

## **“SHIFTING THE LENS” RECOMMENDATIONS**

### **RECOMMENDATION #1 – LEAD / FACILITATE COMMUNITY ENGAGEMENTS**

Facilitate regular community forums/dialogue groups in safe and neutral spaces. This can be something as elaborate or low-budget as we want to make it. We can vary the focus and appeal to many different people already involved in or interested in this work. It can be more edgy - for example, advertised as *Investigating White Supremacy (or Privilege) and How it Impacts Racism* or *Stopping Hate in Election Campaigns* - or very targeted - for example, *Understanding Racism for Business Leaders* or bringing in the Saskatoon Police Chief to speak on *Understanding Racism for Law Enforcement* where we invite TB Police, OPP, the Anishinabek Police Services, NAN Police, Con College and LU Security.

Keep informed of current issues such as the Joint Inquest into Death of Seven First Nation Youth and the Truth and Reconciliation Commission of Canada, and determine ways that the Committee can publicly support these initiatives.

### **RECOMMENDATION #2 – PURSUE GREATER ENGAGEMENT OF COMMUNITY LEADERS**

Develop a stronger Anti-Racism Committee by building meaningful partnerships with community leaders, respected elders, role models, institutions/organizations and others in the community who are committed to anti-racism and willing to be active in the initiatives of the Committee.

This could also be accomplished by aligning with Diversity Thunder Bay and City initiatives so work is done collaboratively rather than in silos.

### **RECOMMENDATION #3 – PROMOTE DIVERSITY IN THE WORKPLACE**

Promote diversity in the workplace through community forums. This could be approached through a forum of business and institutional leaders committed to *understanding racism*. One goal of the forum would be to determine how best to measure the representativeness/diversity in the workplace and how to work towards increasing it.

This could also be accomplished by partnering with the Chamber of Commerce to develop strategies to assess the representativeness of workforces in Thunder Bay and to develop strategies to monitor and increase the representativeness.

The Committee could partner with other public institutions to assess how well workforces reflect diversity and to develop strategies to monitor and increase the representativeness.

**RECOMMENDATION #4 – PURSUE GREATER PARTICIPATION OF YOUTH**

Actively seek participation of youth in the community who are committed to anti-racism and anti-bullying and who are willing to be active in the initiatives of the committee, providing leadership opportunities to build diversity competencies early in life. The youth of today are the leaders of tomorrow. Hold a youth engagement activity in the late fall of 2015.

**RECOMMENDATION #5 – DETERMINE THE BEST ANTI-RACISM INITIATIVE MODEL**

Research best practices in other communities (e.g. Saskatoon, Portland State University Anti-racism Education) and in areas such as housing, policing, schools, etc. to determine the most effective model to be used. Perhaps include the societal principles and values of the Seven Grandfather teachings of the First Nations, and those of the Inuit Qaujimajatuqangit. Create a Terms of Reference. Identify and make measurable goals.

Continue to increase awareness and educate the Committee about Aboriginal and non-Aboriginal issues in order to overcome racism and discrimination in the community.

**RECOMMENDATION #6 – PREPARE TOOL KITS**

Develop Anti-Racism Tool Kits for use throughout the community to provide public education and training in cultural sensitivity, respect, “whiteness” awareness, education, empathy-building and other aspects of anti-racism for use in schools, workplaces, multicultural centres, etc. Organize public workshops and provide opportunities for meaningful, open, action-oriented discussions on why racism persists (possibly because White people are advantaged by it – as per Becky’s talk on white supremacy).

**RECOMMENDATION #7 – CELEBRATE SUCCESS**

Celebrate and share steps and success stories as a community.

Use the Diversity Thunder Bay Breakfast Celebration as a public event to report back on key steps taken through the past year and to inform the community about upcoming events.

Utilize Facebook, other online social networking services, and local media to maintain visibility and to promote our successes.