



Anti-Racism & Equity Advisory Committee Meeting Agenda

Tuesday, March 25, 2025, 3:00 p.m.

Martin Room - 3rd Floor, City Hall

Pages

1. Anti-Racism and Equity Advisory Committee 02-2025

Chair: Chris Krumpholz

2. Members

Councillor Representatives:

Mayor Ken Boshcoff

Councillor Greg Johnsen

Citizen Representatives:

Chris Krumpholz

Tracey MacKinnon

Paul Magiskan

Temitope Ojo

Rae-Ann Robinson

Community Organization Representatives:

Carol Audet/Breanne Anderson, *Matawa First Nations Management*

Cst. Jason Kuoppa-Aho, *Thunder Bay Police Service*

Moffat Makuto, *Regional Multicultural Youth Council*

Ann McGuire, *Kinna-aweya Legal Clinic*

Michelle McGuire, *TB Urban Aboriginal Advisory Committee*

Anita Muggeridge, *Thunder Bay Multicultural Association*

LUSU representative, *Lakehead University*

SUCCI representative - *Confederation College*

Community Organizations:

Fort William First Nation

3. Officials

John Collin, City Manager

Cynthia Olsen, Director - Strategy & Engagement

Louisa Costanzo, Manager - Community Safety & Well-Being

Larry Joy, Policy Assistant to the Mayor

Lori Wiitala, Committee Clerk/Legislative Specialist

4. Land Acknowledgment

A Member of the Committee to provide the Land Acknowledgement.

We acknowledge that we are on the traditional territory of the Ojibwa Anishinaabe people of the Fort William First Nation - Signatory to the Robinson Superior Treaty of 1850. We are also a historic Métis settlement. We acknowledge the history that many nations hold, and are committed to a relationship with First Nations, Métis, and Inuit peoples based on the principles of mutual trust, respect, reciprocity, and collaboration in the spirit of reconciliation.

5. Welcome and Disclosures of Interest

6. Confirmation of Agenda

WITH RESPECT to the March 25, 2025, meeting of the Anti-Racism & Equity Advisory Committee, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

7. Presentation from the Sisters for the Black Canadian Community

Miriam Bangura, The Sisters for the Black Canadian Community, to provide a presentation.

8. Updated Terms of Reference

The updated Terms of Reference will be discussed.

9. Minutes of Previous Meeting

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The Minutes of Meeting 01-2025 of the Anti-Racism & Equity Advisory Committee, held on February 25, 2025, to be confirmed.

THAT the Minutes of Meeting 01-2025 of the Anti-Racism & Equity Advisory Committee, held on February 25, 2025, to be confirmed.

Information Session Notes from the February 25, 2025 meeting provided, for information.

10. respect.

Discussion will be held relative to the respect. initiative.

11. Project Roadmap Development

Discussion will be held regarding the development of a Project Roadmap.

12. Community Safety & Well-Being

12.1 Community Safety & Well-Being Forum and Engagement Strategy Update

Manager - Community Safety & Well-Being Louisa Costanzo to provide

an update on the Community Safety & Well-Being Forum and Engagement Strategy.

12.2 Community Safety & Well-Being Plan Next Steps

Discussion will be held regarding next steps for the Community Safety & Well-Being Plan.

13. Items Arising from Previous Meeting(s)

13.1 Incident Reporting Update

Manager - Community Safety & Well-Being Louisa Costanzo to provide an update on Incident Reporting.

14. New Business

15. Next Meeting

The Anti-Racism and Equity Advisory Committee meetings will be held the fourth Tuesday of the month or at the call of the Chair, with the exception of July and August, in the McNaughton Room, at 3:00 p.m., unless otherwise noted:

- Tuesday, April 29, 2025
- Tuesday, May 27, 2025
- Tuesday, June 24, 2025
- Tuesday, September 23, 2025
- Tuesday, October 28, 2025
- Tuesday, November 25, 2025

16. Adjournment



Anti-Racism & Equity Advisory Committee Meeting Minutes

Tuesday, February 25, 2025, 3:15 p.m.
McNaughton Room - 3rd Floor, City Hall

1. Anti-Racism and Equity Advisory Committee 01-2025

Chair: Chris Krumpholz

2. Members

Councillor Representatives:

