

DIVERSITY THUNDER BAY 2019 ACTION PLAN – “Working to Change Our Community”

November 25, 2019 **COMPLETE**

STRATEGIC OBJECTIVES	KEY ACTIVITIES	NOTES/ACTION TAKEN/RESPONSIBILITY/TIMELINES
AREAS OF FOCUS		
YOUTH	1) Engage and empower youth to shape the future of the community	Youth age – 14 to 17 “Coming Together to Talk” - “Creating Safe Places for Youth Coming to Thunder Bay”. Present film and hold facilitated - discussions at Lakehead University with 300 secondary school students – April 30. Report in late fall/early 2020. Examine recommendations and implement as they apply to DTB Provided \$2,500 budget allocation 2019 Fall Event – partnership with United Way re youth engagement coming out of “Coming Together to Talk” event - in discussion
EDUCATION	2) Explore Wider Diversity Role	Develop plan of action. Cory Jesseau - lead
	3) Conduct Workshops for and with the community	
	4) Have Speakers at monthly meetings	February - Kyna-Lee Wachnuk and Sovi Ahouansou, Service Canada April – Jason Veltri – Thunder Pride September – Charlene Baglien, ED, Indigenous Friendship Centre November – AGM – Paul Berger – Climate Crisis
	5) Continue to monitor the Truth & Reconciliation Report	Review reports by various groups including the City of Thunder Bay
	6) Provide opportunities for General Education	One Blanket Exercise annually - complete Provide a list of special cultural days and forward monthly to the members – R. Johnson to research/sent out through network Develop a 2020 Diversity Calendar to sell in the fall of 2019 – not complete Climate Crisis – discussion and future actions at October meeting
	7) Diversity Thunder Bay History	Write historical overview – 1991 to present
	8) Hold one annual Community Forum	Current topic – early fall – established Working Group to organize
COMMUNICATION MARKETING PROMOTION	9) Committee Activities to be held throughout the year	Coming Together to Talk – film – youth event (details under 1)
	10) Website: www.diversitythunderbay.ca	Rebrand the organization and redesign the website to be mobile responsive. Working with Mark Walther, TBayIT. Working Group established to work on. Website operations manager – Anna Toronto - confirmed Picture of Executive on the website along with other relevant photos and videos

	11) Have promotional material available for distribution	Order as required following rebranding
	12) Have a dedicated photographer for various events	
	13) Incident Reporting and Referral Initiative involvement <i>Partnership with City of Thunder Bay Anti-Racism & Respect Committee and 211</i>	Continue to have representatives on the Working Group – report back as information is generated. Consider marketing funding. Examine responses – people afraid to report. Market through schools, organizations, etc. Participated in Chronicle Journal ad for Social Work Week; hosted display at LU Culture Days. Two-year progress report to be provided by year end. Considering development of a promotional video. Second annual report presented June 2019 – will link to website
	14) Explore Community Leadership opportunities	Review survey responses from Municipal Election Candidates and work with recommendations from those elected
	15) “One City – Many Voices” column in Chronicle Journal <i>Roopa Rakshit - Coordinator</i>	Developed a promo card in partnership with City of Thunder Bay’s Anti-Racism & Respect Committee/new Guidelines developed for the column – Diversity logo on all print materials Host an event highlighting past columns and authors – Fall 2019
	16) Roundtable at monthly meetings	Members highlight their personal and/or organizations activities
	17) Public Education & Advocacy Working Group	Explore future partnership with TB Anti-Racism & Respect Advisory Committee to re-establish this working group
	18) Continue to inform the greater community regarding Diversity initiatives – to reflect the diversity of the Thunder Bay area being served by DTB	.. Use of social media; website; print; etc. .. Confirm person to serve as the manager of social media .. Effectiveness of plans and actions – how to measure – Executive to look into
OTHER AREAS OF FOCUS		
DTB SUCCESSION PLAN	19) Future leadership – strengthen DTB to better serve and promote diversity	Review and update the current Terms of Reference for AGM – in development for 2020
FINANCE	20) Develop an Annual budget	Approved at November 2018 AGM - complete Provide monthly updates to the membership
		Develop list of current and past sponsors
	21) Community Grant Policy	Developed new finance policies – June 2019 – confirmed in Sept.- complete Executive reviews as applications are received. Executive makes a recommendation to the membership Reach out to community who are not involved with Diversity
		Black History Month - \$300 - confirmed
		Thunder Pride - \$500 - confirmed
		Stand UP against Racism - \$300
		Baking Bread - \$300

