



2021 ACTION PLAN

“Toward Change in Our Community”

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

Updated: June 24, 2021

FOCUS AREAS	ACTION ITEMS	DESCRIPTION
EDUCATION Ellen Chambers – Facilitator	<i>To research and liaise with other community organizations/groups re the Truth & Reconciliation report (2015) and organize a strategy to examine future direction regarding the recommendations. To provide educational speakers at monthly Steering Committee meetings. To address the needs of the community dealing with climate adaptation; the environment; youth, etc. Meet as required for the advancement of the work undertaken by the Working Group and Diversity Thunder Bay.</i>	
Walid Chahal Brenda Reimer Anna Torontow	1) Education Committee	Develop Term of Reference; establish Goals and Objectives
	2) “Coming Together to Talk” final report	Implement the report recommendations – discussed at April meeting Review all recommendations for further action
	3) Provide opportunities for General Education	Develop Virtual Speaker Series - Explore Wider Diversity Role (Cory Jesseau initiative) Conduct Workshops for and with the community – Membership Discussion on Jesse Wenté presentation - May 5 Presentation by Jeffrey S. Denis - Canada at a Crossroads: Boundaries, Bridges and Laissez Faire Racism in Indigenous Settler Relations – fall of 2021 City of Thunder Bay Community Safety & Well-Being Plan. DTB will serve as the Action Table for the Racism and Discrimination priority area in the CSWB Plan. Hold one annual Community Educational Forum
	4) Host Speakers at membership meetings	January – Climate Adaptation – Paul Berger, Frank Wilson May – Lee-Ann Chevrette – Thunder Bay Crime Prevention Council re the City of Thunder Bay Community Safety & Well-Being Plan
	5) Continue to monitor the Truth & Reconciliation Report	Ongoing
	6) Update Diversity Thunder Bay History	Review archives
	7) Rethink DTB role in relation to the Community	Discuss our vision for DTB in the community

	8) Climate Emergency	Established a Sub-Committee; Review discussion paper and provide recommendations for future action –note section below
EDUCATION Climate Emergency Sub-Committee Frank Wilson - Facilitator Paul Berger Carolyn Dowdell	To work with the City of Thunder Bay and other groups to reduce Green House Gas (GHG) emissions from all sectors of our community to prevent further negative impacts and eminent risks to life sustaining global ecological systems. To continue to identify and advocate for the equitable treatment and protection of marginalized groups in our community	Undertake initiatives related to Climate Note advocacy - # 23
EDUCATION TRC Review Sub-Committee Lee-Ann Chevette Facilitator Frank Wilson; Walid Chahal; Sarah Mensch; Ashley Moreau; Moffat Makuto; Summer Lavelle; Daniel Sambal; Carolyn Dowdell; Anna Torontow	Objective to be developed	Establish a Sub-Committee name and determine objectives/goals
		Contact with FWFN Chief Collins to support his request to the federal/provincial governments regarding looking for graves in the local area
		Contact with ONWA regarding murdered and lost women
		Attend a rally scheduled for July 1 at Waverley Park
		Request from the Indigenous community how DTB can assist in locating graves and developing action plans
		Work on 94 calls to action through the Truth and Reconciliation Report – specific resolutions dealing with death and burials (# 71)
		Advocacy – what and to whom
INCIDENT REPORTING AND REFERRAL INITIATIVE Brenda Reimer – CoFacilitator Roseanna Hudson; Moffat Makuto; Robyn Medicine; Brenda Reimer; Carol Rusak – plus members from the City of Thunder Bay’s Anti-Racism & Respect Committee	24) Incident Reporting and Referral Initiative	<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 through incident reports made to 211.</i>
		Ongoing reports from incident reports through 211
		Formal partnership with City of Thunder Bay Anti-Racism & Respect Committee Looking at developing a new focus and marketing plan. respect. campaign promotional material will be updated through Generator. A new colour scheme is proposed. Education regarding the Hate Crime initiative will be out shortly.

