

# QUINTE LOCAL IMMIGRATION PARTNERSHIP

...a better community for everyone

## Anti-Racism Sub-committee

Minutes of the meeting  
Monday, September 27, 2021

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

### Agenda Topics

DISCUSSION	<ul style="list-style-type: none"> <li>• <b>Introductions and opening remarks</b></li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Terms of reference / Guidelines; Naming the Committee</b> <ul style="list-style-type: none"> <li>• Chair/Co-chair had a meeting prior to this meeting to discuss the TORs</li> <li>• Membership reviewed and discussed Purpose, adding a Vision, Responsibilities, Geographic Region, Accountability, Meetings, Quorum, Agenda, Membership and Communication Plan           <ul style="list-style-type: none"> <li>○ Main decisions included: that geographic area shall be the QLIP geographic area as this committee is a sub-committee of QLIP; Vision was re-worked to be more of an actionable vision including historical context; ensure that Responsibilities are taken back to the main committee, ensure that everything is done within an “action plan”; develop a glossary of terminology for educational and definition purposes, footnote terminology used in TOR; the importance of clear responsibilities and specific wording, ensure we acknowledge the need for evaluation of our impact on QLIP membership and the success of the committee (keeping evaluation smaller in first year); Chair and Co-chair will provide updates on progress in larger QLIP meetings; ensure Accountability is to QLIP larger membership; frequency of meetings will currently be monthly for 60-90 minutes; minutes and TORs will be stored on the QLIP website – further discussion to be had regarding storing other resources on QLIP website; current resources will be stored with Co-chair</li> </ul> </li> </ul> </li> </ul>

- TORs to be circulated before QLIP meeting to QLIP membership with deadline for comment and feedback

- **Possible funding source: Race, Gender, and Diversity Initiative (November 15, 2021)**

- There is funding available through the Federal Government on Race, Gender and Diversity
- Challenge is that the funding application is due November 15, 2021
- Value of \$450,000 over 3 years to help support smaller communities work on the above-mentioned issues
- The work of this committee is aligned with this cause
- Committee considering what a full-time employee could do, could help us with our initiatives
- Loyalist College partners are still standing by to be on board with this funding
- A more in-depth look at the funding is required to see if the funding would fund a staff position
- Investigation will include, how could a staff be sustained after the 3 years of funding is up
- A smaller group meeting will be arranged to further examine the funding and possible uses

- **Survey- Adaptation from QLIP**

- Greater Victoria Local Immigration Partnership conducted a survey to help evaluate and assess racism in Greater Victoria, BC and they are open to our committee adapting and using this survey as model to get a baseline understanding of what experiences of racism are our community, supports available and to help us inform what action we might take in our community
- In Chair/Co-chair previous meeting, Cat and Victoria had discussed ethics that might be needed to be addressed by Hastings and Prince Edward Public Health HPEPH, however, Victoria discussed this with HPEPH management and they stated that an ethics application would not be required with what we are proposing. It would be recommended or useful, but we would need more time to complete that.
- Susan noted that ethics committees can be challenging because persons or groups within the ethics committees can have conflicting interests and could slow the process. She suggested using consultants who work in the field of diversity who conduct this type of work on a regular basis to be the ones that we consult with to help formulate questions for the survey.
- Another option is to have a local advisory committee
- The concern is having money to pay consultants
- Susan suggested that Children’s Mental Health Services CMHS is working with consultants who would be happy to assist with the survey work for the QLIP subcommittee as part of their work for the CMHS (the same survey questions could be used by QLIP).
- Focus groups would also be assistive and there are likely other agencies that are working on similar issues

- **Definitions of racism – Review with new information**

- Include definitions of racism in the glossary that we have discussed formulating
- Think about glossary terminology that we would like to include for next meeting. Send those with definitions to Victoria so she can include those to review in our next meeting.

- **Ad Hoc Advisory committee/New members – Discussion questions:**

- For review at next meeting

- **New/Other business**

- None

NEXT MEETING	LOCATION	TIME
October 25, 2021	Zoom Platform	10:00 a.m.