



## 2022 STRATEGIC OPERATING PLAN

COMPLETE – November 24, 2022

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

<b>PRIORITY</b>	<b>STRATEGIES</b>	<b>SPECIFIC ACTIONS</b>	<b>RESPONSIBILITIES</b>	<b>BUDGET</b>	<b>INDICATORS/OUTCOMES</b>
<b>Communication</b>  <i>Committee Lead Anna Torontow</i>	Committee	Respond to communication needs on an ongoing basis	Committee		Ongoing
	Media Guideline	Develop the Guideline			Drafting media release template
	Website	Update content Maintain	Manager – Anna Torontow	\$ 350	Annual Fee
	Social Media Platforms	Maintain Facebook Page Create an Instagram Page	Manager – Anna Torontow		Ongoing growth on Instagram Page
	Zoom Connection	Host DTB meetings, events	Manager – Anna Torontow	\$ 350	Annual Fee
		Coordinate Zoom account	Manager – Anna Torontow		
	One City...Many Voices	Monthly article in Chronicle Journal	Coordinator - Roopa Rakshit	\$1,000	10 <sup>th</sup> Anniversary Celebration Event to be held November 30 at Lakehead University – donated \$1,000 to the event
	Calendar	Monthly calendar noting cultural, ethnic, etc. dates	Writer/Researcher – Rebecca Johnson		Ongoing
	Future Events	Use the name “Diversity Thunder Bay Presents” as the promotional title	Committees		Complete
	Promotional Material	Develop a virtual background banner			In process
		Produce a new pop-up banner for use at events			In process
		Review brochure with intent to update and replace			In process
		Purchase Frisbee; pens; etc.		\$ 300	Purchased – supply on hand
	Promotion General	Thunder Bay Museum Oral History	Brenda Reimer, Anne LeSage, Walid Chahal, Rebecca Johnson		Provided a historical overview of DTB, impacts, highlights over the years, future. Digital copy is available

<p><b>Community Safety and Well-Being Plan</b></p> <p><i>Committee Lead Carol Rusak</i></p>	<p>Serve as the Action Table for Racism and Discrimination priority area</p>	<p><i>Targeted Outcome # 1 Decrease in racism especially targeting the Indigenous community.</i></p> <p>Actions:</p> <ul style="list-style-type: none"> <li>.. Submit funding grant for development of anti-racism materials for newcomers; bystander anti-racism/anti-hate education materials; support for youth in solidarity against racism and hate</li> <li>.. Convene meeting with other groups doing work in Thunder Bay around anti-racism/hate to identify synergies and gaps</li> <li>.. Host educational events</li> <li>.. Review TRC's Calls to Action #'s 71 – 76 burial sites</li> </ul>	<p>Committee</p> <p>Funding Application – TBMA</p> <p>Education Committee</p> <p>TRC Review Sub-Committee</p>	<p>Support letter to Anti-Racism Directorate for TBMA's funding submission to Anti-Racism Anti-Hate Grant</p> <ul style="list-style-type: none"> <li>.. Diversity Presents event</li> <li>.. Coordinating activities with CSWB Plan Coordinator on an ongoing basis</li> <li>.. Meeting with City of Thunder Bay's Indigenous Relations Division personnel</li> <li>.. New Committee member from the Indigenous community</li> <li>.. Work ongoing on the goals/targets</li> </ul>	
		<p><i>Targeted Outcome # 2 Increase in number of signatories to the Anti-Racism and Inclusion Accord</i></p> <p>Actions:</p> <ul style="list-style-type: none"> <li>.. Funding grant for workshops for anti-racism and inclusion Accord</li> <li>.. Meet with Indigenous Relations &amp; Inclusion Office to discuss the Accord and the Resource Guide</li> <li>.. Work with the Chamber of Commerce who promote the Accord to businesses on their website</li> </ul>			<p>Currently 36</p> <p>Grant received through the TBMA for funds</p> <p>Discussions held with Chamber of Commerce re their process to attract members to sign on to the Accord</p>
		<p><i>Targeted Outcome # 3 Increase in sense of belonging</i></p> <p>Actions:</p> <ul style="list-style-type: none"> <li>.. Define what sense of belonging means</li> </ul>			<p>Have developed a definition for sense of belonging.</p>

