

# DECISION/DIRECTION NOTE

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**Title:** Anti-Racism Working Group – Appointment of New Members  
**Date Prepared:** April 7, 2025  
**Report To:** Regular Meeting of Council  
**Councillor and Role:** Councillor Ophelia Ravencroft, Inclusion Advisory Committee  
**Ward:** N/A

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**Decision/Direction Required:**

Seeking Council approval of the recommended Individual and Resident Representatives for the Anti-Racism Working Group (ARWG).

**Discussion – Background and Current Status:**

The Anti-Racism Working Group is responsible for developing and implementing a work plan that fosters anti-racism while promoting diversity and inclusion in the City of St. John's and providing solution-based recommendations to Council and City Staff.

Following the conclusion of the initial two-year term, some members of the ARWG chose not to renew their membership. To address the vacancies, a Call for Members was issued seeking residents with relevant lived experience and connections to diverse communities or organizational representatives possessing expertise or experience in one or more of the following areas and who had been endorsed by an external organization:

- BIPOC (Black, Indigenous, People of Colour)
- Women
- Youth
- Newcomers
- 2SLGBTQIA+
- Ethnicity/Religion
- Academia/Research
- Employment
- Arts and Culture

15 completed applications were received and evaluated by Lead Staff. The following applicants are being recommended for appointment to the ARWG:

- Wendy Ihama, Society of Black Graduate Students, MUN
- Hanaa Mohamed Mekawy, Sexuality and Gender Advocacy Resource Centre, MUN
- Janneka Power, Individual Representative
- Ibukunoluwa Fowowe, Individual Representative

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**Key Considerations/Implications:**

1. Budget/Financial Implications: N/A
2. Partners or Other Stakeholders: Inclusion Advisory Committee, Organizations represented in the ARWG Terms of Reference.
3. Is this a New Plan or Strategy: No  
  
If yes, are there recommendations or actions that require progress reporting?  
  
If yes, how will progress be reported? (e.g.: through the strategic plan, through Cascade, annual update to Council, etc.)
4. 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.
5. Alignment with Adopted Plans: Healthy City Strategy, Building Safer Communities Strategy
6. Accessibility and Inclusion: The ARWG is a sub working group of the Inclusion Advisory Committee. The Call for Members was made available in a variety of formats upon request.
7. Legal or Policy Implications: N/A
8. Privacy Implications: As per 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.
9. Engagement and Communications Considerations: The Call for Members was circulated for advertising, published on the City Website, and shared via social media by Communications Staff.
10. Human Resource Implications: N/A
11. Procurement Implications: N/A
12. Information Technology Implications: N/A

13. Other Implications: N/A

**Recommendation:**

That Council approve of the following appointments to the City's Anti-Racism Working Group:

- Wendy Ihama, Society of Black Graduate Students, MUN
- Hanaa Mohamed Mekawy, Sexuality and Gender Advocacy Resource Centre, MUN
- Janneka Power, Individual Representative
- Ibukunoluwa Fowowe, Individual Representative

**Prepared by: Jennifer Squires, Legislative Assistant**

**Approved by: Theresa Walsh, City Clerk**

**Report Approval Details**

Document Title:	Anti-Racism Working Group - Appointment of New Members April 2025.docx
Attachments:	- Anti Racism Working Group - Applications.pdf
Final Approval Date:	Apr 7, 2025

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

**Theresa Walsh - Apr 7, 2025 - 4:54 PM**