



# CONFRONTING RACISM In Durham Project

## Confronting Racism in Durham Working Group – CRDWG

**Date:** June 21, 2022

**Time:** 6 pm to 8:00 pm

**Location:** Virtual

**Note-taker:** Hanna

### Attendees:

Danielle Pineda

Titi Katibi

Padi Persaud Roberts

Rizwan Mohammed

Lara Awoleye

Hanna Mohammed

Erica Mittag

Hawa Mire

Bookie Adekanye

Tamara Glasgow Cox

### Absent:

Nicole Perryman

Vilma Oliveros

David Yan

Sofia Ahmed

### Minutes

#### 1) Welcome

- Land Acknowledgement – TK
- Introduction from Rizwan Mohammed from NCCM – RM
- Group introduced themselves to Rizwan – All

#### 2) Conflict of Interest Declaration

- No conflicts of interest declared – All

#### 3) Review and adoption of May 31, 2022, meeting notes

- Review of previous minutes; minutes approved – DP
- Danielle was voted as co-chair and Hanna will be the note-taker; we will have a recording of each meeting as a backup – DP
- Introduction from Hawa Mire -Hawa

#### 4) Adoption of Terms of Reference

- Adoption of Terms of Reference – All

#### 5) Updates From Last Meeting

- The group will not have access to the contribution agreement – TK
- Representation from and engagement with Indigenous community:
  - Rizwan mentioned that there are a few staff in Ajax identifying as Indigenous – they might be able to sit on the committee; some challenges include communication – consider meeting folks where they are
  - Erica shared information regarding this project with DRAAC; information also went to members of DRAAC by email; there is room for collaboration; there is someone in economic development to contact
  - Hermia from CDCD raised it with DRAAC as well
  - Lara is waiting for one more introduction with an Indigenous representative
  - There is an event on June 25 – Métis Heritage Celebration - and we could consider getting a table set up to do some outreach and seek representation
- Survey is still running, will close July 2 – this group can continue sharing it widely – TK
- Danielle and Titi met and discussed the top priorities given our limited time – DP and TK
  - 1)Employer Handbook
  - 2)Job Seeker Handbook
  - 3)Job Fair

#### 6) CRDWG Action/Work Plan

- DANIELLE SHARED SCREEN WITH WORKPLAN
- CCMW has training offerings on Countering Islamophobia, Online Hate; we are looking for training focused on the workplace and need to get the survey results to determine the type of training; Durham Legal Clinic has training on workplace harassment; all these training options would need to be catered to our needs for this project – TK
- Recruitment has not yet started – TK
- Employer handbook – most urgent – aims to compile info and resources to assist employers in managing diverse employees – there is a similar resource out here developed by WMRCC – this group can address gaps in their resource – DP
- David from WES had something in the works – and it was a Durham specific resource – David is also going to share with us how to digitize the work - LA
- Would like to explore with David what a digitization of the workbook would look like; our resource would be different in that we are focusing on small and medium sized businesses – TK
- We need to do an environmental scan to see what similar resources exist; and the survey results will inform what the handbook would look like - DP
- If we split into subcommittees, it could shorten the time of our larger meetings – TK
- At the next meeting and once we have more information, we can clarify the role of the chairs and the subcommittees – BA
- Interested in the review piece after the chairs develop the handbook - RM
- By next meeting, TK and DP will have some of the survey results to share with us (eg. trends and themes) – Titi

- Scoping discussion for handbook - All
  - Handbook
  - Graphics
  - Less text
  - More interactive
  - Include cased studies – focus on the ‘how’
  - Include activities
  - Glossary
  - Pledge for employers
  - First iteration prepared by the chairs? Or subcommittee?
  - Engage with consultant in the development and review of book
- Job fair:
  - Include job developers as they could provide locations for the fair
- Jobseeker handbook:
  - Purpose: survey to determine scope... equip with job seekers/employees (newcomers) with tools and resources to navigate systems as racialized people; networking

## 7) Any Other Business

- Grants were discussed - All

## ACTION ITEMS

- Titi to finalize and put Terms of Reference on website
- Titi to analyze and share results of the survey at the next meeting
- Folks with contacts in Indigenous communities will reach out and report back to the group
- Lara, Rizwan, Titi, and Danielle will do environmental scan on resources within the community
- Danielle to create a google drive and share link with group
- Start thinking about employers we can connect with for the job fair
- Scan for grants