	Develop an Implementation Plan	Include as a focus for all DTB activities throughout the year			Worked on
		Link DTB activities to targeted outcomes			Ongoing
<b>Education</b>	Committee	Workshops	Committee	\$ 1,000	None held
<i>Committee Leads Ellen Chambers Mark Thibert</i>		Virtual Speaker Series		\$ 1,000	<i>December 8</i> – 3 guests – Georjann Morrisseau, Tim Sinclair, Sheila Wahsqonaihezhik <i>March 2</i> – Dr. Scott Hamilton
		Membership Meeting speakers			<i>February</i> – Jules Tupker, Ontario Heath Coalition <i>September</i> – Alain Joseph, Indigenous Relations & Inclusion <i>October</i> – Nicole Weatherley, Superstar X
		Develop an evaluation tool to use following speakers, activities, etc.			Draft survey developed
		Book Study Program			Summer Book Club – “Deep Diversity” by Shakil Choudhury
	<b>Climate Crisis Sub-Committee</b>	Just Transition Act	Committee		Letter sent to Prime Minister to enact a Just Transition Act
	<i>Lead – Frank Wilson</i>	Growing Climate Impacts			Reviewed issues
Net-Zero Initiative				Ongoing	
<b>Youth</b>	Transit			Updates provided	
<i>Committee Lead Summer Lavallee Sharing Circle</i>	Youth Ambassador on Executive	Summer Lavallee			To confirm Youth Ambassadors
	Engagement of Community Youth - involve more youth	Committee			Meeting held with RMYC to identify needs of youth
	Develop new initiatives		\$ 500		Not confirmed
	Host more events – Sharing Circle				To be confirmed
	“Engaging Youth – Making A Difference” Project Implement recommendations identified in project report				Ongoing discussions

<b>Finance</b>  <i>Treasurer Maneet Ahlawat</i>	Annual Budget	Develop for approval at AGM	Treasurer		2022 budget approved at February Membership Meeting
	Community Funding Grants	Allocate funding		\$ 1,500	\$350 – Thunder Pride \$350 – Rainbow Collective \$350 – Rockin’ Recovery \$1,000 – One City...Many Voices
	Honourariums	Treasurer, Recorder, Administration, Communications		\$ 2,000	Distributed at November 2022 meeting
	respect. awards	Support financially		\$ 500	Awards given at March event
	Event Budget Template	Attach to Operating Plan			Complete
	Finance	Explore funding opportunities			Examining new sponsorship guideline policy
<b>Governance</b>  <i>Co-Chair Walid Chahal Ellen Chambers</i>	Executive Committee	Four meetings annually	Co-Chair – Walid Chahal and Ellen Chambers		January 17; February 9; April 12, September 13
	Succession Plan	Develop			Discussed
	Policy Manual	Develop			Discussed
	Membership Meetings	Members to Chair Develop Agenda	Members volunteer Brenda Reimer		4 <sup>th</sup> Wednesday of the month 12 noon – 1:30 pm
	Administration	Correspondence; membership; communication with membership	Brenda Reimer	\$ 500	ongoing
	Annual General Meeting	Schedule in November			November 23
	Advocacy	Respond to current issues			.. Letter to City Council regarding developing a fund established to address poverty and homelessness .. Posted on DTB social media – Note to Chief Peter Collins re resignation as Chief Letter to the Federal Government urging them to pass the Just Transition Act. .. Provided input into the Ontario Anti-Racism Strategic Plan through the Anti-Racism Directorate, Ministry of Citizenship & Multiculturalism

