definitions of racism/resources Kelly Allan and Cat Fisher Andrews suggested reflective practice where we have time to review the definitions, and bring our views and own anti-racism research about to the next meeting. Victoria suggested that we may need some sort of vision in the community as to what anti-racism looks like. • Determining what factors to include in our initiative

There was discussion around the scope of our committee. The idea that “we don’t know what we don’t know” came up from both Susan and Kelly. We are in the process of learning about racism issues, and want to ensure that our goals as organizations are being met for our client base and we are able to grow together as a community in terms of systemic changes and recognition of diversity. Kelly suggested that we try to weave the work we are doing into all the agencies we’re involved with so that we’re all on the same page. Susan noted that this could be a platform from which we work.

Victoria spoke of ensuring role clarification between the Belleville Equity, Diversity and Inclusion Committee and QLIP Anti-racism committee. The Belleville EDI is more of a municipal initiative and our work may be more like a community resource hub where organizations can seek info on how to advance anti-racism locally within their organizations. Additionally, she relayed the importance that while our mandate is anti-racism it is intersectional as well and need to recognize other forms of discrimination/oppression that intersect with racial discrimination.

There was agreement that the mandate of the committee should primarily be focused on anti-racism.

Susan and Kelly suggested narrowing our scope to ensure our focus is not too broad or over-whelming to execute. And to ensure we have a good tool for sorting through information that we bring back.

- **Initial assessment of Anti-racism initiative options – discussion**

Cat explained that basic rationale behind the two suggested initiatives, but relayed that any other ideas would also be welcome. The anti-racism survey might serve as baseline data for understanding our community’s understanding of racism and needs with regards to that issue. We can use the data for resources, campaigns and other initiatives. If we are going to do the survey, we need to define what we deem to be the purpose of the survey. What data do we need, what will we be doing with it?

Victoria suggested we need a common definition of our “community”. In terms of the QLIP, our catchment area covers Hastings and Price Edward County and parts of Northumberland and Lennox and Addington counties. We have agencies from all those regions in the QLIP. Can we cover a broad base like that?

We may need an ad hoc advisory committee as we recognize that we have no persons on our committee who are racialized, BIPOC or have ethno-cultural diversity and/or lived experience. Victoria suggested that for public facing communication, we need to be clear about who is behind our group and that we don’t have BIPOC persons in our group right now. Additionally, we need to clear about the role of any ad hoc advisory committee members that we will have.

There are several informal grass root groups in the community that address racism including Belleville Peaceful Streets and Anti-racism Quinte. Cat has reached out to the Executive Director of All Welcome Here in Prince Edward County. Susan has contacts with a committee called Greater Than, Student Commission that is doing anti-racism work in Prince Edward County. Is it an option to connect with them? Susan will share the materials from those meetings.

We need to ensure that anyone on an Ad Hoc committee or participating in the survey are compensated for their expertise and/or time. Cat will look into compensation from QLIP/QUIS.

We need to decide what we want to name the group, recognizing that it should not similar to other groups in the area.

- **Choosing the initiative**

We have not necessarily chosen an initiative at this time. We are leaning towards the anti-racism survey as we don’t want to duplicate efforts in the community that already exist for resource information. Kelly suggested building on the VIQ 211 database. The database that may have options for anti-racism resource information.

It's electronic and has sub-categories. Can we ask VIQ to add additional questions that address what agencies offer in terms of racism? Cat will talk with VIQ in the next few weeks to find out what they could add to the 211 database in terms of questions surrounding anti-racism initiatives/programs that agencies already have in place.

The point was also made that understanding what other agencies are doing with respect to anti-racism is important to know, investigate and share as we tend to work in silos. We all may have different mandates but anti-racism is an issue for all agencies. Kelly made the point that anti-racism should be a priority of a larger planning network. It needs to be woven into everything we do.

Homework for our committee:

Cat (and other members if possible) will look for funding for compensation of participants or ad hoc committee
All members will research definitions we want to use and materials to help us make decisions about anti-racism initiatives

All members will research contacts for Ad hoc advisory or other persons with lived experience who can sit on the main committee

All members will consider some options for naming the committee

NEXT MEETING	LOCATION	TIME
August, 2021	Zoom Platform	TBD