Councillor Greg Johnsen

Citizen Representatives:

Chris Krumpholz

Temitope Ojo

Rae-Ann Robinson

Community Organization Representatives:

Moffat Makuto, *Regional Multicultural Youth Council*

Ann McGuire, *Kinna-aweya Legal Clinic*

Anita Muggeridge, *Thunder Bay Multicultural Association*

Robin Gathercole, SUCCI representative - *Confederation College*

3. Officials

Cynthia Olsen, Director - Strategy & Engagement

Louisa Costanzo, Manager - Community Safety & Well-Being

Larry Joy, Policy Assistant to the Mayor

Lori Wiitala, Committee Clerk/Legislative Specialist

4. Welcome and Disclosures of Interest

At 3:06 p.m. the meeting started as an Information Session as quorum was not achieved.

Councillor Greg Johnsen agreed to act as Chair of the meeting until quorum is achieved and the Election of Chair and Vice-Chair is held.

5. Land Acknowledgment

Councillor Greg Johnson provided the Land Acknowledgement.

We acknowledged that we are on the traditional territory of the Ojibwa Anishinaabe people of the Fort William First Nation - Signatory to the Robinson Superior Treaty of 1850. We are also a historic Métis settlement. We acknowledge the history that many nations hold, and are committed to a relationship with First Nations, Métis, and Inuit peoples based on the principles of mutual trust, respect, reciprocity, and collaboration in the spirit of reconciliation.

6. Discussion on News Articles: This is What Racism Looks Like and We Are All Human Beings

Discussion will be held relative to two online news articles: This is What Racism Looks Like - quakelab.ca and We Are All Human Beings - tbnewswatch.ca

Manager - Community Safety & Well-Being Louisa Costanzo provided the attached online news articles for the committee to discuss.

Manager Costanzo provided an overview of the content of the first article: This is What Racism Looks Like from the site quakelab.ca.

The following were mentioned:

- recognized Indigenous people are often discriminated against for the same reason
 - creation of The Indian Act
- Black History Month, in 2025 the community should be more advanced and knowledgeable
- Incident Reporting is considered individual responsibility, could be considered as a community responsibility
- Educational barriers due to racism

At 3:15 p.m. the Committee achieved quorum.

7. Election of Chair and Vice-Chair

Nominations for the positions of Chair and Vice-Chair of the Anti-Racism & Equity Advisory Committee for 2025.

The newly-appointed Chair will assume the position of Chair for the remainder of the meeting.

Committee Clerk/Legislative Specialist Lori Wiitala administered nominations for Chair of the Anti-Racism & Equity Advisory Committee for 2025.

Moffat Makuto was nominated for the role of Chair and chose not to let his name stand.

Chris Krumpholz was nominated for the role of Chair. Chris conditionally accepted and requested a discussion around changing the meeting start time, the Committee agreed to a later meeting start time of 3:30 p.m. to accommodate employment schedules.

MOVED BY: Moffat Makuto
SECONDED BY: Councillor Greg Johnsen

WITH RESECT to the position of Chair on the Anti-Racism & Equity Advisory Committee, we recommend that Chris Krumpholz be appointed Chair of the Committee for the remainder of the 2025 calendar year, and until a replacement has been appointed, as required annually.

CARRIED

The committee agreed to discuss changing the meeting start time and the following motion was presented.

MOVED BY: Anna McGuire
SECONDED BY: Robin Gathercole

WITH RESPECT to the Anti-Racism & Equity Advisory Committee meetings, we recommend that the start time of the meetings be changed to 3:30 p.m. for the remainder of 2025.

CARRIED

Committee Clerk/Legislative Specialist Lori Wiitala administered the nomination for Vice-Chair of the Anti-Racism & Equity Advisory Committee for 2025.

MOVED BY: Temitope Ojo

SECONDED BY: Moffat Makuto

WITH RESPECT to the position of Vice-Chair of the Anti-Racism & Equity Advisory Committee, we recommend that Temitope Ojo be appointed Vice-Chair of the Committee for the remainder of the 2025 calendar year, and until a replacement has been appointed, as required annually.

