



Invited Attendees
<p>Present: Trent Daley, Joud Nour Eddin, Rehana Gilani, Harman Singh Kandola, Feisal Kirumira, Betty Mathews, Faisal Salama, Sameer Singh, Shalini Sinha</p> <p>Regrets: Beth Brusselers, Ada Okeke, Kimberly Yamada</p> <p>Guests: Kem Alkebulan, Heather Mark</p> <p>Council Sponsors: Councillor Mo Banga, Councillor Scott McKeen</p> <p>Administration: Mike Chow, Antoinette Davis, Nicole Harcus, Samuel Juru, Aisling Kientzel, Carissa Lamoureux</p>

1.0 Intro	ACTION	LEAD
<p>1.1 Welcome</p> <ul style="list-style-type: none"> - The meeting was called to order at 5:05 pm. - Committee members, City Councillors 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 members Ada Okeke and Kimberly Yamada were acknowledged. 		

2.0 Review	ACTION	LEAD
<p>2.1 Agenda Review</p> <p>MOTION: To adopt the September 9, 2020 ARAC meeting agenda. Moved by Feisal Kirumira Majority Vote</p>	Carried	

3.0 Minutes	ACTION	LEAD
<p>3.1 Review and approval of <u>minutes</u> from July 29, 2020 meeting</p> <ul style="list-style-type: none"> - ARAC meeting agendas and minutes will be posted to the City of Edmonton (COE) website: https://www.edmonton.ca/city_government/city_organization/anti-racism-advisory-committee.aspx <p>MOTION: To adopt draft minutes from the ARAC meetings and post them on the COE website as soon as available following the ARAC meeting. Moved by Trent Daley</p>		

<p>Majority vote</p> <p>MOTION: To adopt the July 29, 2020 ARAC meeting minutes with amendments. Moved by Faisal Salama Majority Vote</p>	<p>Carried</p> <p>Carried</p>	
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4.0 Updates	ACTION	LEAD
<p>4.1 City of Edmonton updates</p> <ul style="list-style-type: none"> - The COE is hoping to relaunch programs and services this fall that were postponed due to COVID-19. Currently, the City is working towards relaunching Advisory Committees i.e. CEYC, WAVE, AAC. . In the future, there will be opportunities for Chairs to meet and learn about each other's Committees of Council. - On August 31, City Council approved Bylaw 19407 - Community Safety and Well-Being Task Force. - Administration took ARAC suggestions/comments and combined them with things heard for input onto the Community Safety and Well-Being Task Force bylaw and recruitment process. - Administration met with the ARAC Chair and discussed ways to ensure connections will be made with the Task Force and ARAC. - The Community Safety and Well-Being Task Force recruitment is now live, until September 20, 2020. https://leadersinternational.com/city-of-edmonton-community-safety-and-well-being-task-force-members/ - The opportunity to be on the Task Force is open to all Edmontonians, especially those with lived experience and/or knowledge. - Other committee members may apply to be on the Task Force, but if they (i.e. ARAC members) are accepted, individuals can only be on one COE Council Committee at one time and therefore, they will be asked to resign from one committee. 	<p>ARAC members to forward the application to those who may be interested in applying.</p> <p>ARAC members to review the posting for Task Force member recruitment and bring forward any comments on the application process (by Thursday September 10, 2020).</p>	

<ul style="list-style-type: none"> - It is a Council policy for individuals to sit on one Committee of Council at a time, but Council may choose to override this decision if they see an advantage in having a member duplicated on different committees. However, there is a greater opportunity to have more diverse voices be heard if there are different members on each of the committees. - An external recruiter (Leaders International Executive Search) was hired to manage the recruitment and to reduce biases. Recruitment will allow for a variety of submissions: referrals, videos and/or resumes. - Leaders International Executive Search was chosen as they provide a diverse/flexible make up in employees and are willing to recruit differently. - To broaden the search of applicants for the Task Force, Administration provided community organizations names that the COE works with as well as placing ads on COE social media. - Council will make the final appointments for the Task Force at the October 5, 2020 Council meeting. The Task Force will begin their work the following week after appointment. - The recruiter will be providing the interview list/interview process. Administration to come back to ARAC to see if ARAC can be a part of the interview process. - Supports that may be needed to be provided to Task Force members: relationships, research and information support. Administration/ARAC will be ready to provide necessary supports if requested. There may also need additional support required in relation to racism for members of the Task Force (specific to their lived experiences). 		
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5.0 Working Group Updates	ACTION	LEAD
<p>5.1 <u>Working Group update</u></p> <ul style="list-style-type: none"> - The working group met twice in August and discussed the motion points of 2 a and 2 f. - The working group were unable to comment on section on 2 a; as most of the work was already completed. However, the working group provided input and suggestions to Administration and they shared how a strong foundation is where equality will get set into COE work. Administration took these points and combined them into the bylaw. - In reference to 2 f, the working group felt that they were unable to comment without full participation from the whole ARAC committee. - The working group decided on a plan to put an outline for the ARAC bylaw and then expand on the structures for the in greater detail within the working documents of the mandate/terms of reference. - Council cannot change the bylaw easily, and therefore, by keeping the bylaw broad in scope, it makes it easier for ARAC to evolve with the changing climate within Edmonton. - The working group decided that an extension was required to complete the work on 2 f, and Administration requested the extension and the draft outline is due by October 5, 2020. This draft will be incorporated into the Council report which is due November 16, 2020. - The draft will be discussed at the next ARAC meeting on October 14, 2020 for final comments/suggestions, then the outline can be ratified and Administration can incorporate the changes into the Council report before the November 16 deadline. - As the Bylaw will go through Council's Community and Public Services Committee, the public will have the opportunity to speak and ask questions. This will allow for public engagement with ARAC on their 	<p>The working group will continue to meet - an email will be sent to determine dates to establish the draft outline. Other ARAC members are welcome to join.</p>	<p>Admin</p>

