



CONFRONTING RACISM In Durham Project

Confronting Racism in Durham Working Group – CRDWG

Date: Tuesday September 12, 2022,

Time: 6:00pm – 7:00pm

Location: – Zoom/Virtual

Notetaker: Titi Katibi

Attendees:

Titi Katibi

Danielle Pineda

Nicole Perryman

David Yan

Erica Mittag

Lara Awoleye

Absent:

Hanna Mohammad

Tamara Glasgow-Cox

Hawa Mire

Sofia Ahmed

Kubra Mir

Padmini Roberts

Minutes

1. Welcome

- Land Acknowledgement – TK
- Regrets / Resignations – PR sends regrets, Bookie Adekanye and Vilma Oliveros have resigned due to conflict with other commitments – TK

2. Conflict of Interest declaration

- No interest declared – All

3. Adoption of August 09, 2022, meeting notes

- Minutes approved – All

4. Project updates

- Meeting time changed from 6 – 8pm every three weeks to 6 – 7pm once a month for sub-committee progress and other updates. – TK

- Job-fair
 - Two job fair planning meetings have held – TK
 - Theme ‘Advancing Innovation, Diversity and Equity in Employment’ has been agreed. Keynote speaker will speak to theme and job fair will involve resource (employer & jobseeker) launch – TK
 - Date for job fair is March 23, 2023, proposed time is 10am – 6:00pm- TK
 - Format to involve workshops taking place alongside job fair, specific workshops to be determined, one-on-one resume critique as on the table – TK
 - Keynote speakers to be determined, CRDWG can suggest speakers who fit theme – TK
 - Referrals of an event planner as needed, CRDWG to suggest event planners – TK
 - Proposed location – Audley Recreation Centre, Durham College considered but not available – TK
 - Also working on building exhibition registration template – TK
 - What is the critical parameters about how we evaluate the success of the job fair – DY
 - Attendance criteria, employers engaged, selection of exhibitors to ensure DEI component – DP
 - Employers who have jobs, people getting jobs through the fair – TK
 - Consideration to think of follow-up process to evaluate success after job fair. – TK
 - WES putting together refugee hiring event on Nov. 21 and looking to evaluate by the number of on the stop job offers received. Involves a lot of logistical planning with both employers & jobseekers. If this project’s bandwidth permits, we can put in place a similar model to demonstrate effectiveness of the job fair. DY
 - Will it be appropriate to have sessions that talk about safe places in workplaces or around anti-racism and addressing that in the workplace and measure success around their action steps that is being taken within the organization – NP
 - Employees can be asked about how they feel safe in the workplace potentially through a survey administered ahead of time or a post-survey to encourage the employer to make a commitment to make changes - NP
 - Can share some post workshop surveys – NP
 - Synergies and potential on engaging employer prior to the job fair for some capacity building to bring back to job fair planning committee – DP
 - Tap into DY for training done for employers at the WES hiring event – DP
- Employer Handbook
 - Employer resource sub-committee had its first meeting last week to discuss initial ideas from survey results generated by TK and consultant - DP
 - Themes were selected from questions which received 20% or more response rate in the negative, implications of these responses for employers were discussed and leveraged to identify themes – DP

- Key themes were:
 - Personal issues around discrimination and unconscious bias in the workplace, lack of culture of inclusion and belonging; lack of awareness of reporting mechanisms when issues of discrimination and inequity arises - DP
 - Summary from responses is that show employers being fairly early in DEI journey with a lack of DEI strategy and there is a big push on how to foster a workplace of inclusivity – DP
 - Employer resource committee to focus on creating a resource that fosters a culture of inclusivity and belonging, no specific title has been agreed on yet - DP
 - Concrete things to go into resource maybe a template for onboarding (inclusive onboarding), instituting policies that respect peoples lived experiences etc – DP
 - Resource format to be interactive, module based or if static PDF with links to multimedia resources – DP
 - Next steps is to reconvene and land on a theme for employer resource – DP
 - Worked with city of Kingston on EDI and general sentiment is that organizations are on very preliminary stage on EDI journey – DY
 - Resource launch is to be during job fair – DP & TK
 - Jobseeker Handbook
 - No sign-ups yet for job seeker sub committee, encourages interested members to sign up – TK
 - Depending on if interests in job seeker handbook committee is received, TK to start work independently or we may use the CRDWG meeting with all members on board to work on job seeker resource – TK
 - Whitby Chamber Event
 - Project has a booth and event to be attended by CRDWG members TK, DP, PR
 - Other members are encouraged to sign up to participate.
 - Focus groups
 - TK having focus group sessions to further explore survey themes and encourages members to help share flyers – TK
 - Commitments
 - Revisit commitment to the CRDWG, participants numbers are dwindling, and members are encouraged to comply with TOR expectations of attending at least one in every three meetings or keep co-chairs informed of absences – TK, DP
 - Leading up to the event we will require more help and commitment from CRDWG members – DP
 - Is there a need to revisit meeting time to work for everyone or does this time work? – TK
 - Current meeting time is suitable – ALL
5. Any Other Business
- Interested in joining jobseeker sub-committee – NP
 - NP is also signed up on the employer handbook committee – TK

- Both handbooks needs more people, can we pivot and focus on the handbooks? – LA
 - Job fair, jobseeker and employer resources need to be worked on at the same pace as they are all important – TK
 - We need people on all sub-committees – TK
- Upon reflection on the employer resource sub-committee meeting, it would be helpful in the future to better explain the survey result spreadsheet sent out so that recipients can better understand the information within– LA