

DIVERSITY THUNDER BAY 2020 STRATEGIC PRIORITIES – “Working to Change Our Community”

May 18, 2020

PRIORITY	OBJECTIVE/GOAL	IMPLEMENTATION/ACTION TAKEN/RESPONSIBILITY/TIMELINES
YOUTH	1) Engage and empower youth to shape the future of the community	Release report from Coming Together to Talk Forum – media launch Implement report recommendations
	2) Appoint under 29 Youth Ambassador to the DTB Executive	
	3) Collaboration with other community groups	
EDUCATION	4) Continue with Education Committee	Develop Term of Reference; establish Goals and Objectives
	5) Explore Wider Diversity Role (Cory Jesseau initiative)	Examine options for implementing
	6) Conduct Workshops for and with the community	Review report/recommendations from Thunder Bay Community Cross-Sector Collaboration Conversation (Nov. 26/19). Next step report to be released sometime in spring 2020
	7) Have Speakers at monthly meetings	January – Regina Mandamin, Manager – Indigenous Relations & Inclusion
		September
		October
		November
	8) Continue to monitor the Truth & Reconciliation Report	
	9) Provide opportunities for General Education	
	10) Update Diversity Thunder Bay History	Review archives
11) Hold one annual Community Forum		
COMMUNICATION	12) Establish a Communication Committee	Develop Terms of Reference; establish Goals and Objectives
	13) Website: www.diversitythunderbay.ca <i>Anna Torontow – Manager</i> <i>TBayIT – Mark Walther - Host</i>	Update membership on activities/education/events Examine youth “likes”
	14) Have promotional material available for distribution	Order ‘swag’
	15) Have a dedicated photographer for various events	
	16) Develop a monthly Diversity/Ethnic Cultural Calendar	Distribute to the membership monthly.
		Rebecca Johnson to develop the calendar – evaluate in one year
	17) “One City – Many Voices” column in Chronicle Journal <i>Roopa Rakshit - Coordinator</i>	Host an event in partnership with the City of Thunder Bay’s Anti-Racism & Respect Committee to promote column
	18) Roundtable at monthly meetings	Members to provide education of their organization’s work in the area of diversity and inclusion
	19) Article in Walleye	Write article for March issue of Walleye to promote breakfast
	20) Continue to inform the greater community regarding Diversity initiatives	Ongoing – information is forwarded to the membership as it is received.

DTB SUCCESSION	21) Future leadership – strengthen DTB to better serve and promote diversity	Amended Terms of Reference – complete – November 2019
	22) Grow Membership	Review Current Membership List; Examine benefits of membership; What cultural/ethnic organizations are missing? Send out membership renewal
PARTNERSHIPS and INITIATIVES	23) March 21 Breakfast	Thursday, March 18, 2021; Victoria Inn; \$30./ticket; Guest Speaker - Nav Bhatia, Businessman and superfan for Toronto Raptors Place DTB promotional material and membership forms on tables
	24) Incident Reporting and Referral Initiative	Ongoing reports Partnership with City of Thunder Bay Anti-Racism & Respect Committee
	25) City of Thunder Bay Anti-Racism & Respect Committee	Ongoing reports
	26) City of Thunder Bay Office of Indigenous Relations & Inclusion	Potential educational opportunities; June 21 Indigenous Day
	27) City of Thunder Bay Anti-Racism & Inclusion Accord	Coalition of community organizations. Most members are DTB members. Developing a tool kit
	28) City of Thunder Bay Crime Prevention Council	
	29) respect. initiative	Appointments to Working Group; Awards
	30) Relationship with Coalition of Inclusive Municipalities (formerly CCMARD.	
	31) Police Services Aboriginal Liaison Committee	
	32) Ontario Human Rights Commission	
	33) Ontario Healthy Communities Coalition	
	34) Canadian Race Relations Foundation	
	35) Thunder Bay Public Library	
	36) NADF – Nishnawbe Aski Development Fund	
	37) FWFN – Fort William First Nation	
	38) TBMA – Thunder Bay Multicultural Association	
39) SAGE – Sexual and Gender Equity		
40) Regional Multicultural Youth Council - RMYC		
41) Ontario Anti-Racism Directorate		
42) Heritage Canada - National Policy on Racism		
43) Thunder Bay Police Services		
INFRASTRUCTURE	44) Executive Committee	Meetings held quarterly – reports back to the membership Review Policies as required
	45) Membership <i>Community member - \$20.00</i>	Annual membership fee – Annual invoices sent in January <i>2015 – 14 individuals and 34 organizations (48)</i> <i>2016 – 14 individuals and 31 organizations (45)</i>

	<p>Organization - \$35.00 Membership Year – January 1 – December 31</p>	<p>2017 – 19 individuals and 35 organizations (54) 2018 - 18 individuals and 39 organizations (57) 2019 – 19 individuals and 39 organizations (58) 2020 – 15 individuals and 34 organizations (49)</p>
	46) Members chair monthly meetings	Various members undertake this responsibility
	47) Undertake a membership survey	Linda ??? chair a working group to develop survey
FINANCE	48) Develop an Annual budget	Approved at the November 2019 AGM
	49) Community Grant	Black History Month - \$300 – Gala; \$100 – snacks – Film Night
		PRIDE Week Breakfast - \$500
50) respect. award	Two awards in 2020 – Individual and business/organization Partnership with City of Thunder Bay	
WORKING GROUPS	<p>Executive: Walid Chahal – Co-Chair; Rebecca Johnson – Co-Chair Brenda Reimer – Administrative Manager; Maneet Ahlawat – Recorder; Cory Jesseau – Treasurer; Anna Torontow - Communications & Digital Coordinator; Under 29 Ambassador - to be named; Education & Advocacy Committee Chair - Ellen Chambers; Breakfast Committee Chair - Lisa Beckwick/Carol Rusak. <i>Serve as the public voice for DTB. Generally, meet in the months of January, May and August</i> <i>The Executive Committee is to serve and support the members in working toward achieving the DTB Mission and Objectives. The Executive Committee is to perform two fundamental functions namely: to provide governance and to oversee all the operations of the DTB. Governance includes developing the structures, strategic directions, policies, and priorities. Operations includes overseeing funding, budgeting, resourcing, implementing and reporting.</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>Education: Ellen Chambers – Facilitator Walid Chahal; Leslie Hynnes; Brenda Reimer; 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>	

	Communication –
	Branding/Logo/Website Working Group: Lead Ellen Chambers Lisa Beckwick; Walid Chahal; Cory Jesseau; Carol Rusak <i>To rebrand DTB; create a new website; design a new logo</i>

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.