



CONFRONTING RACISM In Durham Project

Confronting Racism in Durham Working Group – CRDWG

Date: August 9, 2022

Time: 6:00 pm to 7:00 pm

Location: Zoom/Virtual

Note-taker: Hanna

Attendees:

Titi Katibi

Danielle Pineda

Lara Awoleye

Erica Mittag

Sofia Ahmed

Padmini Persaud-Roberts

Hanna Mohammed

Absent:

Nicole Perryman

Tamara Glasgow-Cox

Vilma Oliveros

David Yan

Bookie Adekanye

Hawa Mire

Kubra Mir – (Kubra will replace Rizwan)

Minutes

1. Welcome

- Land Acknowledgement - TK
- Kubra Mir from Canadian Council of Muslim Women is replacing Rizwan - TK

2. Conflict of Interest Declaration

- No conflicts of interest declared - All

3. Review and adoption of July 12, 2022, meeting notes

- Minutes approved – EM and DP

4. Updates from last meeting

- Going forward we will be moving meetings to once a month, with sub-committees meeting more frequently– TK
- The direction has shifted regarding our priorities – DP
 - The WES Playbook is very similar to what we had envisioned so hopefully today we can determine what exactly we will shift to develop
- First level of analysis has been done on the survey – work still needs to be done to narrow down the themes and key pinpoints - TK
 - Recurring themes for job seeker: communication skills, interview preparation, salary negotiation, networking, intercultural intelligence & cultural competence, workplace culture in Canada, anti-racism support
 - Recurring themes for employers: hiring practices (WES is handling that), building inclusive workplaces/culture, building DEI strategies, DEI training, pay equity, intercultural intelligence & cultural humility.
 - Areas of interest for employers include, DEI audits, inclusive leadership, understanding implicit bias, intercultural intelligence, building DEI strategies, creating inclusive job descriptions
- The materials we develop will be catered to small to medium sized businesses- TK
- Using the google sheets, we can see what the objective of the job fair is – promote hiring of diverse talent; networking and interviews; economic benefits of a diverse workforce – TK
- The plan is for a keynote to speak at the job fair and for us to launch our resources there – TK
- The proposed date of the job fair is March 23, 2023 – TK
- Regarding the Whitby Chambers Event – TK
 - WES will launch the playbook there
 - In place of launching a resource, we will be hosting a booth to share information about our upcoming events/resources and recruit employers for our job fair
 - TK and DP attending for CRDWG and there is opportunity for one more member to attend, EM volunteered to attend.
- Focus group sessions to be held in September will need volunteers to co-facilitate, interested volunteers to reach out to TK – TK

5. Work Plan Overview

- The workplan has changed and group members should join subgroups – DP
- Job-fair Work Plan - DP
 - Planning committee has been convened with internal DRUHC team & other preliminary members to include Durham Regional staff (DP, HM and representation from HR) and Durham Workforce Authority
 - Proposed locations: Chestnut Hill, Audley Rec Centre, Durham College
 - The theme will be along the lines of equitable employment

- There is a google sheet that folks in the working group can add ideas to
- Resources Work Plan – TK
 - Creating templates for SMEs that are small but are interested in DEI is a possible pivot for us
 - Templates are great; is there an accountability piece that we can assist with implementing – LA
 - To ensure accountability, we can consider an inclusion pledge, commitment or charter that can accompany the resources we deliver – HM
 - Some regions have charters and have signed onto the declaration of inclusive municipalities – EM
 - We could establish a follow up loop between employers and the group or a reporting piece – LA
 - What will happen after this group's term is up in March 2023? How can we ensure sustainability of these initiatives? – HM
 - The materials will be posted on the site, but enforceability is a bit tricky when it comes to SMEs – our group can come up with solutions – TK
 - The site and relationships with job developers is how we will implement - DP

6. Set-up sub-committees and agree meeting time

- Subgroups have been established and will be shared with the working group – DP
 - Job fair planning committee may have reached capacity – TK

Next steps:

- Job Fair Planning Committee – next meeting will take place on August 25
- Working group members will sign up for subcommittees
- Meetings will be established on a monthly schedule – co-chairs will confirm
- Co-chairs will send an email with further details