COMMUNICATION Anna Torontow – Facilitator Maneet Ahlawat Rebecca Johnson	<i>To connect with our communities through the DTB website, social media platforms, email and zoom. To address or respond to issues of diversity, social justice, etc. in alignment with our mandate through these mediums in a timely and appropriate manner. To maintain the website and social media with current and relevant material and information.</i>	
	13) Communication Committee	Develop Terms of Reference; establish Goals and Objectives
	14) Website: www.diversitythunderbay.ca <i>Anna Torontow – Manager</i> <i>TBayIT – Mark Walther - Host</i>	Update membership on activities/education/events
		Promote activities
		Historical reference
	15) Social Media Platforms	Developed a social media policy – placed on the website – complete
		Examine youth “likes”
		Regularly report to membership regarding reach on Facebook, etc.
	16) Have promotional material available for distribution <i>Brenda Reimer</i>	Swag available: brochures; Frisbees;
	17) Have a dedicated photographer for various events	
	18) Develop a monthly Diversity/Ethnic/Cultural Calendar <i>Rebecca Johnson</i>	Research monthly dates/events/activities that incorporate all cultures and religions.
		Distribute to the membership.
		Place on the DTB website
	19) “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
	20) Roundtable at monthly meetings	Members to provide education of their organization’s work in the area of diversity and inclusion
	21) Write articles in various community publications	Chronicle Journal; Walleye; on-line blogs (translate into other languages for important items)
	22) Inform the community regarding Diversity initiatives	Ongoing – information is forwarded to the membership as it is received.
	23) Communicate positions on approved policy issues	Matawa Training and Wellness Centre (letter of support)
		Basic Income program at the federal level (letter of support to Minister of Finance, Hon. Chrystia Freeland)
		Joint Statements with Anti-Racism & Respect Committee: Discovery of the remains of 215 Indigenous children at a former Residential School in Kamloops; Terrorist Attack in London, Ontario against a Muslim Family

		Advocate through EarthCare and the City of Thunder Bay to endorse Net Zero Strategy
YOUTH	<i>To engage and empower youth to shape the future of the community through the objectives of Diversity Thunder Bay.</i>	
Summer Lavallee Facilitator	10) Youth Ambassador's	Undertake initiatives recommended by DTB Youth Ambassadors
	11) Recommend appointment of a City Children's Advocate	Consult with City Council members individually
		Summer to discuss further with Regional Youth group
12) Listen to community youth	Provide safe youth spaces; Wake the Giant; Law School workshops	
INCIDENT REPORTING AND REFERRAL INITIATIVE	<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 through incident reports made to 211.</i>	
Brenda Reimer – CoFacilitator Roseanna Hudson; Moffat Makuto; Robyn Medicine; Brenda Reimer; Carol Rusak – plus members from the City of Thunder Bay's Anti-Racism & Respect Committee	24) Incident Reporting and Referral Initiative	Ongoing reports from incident reports through 211
		Formal partnership with City of Thunder Bay Anti-Racism & Respect Committee
		Looking at developing a new focus and marketing plan. The respect. campaign promotional material will be updated through Generator. A new colour scheme is proposed. Education regarding the Hate Crime initiative will be out shortly.
DIVERSITY THUNDER BAY PRESENTS	<i>To host an annual event acknowledging the International Day for the Elimination of Racial Discrimination as established by the United Nations held on March 21.</i>	
Lisa Beckwick and Carol Rusak – Co –Facilitators Maneet Ahlawat; Walid Chahal; Lee-Ann Chevrette; Nick Duplessis; Charla Robinson; Anna Torontow, Tina Tucker Emily Shandruk – Coordinator	25) Host March 21 Event International Day for the Elimination of Racial Discrimination (Declared by the United Nations in 1966)	Wednesday, March 24 virtual event; 12 noon to 1:30 pm. Guest speaker – Jesse Wente – an Ojibwe broadcaster, curator, producer, activist and public speaker. An outspoken advocate for Indigenous rights and First Nations, Metis and Inuit art. He appears weekly on CBC Radio One's Metro Morning and recently curated a series of five short films for CBC Arts titled "Keep Calm and Decolonize". Respect award presented: Bay Village Coffee House; Terry Bannon Moderator – Anna Torontow Promotion – registered 625 – 432 on line Final Report/Budget - to Membership in September 2021

PARTNERSHIPS and INITIATIVES	<i>To develop working relationships with various organizations/groups/orders of government to assist in implementing the objectives of Diversity Thunder Bay.</i>	
	26) City of Thunder Bay Anti-Racism & Respect Committee	Ongoing reports. Host an annual joint meeting - #19 in City Action Plan Rebecca Johnson presented a Diversity TB update to the Committee – May 2021 Joint Statements – noted under # 23
	27) City of Thunder Bay Office of Indigenous Relations and Inclusion	Potential educational opportunities
	28) City of Thunder Bay Anti-Racism & Inclusion Accord	Coalition of community organizations. Most members are DTB members. Developing a tool kit
	29) City of Thunder Bay Community Safety and Well-Being Round Table (formerly Crime Prevention Council)	DTB will serve as the Action Table for the Racism and Discrimination priority area in the CSWB Plan. A partnership agreement to be developed for the work undertaken by DTB including reporting, etc. The Executive to report to the September Membership meeting
	30) respect. initiative	Appointment to Working Group – Stacey Parks Sponsor two awards in 2021 – individual and business/organization
	31) Relationship with Coalition of Inclusive Municipalities (formerly CCMARD)	
	32) Police Services Aboriginal Liaison Committee	
	33) Ontario Human Rights Commission	
	34) Canadian Race Relations Foundation	Joined Network of Anti-Racism organizations
	35) Thunder Bay Public Library	
	36) NADF – Nishnawbe Aski Development Fund	
	37) FWFN – Fort William First Nation	
	38) TBMA – Thunder Bay Multicultural Association	City proclamation of June 27 – Canadian Multiculturalism Day
39) SAGE – Sexual and Gender Equity		
40) Regional Multicultural Youth Council - RMYC		
41) Ontario Anti-Racism Directorate	Participate in review of Anti-Racism Provincial Strategy – fall of 2021	
42) Heritage Canada - National Policy on Racism		
43) Thunder Bay Police Services		

