

DECISION/DIRECTION NOTE

Title: Anti-Racism Working Group – Membership Approval

Date Prepared: August 31, 2022

Report To: Regular Meeting of Council

Councillor and Role: Councillor Debbie Hanlon, Inclusion

Ward: N/A

Decision/Direction Required:

Council is requested to approve the recommended Individual and Resident Representation membership for the Anti-Racism Working Group (ARWG). Council is also requested to approve the recommendation to have the ARWG meet to review the Terms of Reference and recommend any changes necessary.

Discussion – Background and Current Status:

Council recently approved the [Terms of Reference](#) and [Selection Process](#) for the City's Anti-Racism Working Group (ARWG). The ARWG is led by chair, Dr. Sulaimon Giwa, and is responsible for (1) developing and implementing a work plan that fosters anti-racism while promoting diversity and inclusion in the City of St. John's, and (2) providing solution-based recommendations to Council and City Staff.

Organizational Representation:

As per the criteria laid out in the Terms of Reference the following six (6) organizations have a seat on the working group and have been contacted to appoint representatives:

Anti-Racism Coalition of Newfoundland (ARC-NL)
Human Rights Commission
First Light/First Voice
Fédération des francophones de Terre-Neuve et du Labrador (FFTNL)
Association for New Canadians
Royal Newfoundland Constabulary (RNC)

Two of the organizations have expressed concerns regarding the Terms of Reference including the need to more clearly define the decision making process. The ARWG Chair and staff feel that the organizational and individual representatives recommended to sit on the ARWG are in the best position to review the current Terms of Reference and make recommendations to Council regarding any changes necessary for the success of the ARWG.

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Individual Representation :

In addition to the organizational representation outlined above, up to five (5) individuals possessing expertise/experience in one or more of the following perspectives and who have been endorsed by an outside organization must also be represented:

BIPOC (Black, Indigenous, People of Colour)

Women

Youth

Newcomers

2SLGBTQIA+

Ethnicity/Religion

Academia/Research

Employment

Arts and culture

Residents With Lived Experience

The Terms of Reference also stipulates that up to four (4) residents with relevant lived experience and connections to diverse communities be represented on the ARWG. Additional considerations include a small business perspective, employee perspective within context of larger business and allowing space for an independent voice that may otherwise go unheard.

Other Considerations

As per the Terms of Reference at least one member of the working group must be between the ages of 18-29. The selection committee also ensured at least one member was 55 or older.

Based on feedback from the community forum and recommendation of the chair, representation from the Muslim and Asian communities were also identified as important, especially when considering recent targeted incidents of racism in our community and across the country.

Process

A call for membership was publicly circulated and a total of 30 applications were received for the 11-15 available positions. The selection committee was lead by Dr. Giwa and included staff from: Economic Development, Culture & Partnerships, Human Resources and Healthy City & Inclusion. Applications were selected on the basis of expertise/experience possessed in one or more of the required perspectives (outlined above) and were also ranked on the scope of their diversity, passion and the intersectionality value they brought to the committee.

All areas, perspectives and age demographics outlined above were successfully represented by the applicants recommended.

Key Considerations/Implications:

1. Budget/Financial Implications:
n/a

2. Partners or Other Stakeholders:

As outlined in the Terms of Reference and Selection Process links above.
Inclusion Advisory Committee

3. Alignment with Strategic Directions:

A Connected City: Increase and improve opportunities for residents to connect with each other and the City.

A Connected City: Develop and deliver programs, services and public spaces that build safe, healthy and vibrant communities.

4. Alignment with Adopted Plans:

Healthy City Strategy

5. Accessibility and Inclusion:

The ARWG is a sub working group of the Inclusion Advisory Committee

6. Legal or Policy Implications:

n/a

7. Privacy Implications:

As per Section 7.3 of the Committee's Terms of Reference, all committee members are required to refrain from the use or transmission of any confidential or privileged information while serving with the ARWG.

8. Engagement and Communications Considerations:

All applicants will be advised of Council's decision to appoint new members

9. Human Resource Implications:

n/a

10. Procurement Implications:

n/a

11. Information Technology Implications:

n/a

12. Other Implications: n/a

Recommendation:

That Council approve the following eight individuals to sit on the Anti-Racism Working Group along with the Organizational Representatives. It is also recommended that Council request that the members of the ARWG meet to review the Terms of Reference to make the changes necessary to address the concerns brought forward by two of the organizational representatives as well as any others brought forward by ARWG members. The recommended changes will then be brought forward to Council for their approval.

Individuals:

Ayse Sule Akinturk
Bahar Haghighat

Michelle Debnath-Canning
Margarita Palmera

Residents with Lived Experience:

Tendai Mudunge
Rohit Madan
Qiao Lu
Hubert Yaw Antwi-Adjei

Prepared by:

Approved by:

Report Approval Details

Document Title:	Anti-Racism Working Group Membership Approval.docx
Attachments:	
Final Approval Date:	Sep 1, 2022

This report and all of its attachments were approved and signed as outlined below:

Tanya Haywood - Sep 1, 2022 - 8:59 AM