	22) respect. award	Provide funding for this award (\$250./annually) - complete Two awards: individual and organization/agency/business – confirmed in June 2019 - complete
PARTNERSHIPS and INITIATIVES	23) March 21 Breakfast	Organize the annual breakfast as a signature event for DTB. Develop program, hire a coordinator, deliver the program, evaluate the event and report on outcomes 2019 Breakfast – Thursday, March 21 st . Speaker: Tanya Talaga, reporter, author. Theme: Message of Hope. Tickets \$25. – Victoria Inn – 21 sponsors –531 attended A letter of thanks to be sent to all sponsors. 2020 – Thursday, March 19 Maintain a list of speakers; themes; location; attendance; fee – Carol Rusak to update annually
	24) Community events	Respond to invitations
	25) City of Thunder Bay Anti-Racism & Respect Committee	Hold a joint meeting in early fall – discuss partnerships Presentation re “Coming Together to Talk” report Meeting with Human Rights Officer, City of Duluth, Carl Crawford – April 2020
	26) City of Thunder Bay Crime Prevention Council	Ongoing
	27) City of Thunder Bay Anti-Racism & Inclusion Accord	Request membership in Accord
	28) respect. initiative	Recommend that 2 awards be presented – individual and organization/agency/business
	29) Relationship with Coalition of Inclusive Municipalities (formerly CCMARD).	Receive reports/information which is forwarded to the membership
	30) Police Services Aboriginal Liaison Committee	Reports presented as required
	31) Ontario Human Rights Commission	Ongoing
	32) Ontario Healthy Communities Coalition	Ongoing
	33) Canadian Race Relations Foundation	Ongoing
	34) Thunder Bay Public Library	Ongoing
	35) NADF – Nishnawbe Aski Development Fund	Ongoing
	36) FWFN – Fort William First Nation	Ongoing
	37) TBMA – Thunder Bay Multicultural Association	Ongoing
	38) SAGE – Sexual and Gender Equity	Ongoing
	39) Regional Multicultural Youth Council - RMYC	Ongoing
40) Ontario Anti-Racism Directorate	Ongoing	
41) Heritage Canada National Policy on Racism	Workshop held in Thunder Bay on January 15,2019 – Brenda Reimer; Farhan Yousaf; Imam Hikmatullah Sherzad attended. Theme – The Thunder Bay We Want” – how to build community capacity	

