



CONFRONTING RACISM In Durham Project

Confronting Racism in Durham Working Group – CRDG

Date: July 12, 2022

Time: 6:00 pm to 8:00 pm

Location: Zoom/Virtual

Note-taker: Hanna

Attendees:

Titi Katibi

Bookie Adekanye

Tamara Glasgow-Cox

Vilma Oliveros

David Yan

Hanna Mohammed

Nicole Perryman

Absent:

Danielle Pineda

Lara Awolaye

Erica Mittag

Rizwan Mohammad

Hawa Mire

Sofia Ahmed

Padmini Persaud-Roberts

Minutes

1. Welcome

- Land Acknowledgement - TK
- Rizwan is stepping down due to conflicting pressing demands, and offered to connect us with a representative from the Muslim community – TK
- Consented to Rizwan's offer - All

2. Conflict of Interest Declaration

- No conflicts of interest declared – All

3. Review and adoption of June 21, 2022, meeting notes

- Clarification – Danielle P will not be involved in the data analysis; Titi will conduct that piece - TK
- Minutes approved – All

4. Updates from last meeting

- Update on Whitby Chamber of Commerce: Twisted System Employer Event in October - TK
 - This event is scheduled for October 2022
 - The report coming out of the survey can be shared
 - We can launch our communications plan for the job fair and get employers on board
- Engaging the Indigenous Community - TK
 - Still working to connect with the community
- Grants - TK
 - We aren't eligible for the grants that were shared
 - Folks can continue sharing grant opportunities
- Job fair update (Location, Date, Employers, Partners etc.)
 - Titi met with Employment Ontario and discussed the job fair - TK
 - Theme has not been confirmed but should have diversity attached - TK
 - Potential date March 23, 2023 (21st is International Day for the Elimination of Racial Discrimination) - TK
 - Approximately 50+ employers and 500+ job seekers/employees attending - TK
 - Possible locations include the Convention Centre, Audley Recreation Centre - TK
 - Connect with the Region, school boards, colleges, Amazon and also small to medium sized organizations as collaborators - TK
 - Possible themes: Diversity = Innovation - HM
 - Creating a group dedicated to planning the Job Fair – All
 - Suggestion to send an email to group with a brief description of the 2 groups: Job fair planning and handbook preparation to allow members to pick which group they want to join – HM
- Survey update (trends, themes)
 - TITI SHARED SCREEN WITH SURVEY RESULTS
 - Results are currently being analyzed - TK
 - Titi will meet with consultant to finalize the report - TK
 - Survey had 4 separate categories – all exploring theses around hiring practices, workplace culture etc. - TK

- Recurring themes for the employer handbook:
 - organizations are too small for interview panels - what can small/mid-size companies do to create a better hiring system.
 - need advice and assistance with terminology in job postings.
 - reliance on personal network is challenging when networks are small - more networking opportunities are needed.
 - Canadian work experience required by employers but not necessarily employment service employers
- Is there a plan to provide feedback in a town hall format to unpack things like “Canadian experience” – BA
- At the event in October, we can share information regarding this report with employers and also provide them with the handbook. The job fair is where we want to launch the handbook – TK
- The employer playbook there are 20 tools for employers (recruitment, hiring, onboarding and retention). We convened all workforce stakeholders. First step is to launch digitized website in 2 weeks and then we will hold event to demonstrate tools. The WES playbook is tailored for employers in the Region. Should we prioritize the job seekers in this group - DY
- We don't want to be duplicating resources. We may have to redefine our objectives. Can the playbook from WES cater to large and small employers? – TK
- We should see the WES playbook and ensure it is as close to what we envisioned for employers as possible and if it is leverage it. We could use it as a template or guide for when we develop the employee tools. – HM
- It would be important to know if the WES playbook can support SMEs, if not, we can develop a tool for SMEs -TGC
- The target audience of the WES playbook is SME - DY
- Our task goes beyond getting people of other races on board – it includes creating sustainable practices like mentoring newcomers. Is there a way to provide training by way of a DEI expert? - BA
- Part of the project deliverables is training – it is limited – the consultant will develop training based on the feedback – it can be recorded and posted on our site. Depending on the WES playbook we could focus more on training - TK
- DAVID PRESENTED ON THE WES PLAYBOOK AND THERE ARE SIMILARITIES WITH THE VISION OF OUR PRODUCT
 - There are 4 versions of playbook (National, Durham, Greater Moncton, Waterloo)
 - Viewer friendly, 80-page pdf on a digital platform
 - Focus on recruiting, hiring, onboarding and integration
 - Downloadable content
- We want our handbook to engaging, there are a lot of worksheets in the WES playbook – TK

- Digitized WES playbook Beta link provided by July and launching in September. Still conceptualizing the second phase. We can integrate what we are doing in this working group in the second phase of the project - DY
- We can create workshops, digital modules/activities that folks can navigate – an interactive tool where we don't have to do many updates to sustain - TGC
- Something powered by bots – TK
- WES is always thinking about talking workforce development issues with partners and focus on the high level, cross sectoral solutions. Working with employers directly is not our approach. Want to empower settlement agencies and service providers after this project to have the capacity to work for the employer. The biggest concern is how we evaluate the effectiveness of the training sessions. Soft launch August 15 - DY
- WES is working on an in-person hiring event – an ideal job fair is judged on how many job offers result of the event. We should prepare with the employers and job seekers before hand. We should think seriously about the logistics - DY
- Job fair has to be done strategically – work with employers and job seekers should be done before in order to align them - TK
- Create employer training – when employers register for the job fair they have to attend a session before the fair - DY

5. Handbook action planning

- Pause on this as we need more information on the WES playbook and whether it satisfies our need -TK
- TITI SHARED SCREEN WITH RESOURCE INVENTORY:
https://drive.google.com/drive/folders/1_PReEyhq1WvUmS_H8P4tpyhU6Kh6bSDC?usp=

6. Any other business

Next steps:

- Titi to send email to group members with information regarding the sub-groups (Job Fair and Handbook – or Training) and folks will determine what group they will join
- David to share information about the WES playbook (Beta link)
- Titi to confirm if we can have a new representative from Muslim community to replace Rizwan Mohammad join the group.