	44) Thunder Bay Chamber of Commerce/Lakehead Social Planning Council/United Way Thunder Bay	Community Cross Sector Collaboration – participated in the event – Nov 28, 2019 – implement recommendations related to diversity
	45) Thunder Pride	
	46) Poverty Free Thunder Bay	
	47) Rainbow Collection	Donation (\$200) to their virtual educational program
	48) Pride at Work Canada	Diversity Ambassador to join DTB
	49) Government of Canada	Review Canada’s Anti-Racism Strategy
	50) Government of Ontario	Review Ontario’s Anti-Racism Strategic Plan
GOVERNANCE Walid Chahal – Co-Chair Rebecca Johnson – CoChair: Members: Brenda Reimer – Administrative Manager; Maneet Ahlawat – Recorder; Cory Jesseau – Treasurer; Anna Torontow - Communications & Digital Coordinator; Under 29 Ambassadors – Summer Lavallee and Kia Lesage; Education & Advocacy Committee Chair - Ellen Chambers; Breakfast Committee Chair - Lisa Beckwick/Carol Rusak.	<i>To serve as the public voice for DTB. 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. (Generally, meet in the months of January, February, May and August.)</i>	
	51) Executive Committee	Meetings generally held quarterly – report back to the membership Review Policies as required
	52) Future leadership – strengthen DTB to better serve and promote diversity	Amended Terms of Reference, added job descriptions – November 2020 - complete Annually develop a Plan of Action – approval in February: updates to the membership in May, September, November, January or more frequently if required.
	53) Monthly meetings – 4 th Wednesday of the month from 12 noon to 1:30 pm – no meetings in March, July, August, or December	Members undertake chairing of monthly Membership meetings Virtual meetings in January, February, April, May, June McNaughton Room booked for September, October, November
MEMBERSHIP Brenda Reimer Administrative Manager	<i>To strategically reach out to the community to increase and involve the membership in implementing the objectives of Diversity Thunder Bay.</i>	
	54) Membership <i>Community member - \$20.00 Organization - \$35.00</i>	Annual membership fee – Annual invoices sent in January <i>2018 - 18 individuals and 39 organizations (57) 2019 – 19 individuals and 39 organizations (58) 2020 – 19 individuals and 27 organizations (45) 18 to renew 2021 – 25 individuals; 34 organizations (58) 15 outstanding to renew</i>

<p><i>Membership Year – January 1 – December 31</i></p> <p><i>In the case of students or others for whom the fee may be a deterrent to membership, it will be waived upon confidential request.</i></p>	Review Current Membership List
	Examine benefits of membership
	Determine which cultural/ethnic organizations are not members; Hold meetings with community organizations to involve them in DTB
	Recruit diverse members, youth
	Membership survey sent out in March; responses collated; report to DTB in April with recommendations
	Send out membership renewals annually
	Increase membership on all Working Groups
	Developed a Working Group information sheet

<p>FINANCE</p> <p>Cory Jesseau - Treasurer</p>	<i>To generate sufficient funds to implement the objectives of Diversity Thunder Bay.</i>	
	55) Annual budget	To be reviewed and approved at the February 2021 meeting
	56) Fund Raising	Explore opportunities to raise funds for operating revenue
	57) Honourariums	\$500 annual honouraria are provided for the Administrative Manager; Recorder; Treasurer and the Communications & Digital Coordinator positions in November at the AGM.
	58) Community Grants	The Executive will review and make a recommendation to the membership when a grant application is received
		Developed a Funding Grant Overview – statistics from 2014 to present
		Lakehead Social Planning Council - \$100 for their work with diversity and inclusion
Rainbow Collective - \$200 for hosting a Panel discussion on Racism and Accessibility		
59) respect. awards	Two awards in 2021 – Individual and business/organization – partnership with the City of Thunder Bay respect. Advisory Committee Respect award presented: Bay Village Coffee House; Terry Bannon	

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, disability, or income disparity.

OBJECTIVES

Diversity Thunder Bay

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

TERMS OF REFERENCE - Separate document

POSITION JOB DESCRIPTIONS - Included in the Terms of Reference