



## Anti-Racism & Equity Advisory Committee Meeting Agenda

Tuesday, April 22, 2025, 3:30 p.m.

McNaughton Room - 3rd Floor, City Hall

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### Pages

#### 1. Anti-Racism and Equity Advisory Committee 03-2025

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. Guests**

Regional Multicultural Youth Council (RMYC) Representatives

**5. Land Acknowledgment**

A Member of the Committee to provide a 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.

**6. Welcome and Disclosures of Interest**

**7. Confirmation of Agenda**

WITH RESPECT to the April 22, 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.

**8. Presentation**

**8.1 Regional Multicultural Youth Centre (RYMC)**

Regional Multicultural Youth Centre (RYMC) to provide a presentation on the youth council's involvement to combat racism, and their vision to create a more welcoming, accepting and diverse community.

**9. Minutes of Previous Meeting**

4 - 12

The Minutes of Meeting 02-2025 of the Anti-Racism & Equity Advisory Committee, held on March 25, 2025, to be confirmed.

THAT the Minutes of Meeting 02-2025 of the Anti-Racism & Equity Advisory Committee, held on March 25, 2025, to be confirmed.

Information session notes from March 25, 2025, provided, for information.

**10. Community Safety & Well-Being Update**

Louisa Costanzo, Manager - Community Safety & Well-Being to provide an update.

**11. New Business**

**12. 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, May 27, 2025
- Tuesday, June 24, 2025
- Tuesday, September 23, 2025
- Tuesday, October 28, 2025
- Tuesday, November 25, 2025

### **13. Adjournment**



## **Anti-Racism & Equity Advisory Committee Meeting Minutes**

**Tuesday, March 25, 2025, 3:35 p.m.**

**Martin Room - 3rd Floor, City Hall**

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

Chair: Chris Krumpholz

### **2. Members**

#### **Councillor Representatives:**

Mayor Ken Boshcoff

#### **Citizen Representatives:**

Chris Krumpholz

Tracey MacKinnon

Rae-Ann Robinson

#### **Community Organization Representatives:**

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

Moffat Makuto, *Regional Multicultural Youth Council*

Ann McGuire, *Kinna-aweya Legal Clinic*

Tejraj Shah, *Thunder Bay Multicultural Association*

### **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. Land Acknowledgment**

Member Tracey MacKinnon provided the Land Acknowledgement.

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**

MOVED BY: Moffat Makuto  
SECONDED BY: Mayor Ken Boshcoff

WITH RESPECT to the DATE, 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

**7. Presentations**

**7.1 Presentation from the Sisters for the Black Canadian Community**

Miriam Bangura and Priscilla Owusu, The Sisters for the Black Canadian Community, provided a presentation.

Established in 2019 in response to experience of racism and discrimination, the Sisters of the Canadian Black Community continues to advocate for Black residents in Thunder Bay. The local Black population is growing, yet harmful stereotypes persist—often linked to individuals from Toronto who become involved in the justice system. These perceptions fuel ongoing discrimination toward residents.

Concern was raised about school dropout rates, which have reportedly increased by 80% due to school bus route cutbacks, making it difficult for students to get to school. The group also highlighted that racialized youth, particularly Black children, face disproportionately high rates of incarceration. They questioned the allocation of \$1.2 billion toward the new Thunder Bay Correctional Complex, suggesting those funds could be more effectively used to support preventative youth programming.

Access to funding remains a significant barrier for the Black community, and there is a shared sense that their voices are not being heard. The Regional Multicultural Youth Council (RMYC) currently fills some of the gaps by offering after-school and summer programs. Another concern raised was the lack of healthcare access for pregnant women entering Canada.

The group expressed interest in forming a dedicated organization that authentically represents the Black community in Thunder Bay—one that provides culturally relevant support, welcomes newcomers, and fosters inclusion and awareness.

### **Recommendations and Next Steps:**

- Explore ProKids for youth recreation support
- Apply to the Community Youth & Cultural Funding program
- Connect with the Boys & Girls Club for partnership opportunities
- Meet with “The Champions” presenters to identify provincial and federal contacts
- Schedule a meeting with Director Olsen to discuss support and next steps

## **7.2 The Champions Project**

Beverly Sabourin, former Vice-Provost of Aboriginal Initiatives and a Fellow at Lakehead University, a Deer Clan Elder of the Netmizaaggamig Nishnaabeg and Peter Globensky, Vice President and Managing Partner - Beverly Anne Sabourin & Associates, provided a presentation on The Champions Project.

The Champions Project aims to compile and publish the anthology, *Canadian Human Rights Champions: The Arduous Journey*. The anthology describes the human rights advocates, looking at their motivations, opportunities, and challenges in their struggle to guarantee Canadians' access to the Charter's rights. This year, Canada and other countries will mark the 75th anniversary of the United Nations Universal Declaration of Human Rights. Thunder Bay produces 3 of the book's 38 champions.

To support publishing and the Community Forum event at Lakehead University, the presentation requests collaboration, sponsorship, or endorsement in the book's final stages. The Thunder Bay Art Gallery will host an event in October 2025, following its publication at the end of April 2025. There's no cost to attend, but registration is required.

The Committee agreed to look at endorsement options including website advertising.

