



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.

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

12. Adjournment

The meeting adjourned at 5:07 p.m.