



Invited Attendees
<p>Committee Members: Beth Brusselers, Trent Daley, Rehana Gilani, Harman Singh Kandola, Joud Nour Eddin, Ada Okeke, Faisal Salama, Sameer Singh, Shalini Sinha</p> <p>Regrets: Feisal Kirumira, Kimberly Yamada, Councillor Mo Banga, Councillor Scott McKeen</p> <p>Guests: Bin Lau, Bill (William) Howe, Ravia Dhaliwal, Gurjeet Gill, Karla Paredes Martinez, Benard Serunyigo, Abigail Gallimore, Rovena Caster, Ellena Kelati, Annette Kamau, Heather Mark</p> <p>Council Sponsors:</p> <p>Administration: Mike Chow, Antoinette Davis, Samuel Juru, Carissa Lamoureux</p>

1.0 Welcome	ACTION	Lead
<p>1.1 Call to Order</p> <ul style="list-style-type: none"> - The meeting was called to order at 5:04 pm. - Committee members and members of the public were welcomed to the Anti-racism Advisory Committee meeting (ARAC) and the Treaty 6 Land Acknowledgement was made. - Regrets submitted by Committee member Feisal Kirumira and Kimberly Yamada were acknowledged. 		

2.0 Review	ACTION	Lead
<p>2.1 Agenda Review</p> <p>MOTION: To adopt the December 9, 2020 meeting agenda. Moved by Ada Okeke Majority Vote</p>	Carried	

3.0 Minutes	ACTION	Lead
<p>3.1 Review and approval of minutes from November 18, 2020 meeting</p> <p>MOTION: To adopt the November 18, 2020 ARAC meeting minutes. Moved by Rehana Gilani Majority Vote</p>	Carried	

4.0 Discussion Points	ACTION	Lead
<p>4.1 White Nationalism</p> <ul style="list-style-type: none"> - In Alberta, there has been a rise in White Nationalist Groups who are becoming more organized. - The members were described as typically being white males with limited social connections and finding connections with White Nationalist Groups i.e. through social media. - ARAC to look at different strategies to react to White Nationalism: <ul style="list-style-type: none"> - Create subcommittees that would address white nationalism and how to educate the public. - Explore in the future how to align funding programs to consider support to various groups in Alberta who are against hate crimes (i.e. StopHateAB). - Explore the use of the ARAC funding program to fund other groups, organizations, communities who are already working to reduce hate crimes in Alberta. - Establish a subcommittee, which would then have City of Edmonton resources to look at ways to reduce hate in Alberta. - Consider presentations from other community groups: (i.e. John Humphrey Centre, people with lived experiences like Mr. Brad Galloway, etc.) - Determine ways to target education specifically for youth (early intervention - tools to recognize and prevent future hate incidences). - Make recommendations to City Council on how to reduce hate crimes (look to get on a future Council agenda). - Connect with the Community Safety and Well-Being Task Force to work in parallel with them. - Keep the issue of community safety on the ARAC agenda for future discussions. 		

5.0 Chair Update	ACTION	Lead
<p>5.1 Creating ARAC Culture</p> <ul style="list-style-type: none"> - The Chair has been having conversations with each ARAC member on creating ARAC culture. Looking to create a meeting culture that will be anti-racist in its structures, support and attitudes, and also support the well-being of ARAC members. - ARAC to structure the meetings where there is an introduction to connect members to each other as humans and close the same way. This would set the tone for how ARAC would function in a positive way. - Members discussed the impact that the heaviness of the topics tackled during ARAC meetings has had on their wellbeing. - Look to limit discussion of procedures to in-between meetings and leave meeting time to adopt decisions. - Use Robert Rules when needed for procedural work, but provide training to ARAC members so that all members understand. - ARAC Chair advised members to make personal connections with other ARAC members, as due to COVID, we are only meeting virtually. - Look to change how the impact of the meetings are affecting ARAC members and what values ARAC would like to move forward. Have positive changes in racism at the forefront of each meeting to celebrate 		