The following recommendation was provided:

MOVED BY: Moffat Makuto

SECONDED BY: Tracey MacKinnon

WITH RESPECT to the presentation from Beverly Sabourin, former Vice-Provost of Aboriginal Initiatives and a Fellow at Lakehead University, a Deer Clan Elder of the Netmizaaggamig Nishnaabeg and Peter Globensky, Vice President and Managing Partner - Beverly Anne Sabourin & Associates regarding The Champions Project: Canadian Human Rights Champions: The Arduous Journey anthology, we recommend that the Anti-Racism & Equity Advisory Committee provide support through endorsement of the project on the City of Thunder Bay's website page dedicated to Anti-Racism & Equity and social media pages including Facebook and Instagram;

AND THAT other forms of support such as sponsorship of a Champion's visit to Thunder Bay for the book launch and Community Forum be referred back for further research and consideration.

CARRIED

## **8. Updated Terms of Reference**

This item is deferred to a future meeting.

## **9. Minutes of Previous Meeting**

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

MOVED BY: Mayor Ken Boshcoff

SECONDED BY: Tracey MacKinnon

THAT the Minutes of Meeting 02-2025 of the Anti-Racism & Equity Advisory Committee, held on February 25, 2025, to be confirmed.

CARRIED

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

At 4:33 p.m. the Committee lost quorum and the meeting continued as an information session.





## **Anti-Racism & Equity Advisory Committee Meeting Information Session Notes**

**Tuesday, March 25, 2025, 3:30 p.m.**

**Martin Room - 3rd Floor, City Hall**

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

Chair: Chris Krumpholz

### **2. Members**

#### **Citizen Representatives:**

Chris Krumpholz

Tracey MacKinnon

Rae-Ann Robinson

#### **Community Organization Representatives:**

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

Moffat Makuto, *Regional Multicultural Youth Council*

Ann McGuire, *Kinna-aweya Legal Clinic*

Tejraj Shah, *Thunder Bay Multicultural Association*

### **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. respect.**

Manager - Community Safety & Well-Being Louisa Costanzo provided information relative to the respect. initiative.

Respect Campaign

As part of our ongoing commitment to promoting equity, inclusion and community safety and well-being, phase one of our refreshed community recognition initiative has launched; centering on reflection and storytelling. A video was produced and debuted at the International Day for Eliminating Racism event held by Diversity Thunder Bay. The video honoured recipients and highlighted what the award means to the community, acknowledging the ongoing positive impact.

We are seeking ways to move forward and increase community knowledge while continuing to focus on positive storytelling and celebrating individuals, organizations and businesses in our community who exemplify respect in action.

## **5. Project Roadmap Development**

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

- project reporting
- look in minutes
  - propose recommendations

Land Acknowledgement working group:

Rae-Ann Robinson  
Moffat Makuto  
Ann Maguire  
Temitope Ojo

## **6. Community Safety & Well-Being**

### **6.1 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.

Planning is underway for the 2025 Community Safety & Well-Being Forum—a free public event bringing together residents, service providers, and community partners to collaborate on key priorities that shape a safer, more connected community.

The forum will focus on broad community engagement and highlight themes such as human-centered city planning, upstream approaches to violence prevention, anti-racism, youth inclusion, and Truth & Reconciliation. Activities will include a panel discussion, interactive

engagement sessions, a community art project, a service provider exhibition, and performances by local artists.

**The forum aims to:**

- Facilitate inclusive, city-wide engagement
- Strengthen relationships across sectors
- Gather input to inform the next Community Safety & Well-Being Plan
- Demonstrate a shared commitment to equity, inclusion, and reconciliation

We are currently seeking partners interested in contributing to the planning process or supporting the event in other ways. Updates will be shared as planning progresses.

## **6.2 Community Safety & Well-Being Plan Next Steps**

Manager Community Safety & Well-Being Louisa Costanzo provided an update on next steps for the Community Safety & Well-Being (CSWB) Plan.

Recommendations to move the Community Safety and Well-Being Plan forward:

- evaluate current plan
- reassess community priorities
- engage partners and community
- streamline governance
- refresh the plan
- develop and implement framework
- communicate and launch

## **7. Items Arising from Previous Meeting(s)**

### **7.1 Incident Reporting Update**

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

No update was available; the working group is discussing a meeting date soon.

## **8. New Business**

### **8.1 Announcements**

On March 21, 2025 - International Day for the Elimination of Racial Discrimination, the Regional Multicultural Youth Council (RMYC) visited the local high schools and set up a booth to provide information on anti-racism and hand out stickers and pamphlets, copies provided, for information.

April 28, 2025 is Injured Workers Day of Mourning, an event will be held at the Presbyterian Church

A survey regarding transit is available and is seeking feedback on experiences and wait time for busses. It was advised that the link in the article is temporarily unavailable.

It was noted that concerns were raised regarding the transition to reloadable passes and single use tickets often provided by organizations for the people they serve. More information will be provided to the committee once sourced.

## **9. Next Meeting**

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- Tuesday, April 22, 2025
- Tuesday, May 27, 2025
- Tuesday, June 24, 2025
- Tuesday, September 23, 2025
- Tuesday, October 28, 2025
- Tuesday, November 25, 2025

The working group has not been able to meet, once a meeting is scheduled an update will be provided.

## **10. Adjournment**

The meeting adjourned at 4:57 p.m.