CARRIED

8. Confirmation of Agenda

MOVED BY: Councillor Greg Johnsen

SECONDED BY: Robin Gathercole

WITH RESPECT to the Tuesday, February 25, 2025, meeting of the Anti-Racism & Equity Advisory Committee, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

9. Minutes of Previous Meeting

The Minutes of Meeting 06-2024 of the Anti-Racism & Equity Advisory Committee, held on September 24, 2024, to be confirmed.

MOVED BY: Ann McGuire

SECONDED BY: Moffat Makuto

THAT the Minutes of Meeting 06-2024 of the Anti-Racism & Equity Advisory Committee, held on September 24, 2024, to be confirmed.

CARRIED

Information Session notes from November 26, 2024, were provided, for information.

10. Review of Committee Terms of Reference

Director Strategy & Engagement Cynthia Olsen and Manager - Community Safety & Well-Being Louisa Costanzo provided an overview of the history of the Committee for background. The following changes were recommended.

Name of Committee: It was proposed to change the Committee name to Inclusion, Diversity, Equity & Anti-Racism Advisory Committee (IDEAAC). The

proposed name was identified as too familiar with Diversity Thunder Bay; the next Diversity Thunder Bay meeting is on Wednesday, February 26, 2025, and members from the AREAC in attendance will discuss the proposed name with the group. Belonging was brought up as another important piece to consider for the name change. Further discussion will be held at the March meeting.

Land Acknowledgement: the Committee discussed having Members provide a personal Land Acknowledgement at each meeting, and include a standing Land Acknowledgement within the agenda. The following Members volunteered to form a working group to take on this work:

Rae-Ann Robinson
Moffat Makuto
Ann McGuire
Temitope Ojo

The committee lost quorum at 4:14 p.m. and the meeting continued as an information session.

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12. Adjournment

The meeting adjourned at 5:07 p.m.



Anti-Racism & Equity Advisory Committee Meeting Information Session Notes

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At 4:15 p.m. the Committee lost quorum and continued as an information session.

7. Check-In Discussion

- Review of workplan:
- Collaboration with community organizations
- Annual Diversity Thunder Bay event, March 19, 2025
 - HR & Indigenous Relations, along with AREAC providing sponsorship for the event

- Two tickets available for Chair and Vice-Chair, if they are unavailable, we will open to the rest of the Committee on first come, first served basis for the two tickets
- One City Many Voices
- Diversity Thunder Bay monthly planning session
- Hafi prepared a memo to summarize the 3 key reports which will be distributed at a future meeting
- Incident Reporting – 211
- Campaign – launch in September 2025, engage with Generator to develop marketing materials, discuss at June meeting
- respect. – form a working group to organize
 - 2025 – look at re-brand
- 2024 Forum update
 - Recommend working group
- Hafi developed a calendar of meetings
- Events well attended: Folklore Festival, Pride Festival, Festival of India, Confederation College and Lakehead University events.
 - May reduce the number of events due to shortage of resources

8. 2025 Budget

Deferred to a future meeting.

9. Items Arising from Previous Meeting(s)

9.1 Anti-Racism Community Discussion Event Update

Manager – Community Safety & Well-Being Louisa Costanzo provided an update on the Anti-Racism Community Discussion event held on Thursday, November 28, 2024.

The event was well attended overall.

- 124 attendees
- Positive feedback was received regarding diverse speakers
- Recommendations:
 - broaden engagement
 - expand discussion period
 - consider alternate formats
 - more youth outreach

9.2 Incident Reporting Working Group Update

Manager – Community Safety & Well-Being Louisa Costanzo provided an update on the Incident Reporting Working Group.

The working group met on November 21, 2024 and discussed community barriers, ease of access to 211, and utilizing social media resources. A future meeting will be scheduled, the date is to be determined.

10. New Business

Manager Costanzo asked the Committee to brainstorm discussion topics.

The responses included:

- Manager - Indigenous Relations Tanis Thompson
- Black History Month, and the Black Community
- Community organizations involved with similar work
- 7 Youth Inquest – families directly effected, relatives of 7 Fallen Feathers
- Youth survey – community improvements recommended

Events and promotion: recommended to collaborate with established resources.

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