<p>and acknowledge moving forward.</p> <ul style="list-style-type: none"> - The Chair requested that members be conscious of behaviours that could be perceived as aggressive, attacking, sexist or racist at meetings in order to create a safe environment for all. - Looking to build positive culture by having a grounding session in 2021 and use Indigenous teachings. <p>5.2 Annual Recruitment Campaign and Profile</p> <ul style="list-style-type: none"> - Current ARAC members were appointed to a 1 or 2 year term to a maximum of 6 years. - There are two open appointments for the 2021 - 2022 term. - Important recruitment dates: <ul style="list-style-type: none"> - Applications due by January 17, 2021 - Chair participates in shortlisting on February 25, 2021 - Council applicant interviews on March 26, 2021 - Successful applicant appointments April 6, 2021 - After the the ARAC mandate has been approved by Council in 2021, ARAC hopes to appoint up to 4 additional members - ARAC Chair has been asked to review the recruitment profile. The ARAC Chair provided comments on ARAC's work plan and subcommittees that are in place. The mandate is the original, as the changes cannot be made till council has ratified the ARAC mandate in 2021. However, there is a note that will allow applicants to see the suggested changes. - Expectation of hours for ARAC members is 8- 12 hours per month. - ARAC expectations on the recruitment profile questions: <ul style="list-style-type: none"> - Is it expected for ARAC committee members to be a member of one subcommittee? - Should the Chair of the subcommittee be a member of ARAC? <p>MOTION: The expectation that appointed ARAC members participate on an ARAC subcommittee and that the Chair of the subcommittees are a member of ARAC. Moved by Trent Daley Majority Vote</p> <p>5.3 Task Force Chair</p> <ul style="list-style-type: none"> - ARAC Chair met with the Community Safety and Well-Being Task Force Chair, Dr. Annette Trimbee. - The two Chairs discussed how a relationship can be created between the two committees. <p>5.4 Community Safety Subcommittee idea (cross reference to 6.0)</p> <ul style="list-style-type: none"> - Proposal to create a subcommittee on Community Safety. This subcommittee would be parallel to the Community Safety and Well-Being Task Force and bridge a connection between the two committees.. - This subcommittee can continue to do the job after the Task Force completes its mandate in March, 2021. <p>MOTION: ARAC to establish the Community Safety Subcommittee. Moved by Ada Okeke. Majority Vote</p> <ul style="list-style-type: none"> - Future issues for Community Safety subcommittee to consider: 	<p>ARAC members to share recruitment posting.</p> <p>Carried</p> <p>Carried</p> <p>Call out for members to</p>	<p>Administration</p>
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<ul style="list-style-type: none"> - Hate crime and extremism issues - How to respond to racism (what to do when you experience racism). <p>5.5 Community networking (cross-reference with 6.1)</p> <ul style="list-style-type: none"> - Community Round Table 	join.	
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6.0 Subcommittee and Working Group updates	ACTION	Lead	
<p>6.1 Public Engagement and Outreach subcommittee meeting date reminder</p> <ul style="list-style-type: none"> - First meeting will be on December 16, 2020. 	All ARAC members welcome to join.		
<p>6.2 Funding subcommittee update and ratification of subcommittee chair</p> <ul style="list-style-type: none"> - First meeting was on December 2, 2020. - Initial discussions on subcommittee mandate, Chair nomination and public involvement. - ARAC members reviewed a draft "Straw Dog" of the funding program. This included streams of youth, research, grass roots programming and matching grant funding. - ARAC members will meet informally on December 10, 2020 from 7 to 9 pm to discuss the draft and determine if members wish to create a new one from scratch or amend the current one. All members encouraged to attend. - The subcommittee's goal is to have the draft straw dog completed and reviewed by ARAC members at the January 13, 2021 meeting. The funding program would then start taking applications in Spring 2021. <p>MOTION: Move to appoint Kimberly Yamada as the Funding Subcommittee Chair. Moved by Shalini Sinha Majority Vote</p>			Carried
<p>6.3 International Holocaust Remembrance Alliance Working group</p> <ul style="list-style-type: none"> - The working group is in response to a motion from Council. - Within the next few weeks, there will be a kick-off meeting with ARAC members and specific members of the public. 			

7.0 Updates	ACTION	Lead
<p>7.1 City of Edmonton updates</p> <ul style="list-style-type: none"> - Budget deliberations are currently ongoing for Council. - The Community Safety and Well-Being Task Force has met multiple times and created 4 priorities: <ul style="list-style-type: none"> - What is the definition of community safety and well being? - What is the role of the police? - What is the conduct of the police? - And other enforcement agencies doing? - The ARAC Chair partnered with a member on the Task Force and developed a co-presentation on how to understand data and how it is 		

<p>coming at people. The presentation will be delivered to the Task Force on December 17, 2020. This will include a toolkit which will critically think about information and how it does and/or does not reflect an anti-racist point of view. Look to present to ARAC in 2021.</p> <ul style="list-style-type: none"> - The Alberta Government is currently doing a survey on the Police Act and asking for public input. This is open until January 4, 2021. If you have any questions about this survey or the process, please contact the PSD Engagement Team at JSG.PSDEngagement@gov.ab.ca. 		
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8.0 New Business	ACTION	Lead
<p>MOTION: To extend the December 9, 2020 meeting by ten minutes. Moved by Faisal Salama Majority Vote</p>	Carried	

9.0 Old Business	ACTION	Lead
<p>9.1 Grounding session (and strategic planning session)</p> <ul style="list-style-type: none"> - Potential topics for the session: <ul style="list-style-type: none"> - How does the committee fit? - What does it mean to be a member of ARAC? - Work plan development and (how to prioritize items)? - Community safety issues and funding grants - Relationship building - Blanket ceremony with an Indigenous facilitator (or a sharing circle, education) - Understanding terminology - Healing - Creating a resource list (books, movies, music) that both members (and facilitators) could contribute to to expand understanding. 	Follow-up with ARAC members for a one day grounding session in January 2021.	Administration
<p>9.2 Community resource guide</p> <ul style="list-style-type: none"> - A Community resource guide is a request from the public. <p>MOTION: Send this request to the Public Engagement and Outreach subcommittee for their agenda. Majority Vote</p>	Carried	

10.0 Adjournment		
The meeting adjourned at 7:12 pm.		

Next Meeting		
Date	Time	Location

January 13, 2021	5:00 to 7:00 pm	Google Meet
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