



CONFRONTING RACISM In Durham Project

Confronting Racism in Durham Working Group – CRDG

Date: October 10, 2022

Time: 6:00 pm to :00 pm

Location: Zoom/Virtual

Note-taker: Hanna

Attendees:

Titi Katibi

Danielle Pineda

Padmini Persaud-Roberts

Lara Awoleye

Erica Mittag

Hanna Mohammed

Tamara Glasgow-Cox

David Yan

Kubra Mir

Minutes

1. Welcome

- Land Acknowledgement – TK
- Introduction from Kubra Mir, a new member to the group - KM

2. Conflict of Interest Declaration

- No conflicts of interest declared - All

3. Review and adoption of September 13, 2022 meeting notes

- Minutes approved – PR and LA

4. Project updates

- **Job Fair Planning - TK**
 - Exhibitor registration platform has been established
 - Flyer has been prepared and used to recruit exhibitors at event already
 - Still in talks to sign keynote speaker
 - Almost finalized the event planner – using the Durham College Event Planning students that can use this event as their Capstone project (it will be free of cost)

- The Job Fair working group will have more details soon
- **Employer Resource Update - TK**
 - Meeting was scheduled but had to be cancelled
 - Reviewed the survey pain points
 - The Consultant was concerned with the handbook and the DEI Strategy – it would require guiding the employers through the process
 - Focus more on the “building inclusion and belonging” piece
 - Discussed inclusion training with the Consultant – the Consultant is supposed to deliver training for employers and service providers so it should be weaved into the resource
 - The resource and training piece should be connected
- **Whitby Chamber of Commerce Event - TK**
 - Danielle and Padi were present and we a table there
 - There was some interest from employers, and we collected some information from interested employers
 - WES Launched Playbook at the event
- **Focus Groups - TK**
 - Couldn't run all the sessions
 - Held 2 sessions successfully
- **Trainings – DRUHC + Durham Legal Clinic - TK**
 - Training / workshop for employers
 - The content is based on the information that was collected through the survey
 - The topic is: Workplace Harassment: Understanding your role in protecting the workplace
 - Promo has already started
 - Date of the session: December 7, 2022

5. Jobseeker Resource

- **General - TK**
 - Since there wasn't a subcommittee formed – we are pulling this piece into this meeting
 - There is one member interested in taking this on so far
- **Review of survey pain points - Everyone**
 - Responses that received 20% in the negative = pain point - TK
 - Our review of the Job Seeker responses will inform the resource - TK
 - The WES Playbook only covers the Employer so we can cover the Jobseeker with our resource – TK and DY

- ***Titi and Danielle recommended that the group takes a brief pause to review the table.***
- **Pain points identified:**
 - Lack of a network and connections is a big gap. It was one of the lowest reasons of how people found a job and a barrier – EM
 - Lack of knowledge and awareness of what to do when experiencing discrimination at work or during the hiring process – as a job speaker and an employee. Will there be resources coming out of the training session in December that we can use? – DP
 - Needing to pay bills and survive while working in a discriminatory environment is very problematic – not surprising that percentage is high – LA
 - Can we leverage this information to create a resource to address this? – TK
 - The theme that recurs is understanding the workplace in the Canadian context and also understanding the labor market – TGC
 - Understate work experience and remove qualifications on resume – numbers are really high. Are job seekers looking in the right places for jobs? Maybe if there was a resource that provided the job seeker with a directory or a better place to seek jobs – HM
 - Having to change name and modify things to satisfy the Western lens (name/identifiers from international context) – but this shouldn't fall only on the employee, there is much work to be done for the employer – LA
 - WES playbook feeds into some of these themes for the employer – hiring, workplace management etc. we don't want to be duplicating resources, so we have to go back to equipping job seekers with resources to break barriers that we've identified and thrive at the workplace – TK
 - Can we break it down through the job search cycle? (eg. finding the job first, applying, interview etc.) - DP
 - Running these ideas by the person interested in this committee, the Consultant etc – DP
 - The 4 cycles that the job seeker goes through is a great idea. How can we create a resource that is different than the resources that exist. The stakes are high – we can't dictate to the employer and enforce anything on the employer. From the employer perspective, we don't have resources on retention. That would be a good opportunity – DY
 - There isn't an accountability mechanism we can enforce on employers – it makes this work tough. A lot of academic institutions put together Hub pages for racialized students/job seekers that contain vetted employers, tip sheets, handouts and offer one-on-ones to address career gaps – HM
 - Leverage content that exists and put them into different baskets and host them on a platform – DY
 - We want to ensure that what we create and prepare addresses the concerns raised from the survey -TK

- If the space is saturated, we could lean on local community members and organizations that have already done work in this space. Are we committed to creating a new product or leveraging existing materials? – DP
- Something to explore further - TK

- **Determine potential resource theme - Everyone**

1. Lack of networks and connections (personal/professional levels)
2. The need to understand culture (how to participate on a team, bringing whole self to workplace)
3. Define, identify, report, and eliminate discrimination in the workplace

Next steps:

- Titi will be working with Tamara to meet and decide on the direction forward. The Consultant will also have input on this.
- Danielle and Titi will be working on a critical path to determine timelines and deadlines for both projects.
- Before next meeting – updates will be shared.