bylaw. - ARAC members to be aware of actions/emails that may be sent out in between meetings.		
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6.0 New Business	ACTION	LEAD
6.1 Food honorariums - As COVID-19 interrupted ARAC face-to-face meetings, the COE recognizes that members are meeting during their dinner hour. - Traditionally, meals are provided during face-to-face meetings. - Administration will provide food honorariums at the end of 2020 for ARAC members.		
6.2 Motion from September 4, 2019 Community and Public Services Committee - A year ago when City Council approved the Anti-Racism Advisory Committee, a motion was made by Council for ARAC to work with Administration to explore motion on the adoption of the International Holocaust Remembrance Alliance definition of anti-semitism and a recommendation to make an annual declaration reaffirming the definition and affirming the City's support for the eradication of anti-semitism, and all other forms of discrimination and hate. MOTION: For ARAC to create a working group to address the adoption of the International Remember Alliance definition of anit-semitisim working group. Moved by Trent Daley Majority vote - There is no current timeline for completion of this motion from the Community and Public Services Committee. - Recommended to reach out to the following organizations: reach out to members of the local jewish community, B'nai Brith, Jewish Family Services Edmonton, etc.	Carried Send an email to invite ARAC members/ad hoc members to be a part of the working group.	Admin

7.0 Old Business	ACTION	LEAD
7.1 2020-2021 ARAC tentative work plan - Chair requested that members come to the September 9, 2020 ARAC meeting with ideas on creating a tentative work plan. - Questions: What are the goals for this year? What are the timelines for these goals? What are the long term goals? - Recommendation for ARAC members to have a strategic planning session to work through planning and outlining ARAC's goals/ set work plan for the 2020/2021 term. - Suggested goals for 2020/2021: governance, ToR, membership, mandate, supporting guidelines and orientation package for new members. - ARAC members to review BIPOC transit work plan, looking at the terms of deliverables to see if they can be incorporated into ARAC's	Plan a Strategic Planning session for all ARAC members to attend to work on a work plan for 2020/2021 term.	Admin

mandate/ToR.		
7.2 Code of conduct <ul style="list-style-type: none"> - ARAC to draw information from other advisory committees to create ARAC's own code of conduct. 		
7.3 Internal communication <ul style="list-style-type: none"> - To be developed within ToR and/or mandate. 		
7.4 Subcommittees <ul style="list-style-type: none"> - A suggestion for ARAC to keep the subcommittees broad, so that subcommittees are flexible and can deal with issues that arise in the community. <p>MOTION: A member of ARAC to be on each of the subcommittees, along with ad hoc members. Moved by Trent Daley Majority vote</p> <ul style="list-style-type: none"> - Recommended that subcommittees be supported by Administration. - Subcommittees would report back to the main ARAC committee updates, voting and approvals (i.e. budgetary requests). - One suggestion for a subcommittee: Public engagement and Outreach. This committee working goals could be: <ul style="list-style-type: none"> - Reach out to individuals with lived experiences who might have barriers to being heard at the City level about their issues - Any requests to speak at ARAC meetings - Reaching out for presenters for learnings <p>MOTION: ARAC to create a subcommittee on Public Engagement and Outreach. Majority vote</p> <ul style="list-style-type: none"> - The process of selecting a Chair for the Public Engagement and Outreach subcommittee will happen during the main ARAC committee. - Another subcommittee: Governance. The working group is working on this and therefore, the working group could evolve into the governance subcommittee or dissolve and the governance subcommittee could be formed. - The Governance subcommittees working goals could be: <ul style="list-style-type: none"> - Continue to enhance how ARAC works. Review and develop procedures around internal communication and code of conduct, etc. - Strategic Planning session - Another subcommittee suggestion would be Policy Review. - In the future, issue related subcommittees could be developed (with a goal of ending systemic racism on each subcommittee): <ul style="list-style-type: none"> - Education 	<p>Carried</p> <p>Carried Admin to send out an email to ARAC members to see who is interested in the Public Engagement and Outreach Subcommittee.</p>	

<ul style="list-style-type: none"> - Employment/Enterprise - Health - Policing (reflected outcomes on individual lives) <p>MOTION: ARAC to plan a strategic planning session to outline ARAC's tentative work plan and subcommittees for the 2020/2021 term. Defeated, as no quorum.</p>	<p>Chair to email ARAC members on the strategic planning session.</p>	
<p>7.5 Community resource guide</p>	<p>Tabled</p>	

8.0 Adjournment	ACTION	LEAD
<p>The meeting adjourned at 7:15 pm.</p>		

Next Meeting		
<p>Date October 14, 2020</p>	<p>Time 5:00 to 7:00 pm</p>	<p>Location Google Hangout</p>
<p>October 14, 2020</p>	<p>5:00 to 7:00 pm</p>	<p>Google Hangout meeting</p>