	42) Thunder Bay Police Services	Review reports: Independent Street Checks Review (Michael Tulloch); TB Police Services Board Investigation (Murray Sinclair); OIPRD – Office of the Independent Police Review Director (Gerry McNeilly)
	43) Pushing Back the Darkness	Worked with Ryan Slobojan re National Day of Remembrance and Action on Islamophobia. City of Thunder Bay proclaimed January 29, 2019 in acknowledgement of the day.
INFRASTRUCTURE	44) Executive Committee	Oversees the organization’s operations: Establish monthly meeting dates; write letters as required; take minutes at meetings; prepare an annual report; make name plates for members for meeting use; oversee financial sustainability; review applications for financial support and make recommendations; update strategic action plan regularly; send out information as requested by and to members; develop an annual budget for approval of members; report on membership. Terms of Reference updated Nov. 2019
		Meetings booked for 2019 in the McNaughton Room, City Hall: January, February, April, May, June, September, October, November. AGM – November 2019
	45) Membership <i>Community member - \$20.00 Organization - \$35.00 Membership Year – January 1 – December 31</i>	Annual membership fee – Annual invoices sent in January <i>2015 – 14 individuals and 34 organizations (48) 2016 – 14 individuals and 31 organizations (45) 2017 – 19 individuals and 35 organizations (54) 2018 - 18 individuals and 39 organizations (57) 2019 – 19 individuals and 34 organizations (53)</i>
	46) Members chair monthly meetings	Various members undertake this responsibility
WORKING GROUPS	<p>Executive: Walid Chahal – Co-Chair; Rebecca Johnson – Co-Chair Brenda Reimer – Administrator; Frank Wilson – Secretary; Cory Jesseau – Treasurer Committee Facilitators: Lisa Beckwick; Carol Rusak - Breakfast; Ellen Chambers - Education. & Communication <i>Serve as the public voice for DTB. Generally meet in the months of January, May and August</i></p> <p>Breakfast: Lisa Beckwick and Carol Rusak – Co -Facilitators Maneet Ahlawat; Walid Chahal; Lee-Ann Chevrette; Nick Duplessis; Charla Robinson; Tina Tucker Pat Forrest – Coordinator <i>Breakfast acknowledging the International Day for the Elimination of racial Discrimination as established by the United Nation, March 21</i></p> <p>Communication & Education: Ellen Chambers – Facilitator Walid Chahal; Leslie Hynnes; Brenda Reimer; Tim Shelley; Anna Torontow <i>To connect the larger community through the website, Facebook and other social media. Meetings are held as required for the advancement of the work undertaken by the Working Group. To undertake research and liaise with other community organizations/groups re the Truth & Reconciliation report and organize a strategy and public event in 2017 which could include a speaker to examine future direction regarding the recommendations.</i></p>	

	<p>Incident Reporting Initiative – (Partnership with City of Thunder Bay): Brenda Reimer – Co-Facilitator Roseanna Hudson; Moffat Makuto; Robyn Medicine; Brenda Reimer; Carol Rusak – plus members from the City of Thunder Bay <i>To develop and implement a reporting mechanism in conjunction with the City of Thunder Bay Anti-Racism & Respect Committee to identify specific issues of racism and in a future phase all forms of discrimination. Incidents to be reported through 211.</i></p>
	<p>Public Education & Advocacy: Facilitator To examine ways to educate the greater public about Diversity Thunder Bay and its work and advocate as required supporting the priorities, the mission and objectives. Work with the City of Thunder Bay’s Anti-Racism & Respect Committee.</p>
	<p>Branding/Logo/Website Working Group: Lead Ellen Chambers Lisa Beckwick; Walid Chahal; Cory Jesseau; Carol Rusak</p>
	<p>Fall Event Working Group: Lead – Frank Wilson Lindsey Davidson; Carolyne Dowdell; Nick Duplessis; Stan Legarde; Moffat Makuto; Ed Prinselaar</p>

MISSION STATEMENT

Diversity Thunder Bay works towards a diverse, inclusive, equitable community free of racism and discrimination of any kind.

GUIDING PRINCIPLE

Diversity Thunder Bay believes that Thunder Bay should be a welcoming and safe place for individuals and groups regardless of: race, ancestry, place of origin, colour, ethnic origin, citizenship, class, creed, sex, gender expression, gender identity, sexual orientation, age, marital status, family status or disability.

OBJECTIVES

1. To develop partnerships with other community organizations to work on broader issues of diversity and inclusion.
2. Diversity Thunder Bay will strive to have a membership that is a true reflection of the Thunder Bay and area population.
3. To develop and provide feedback on local issues and/or activities that will further Diversity Thunder Bay’s Guiding Principles.
4. To encourage Diversity Thunder Bay member organizations to become more inclusive of diverse groups in Thunder Bay.
5. To undertake initiatives that will improve acceptance of diversity and inclusion in Thunder Bay.
6. To share information, network and offer mutual support to municipal, regional, provincial, national and international groups who are interested in the areas of diversity and inclusion.
7. To actively support the work of the City of Thunder Bay and other organizations and groups who are striving to improve diversity and inclusion in the Thunder Bay area.