

Diversity Thunder Bay
Year at a Glance
2012

Co-chairs: Rebecca Johnson; Walid Chahal
Secretary: Brenda Reimer (bjreimer@tbaytel.net)
Treasurer: Evelina Pan

Meetings

Diversity Thunder Bay met monthly in 2012 with the exception of March (Celebration Breakfast) and July, August and December. Meetings were chaired by members on a rotating basis. Minutes were distributed by email to all members.

Average attendance at the eight meetings held was 15 as compared to 13 in the two previous years.

Membership

39 members (28 organizations and 11 individuals). This represented an increase of 2. First time members in 2012 were AIDS Thunder Bay; Evergreen: a united neighbourhood; Pastor Ken Cox from the Thunder Bay District Jail, Uko Abare and Ed Prinselaar. Our core membership is stable but there is always some fluctuation with a few members not renewing and new members joining.

Finances

Diversity Thunder Bay annual membership fee is \$20.00. In addition to memberships we have accumulated some monies each year from our International Day for the Elimination of Racism and Discrimination Breakfasts. Total assets as of December 31st, 2012 were \$7888.76 as compared to \$7962.56 in 2011. During 2012 a formal budget was struck and approved. In addition to the needs of the organization the budget also contained a line for community project allocations and some criteria as to how we would decide on these allocations.

Projects and Committee Activities

Website

<diversitythunderbay.ca>

Thanks to Mark Walther and Lisa Owen the website is slowly being brought up to date. Keeping a website current is difficult for an organization composed entirely of volunteers.

International Day for the Elimination of Racism and Discrimination Breakfast

- The 6th Annual Breakfast was held on March 23rd, 2011 at the Valhalla Inn with 431 in attendance. Keynote speaker was former Lieutenant Governor of Ontario James Bartleman. He spoke about the First Nations experience including residential schools from a personal point of view.
- Due to the generous level of sponsorship, Diversity Thunder Bay was able to provide

his services to staff from the Children's Centre Thunder Bay and to some 45 youth to discuss mental health issues while he was in Thunder Bay.

- The Breakfast Planning Committee also initiated two \$500 donations to be given to two groups working with youth. Recipients in 2012 were the Multicultural Youth Council and Biwaase'aa (Urban Aboriginal Strategy).
- Carol Rusak chaired the Breakfast Planning Committee and Pat Forrest of Forrest Marketing was contracted as the co-ordinator. There were 21 sponsors with 14 at the gold and silver levels for a total of 14,050 in sponsorships. The strong sponsorship support ensured that the event was a financial success with some money left to support other Diversity Thunder Bay work during the year.
- Diversity members were unanimous in their support for a 7th Annual Breakfast and a date of Thursday March 21st, 2013 was set. Tina Tucker agreed to chair the committee and Pat Forrest was engaged as co-ordinator.

Strategic Planning and Terms of Reference

- During 2012 the committee continued with the strategic plan developed in May 2011, modifying and adapting it as required. Special thanks to Rebecca Johnson for her diligent work in doing the updating.
- Changes to the Terms of Reference were approved in February of 2012.

Executive Committee

During 2012 the Executive continued to meet every few months to ensure that our growing organization stayed on track. A policy for dealing with requests for financial sponsorships or other support was developed by the Executive and approved by the members.

Youth Committee

We have maintained contact with the Thunder Bay Youth Strategy and, in particular, with the Anti-discrimination and Racism Pillar of the strategy.

In 2012 we were pleased to support the Youth Photo Voice Challenge organized by the Thunder Bay Youth Strategy.

Education and Communication Committee

- Arranged for three educational presentations to Diversity members as part of the monthly meetings.

January - Moffat Makuto made a presentation on the work of the Multicultural Youth Council.

May - J.P. Levesque, Chief of Police, spoke about the Diversity in Policing project and the next steps required for diversity training and education in Thunder Bay Police Services. Diversity Thunder Bay offered to help Thunder Bay Police Services and the offer was accepted.. Chief Levesque asked for time to think about the specifics of how we might work together.

October - Brad Loroff, Manager of City of Thunder Bay Transit, talked about the challenges of serving the diverse needs of transit users. We were happy to hear that new buses with more room for strollers and wheelchairs are being ordered. The education committee would like to meet with other special needs user groups to continue discussions around transit needs.

- Created a new brochure and a pull-up banner in time for the March 21st Breakfast.
- Began development of a Facebook Page.
- Provided editing assistance in the production of three videotapes of the 2012 Breakfast with James Bartleman's speech.
- Supported the Respect Campaign developed by the City of Thunder Anti-Racism Advisory Committee and the Crime Prevention Council but suggested that it needed to focus on systemic behaviour and not just the individual.
- Recommended the purchase of copies of Responding to Online Hate for members.

Incidence Committee

- The purpose of the committee is to liaise with other groups such as the Friendship Centre and Regional Multicultural Youth Centre to determine if there is a practical and useful way in which incidents involving racism can be reported and tracked.
- Determined that under present reporting systems it is difficult for Police Services to track the same type of incident and thus establish links.
- Looked at the incident Report Form developed by the Regional Multicultural Youth Council.
- Tracked media coverage about Aboriginal people, in particular letters to the editor, from mid February - September. Chair of the committee met personally with the editor of the Chronicle.
- Welcomed the opportunity to partner with City of Thunder Bay Anti-Racism Advisory Committee to produce articles to be published in the Chronicle Journal under the heading of One City Many Voices.

Monitor, Network and Support

As part of strategic planning it was identified that Diversity Thunder Bay needs to keep informed about current issues and advocate and provide support and encouragement where possible. Diversity Thunder Bay also needs to network with other community organizations and show support for groups doing similar work in the community. In 2012 this included:

- Making contact with the Chamber of Commerce and arranging to make a presentation in 2013.
- Having a display table at Pride in the Park at the Marina.
- Having a display table at the Multicultural Day celebration hosted by Thunder Bay Multicultural Association
- Displaying our banner at the Youth Photo-Voice Challenge awards ceremony
- Writing a letter in support of a funding application for a media project with both Aboriginal and non-Aboriginal people being proposed by Journalists for Human Rights

- Writing a letter of support for Walking Together-Sharing our Journey - a commemoration of the effects of Residential Schools.
- Providing a small amount of financial support for:
 - Youth PhotoVoice Challenge
 - Thunder Pride
 - International Day Against Homophobia
 - Black History Month Dinner
 - National Aboriginal Day
 - Respect Campaign
 - Thunder Bay Police Services (registration for Japanese Drumming Workshop)

City of Thunder Bay Anti - Racism Advisory Committee

Paul Carr continues as our representative on this committee. Their chair, Ann Magiskan, attended a Diversity Meeting. The two groups have formed a joint media committee to deal with racism in the media. The executives plan to meet together to discuss areas of mutual concern.

Memberships and Affiliations

Ontario Healthy Communities Coalition.

Canadian Municipalities Against Racism and Discrimination (CMARD).

Recognition

The Diversity in Policing Project has been included in a best practices document prepared by UNESCO.

Canadian Race Relations Foundation Award of Excellence program. Our nomination of the City of Thunder Bay Anti-Racism Advisory Committee was not successful. However, Diversity Thunder Bay was included in a best practices document put together by the Foundation.