					<p>.. Endorsed the statement regarding privatization or advocating against privatization of health care through the Ontario Health Coalition</p> <p>.. Letter sent to Thunder Bay City Councillors regarding their decision to fund a new initiative to address poverty and homelessness.</p> <p>.. Letter of thanks was sent through Facebook to Chief Peter Collins, Fort William First Nation on his retirement</p> <p>.. Support the request as presented by Peter Julian, MP for several anti-hate bills being brought forward in the House of Commons.</p> <p>.. Provided a letter of support for 2022-2024 Anti-Racism Anti-Hate Grant Program Application submitted to the Ministry of Citizenship &amp; Multiculturalism/Anti-Racism Directorate.</p> <p>.. Supported the City of Thunder Bay Anti-Racism &amp; Equity Committee in their motion that went to City Council regarding opposition to Quebec's Bill 21 re upholding religious freedoms and outlined in the Canadian Charter of Rights and Freedoms.</p> <p>.. Supported the Private Member's Bill G-229 regarding banning symbols of hate to prevent anyone from selling and displaying symbols that promote hate and violence.</p>
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	Policy	Develop as required			Elder Protocol to be developed Speaker honourariums
	Strategic Operations Plan	Develop annually			Plan approved in February – reports to membership in June, October – final report at AGM
	Pride Fair	Host an Exhibit Area	Member Volunteers		June 18 – participated with an exhibit – distributed swag
<b>IDERD</b> International Day for the Elimination of Racial Discrimination  <i>Committee Lead Carol Rusak</i>	“Diversity Thunder Bay Presents” Event	Develop logistics and host the Celebration for the International Day (March 21) for the Elimination of Racial Discrimination	Committee Coordinator – Emily Shandruk	\$15,755	Jody Wilson-Raybould March 23, 2022 – 12 to 1:30 pm Virtual Event; Sponsorships Marketing – through social media, etc. Attendance: Pre-registered 1,433 Attendees- 857 Views On Line – 720 Remove from website on June 21 Organizing logistics for 2023 event being discussed
<b>Incident Reporting &amp; Referral Service</b>  <i>Brenda Reimer Lead</i>	Partnership with City of Thunder Bay Anti-Racism & Respect Committee	Implement initiative – require clarification	Lead – Brenda Reimer		Plan to develop and purchase a pull-up banner
		Annual Report and Recommendations			To be prepared for June 2022
		Ongoing Reporting to Membership			Ongoing
		Explore funding opportunities			
<b>Membership</b>	Community Member	Annual Fee - \$20.00			2018 – 18 2019 – 19 2020 – 19 2021 – 29 2022 – 29
		Review fee prior to AGM			Not complete
	Organization	Annual Fee - \$35.00			2018 – 39 2019 – 39 2020 – 27 2021 – 41 2022 – 43
		Review fee prior to AGM			Not complete

	Increase Membership	Send out renewal notices in January 2022	Brenda Reimer		Projected for 2022 Business/Organizations - 39 Individuals – 28 Sent out renewals in January, February, March
		Promote renewal and invitation to join on social media	Anna Torontow		Ongoing
		Include a 2021 list of highlights with the renewal notice			Complete
		Consideration will be given to students and others who have financial limitations.			Ongoing
<b>Partnerships &amp; Alliances</b>	List follows				Listed below
<b>Truth &amp; Reconciliation</b>  <i>Committee Lead Sarah Munsch</i>	Committee	Just Transition Act	Committee		Letter sent to Prime Minister to enact a Just Transition Act
		Growing Climate Impacts			
		Net-Zero Initiative			
		Transit			
		Monitor various reports OIPRD; MMIWG; Feathers of Hope; Homelessness; 7 Youth Calls for Justice	Committee		
		Review and work on 94 Calls to Action – specific areas			
		Inform membership about Report			
		Reach out to FWFN			
		Virtual Speaker Series		\$ 1,000	
		Meeting with City’s Elder Council			
		Involve more youth			
		Land Acknowledgement used by all members, on website			Land Acknowledgement is provided at the beginning of each DTB Membership Meeting and printed on meeting agendas
		Participate in Treat Recognition Week			Sent out information to the membership – November 2022

	DTB representative to Mother Language Day events			
	Develop a Reconciliation Toolkit			Worked with City of Thunder Bay to develop a toolkit
	Promote/develop public education/awareness/dialogue about reconciliation			Ongoing
	Create a youth specific respect award			
	Advocate for a Child & Youth Advocate within City Council			
	Support FWFN re missing children & burial information			
	Support funding grant for newcomer information kits			
	Promote and attend June 21 events			Members attended community activities/events

## PARTNERSHIPS & ALLIANCES

Canadian Race Relations Foundation
City of Thunder Bay Office of Indigenous Relations & Inclusion <i>Ongoing meetings related to the CSWB Plan</i>
City of Thunder Bay Anti-Racism & Inclusion Accord <i>Developing protocols to increase the Accord membership</i>
City of Thunder Bay Anti-Racism & Equity Advisory Committee <i>Partnership regarding the Incident Reporting &amp; Referral Service Initiative</i>
City of Thunder Bay Community Safety & Well-Being Round Table <i>Representative appointed to the Round Table – Carol Rusak</i> <i>Ongoing meetings regarding the targeted goals</i>
Coalition of Inclusive Municipalities (formerly CCMARD)
Fort William First Nation <i>Letter to Chief upon his retirement</i>
Government of Canada – Canada’s Anti-Racism Strategy
Government of Ontario – Ontario’s Anti-Racism Strategic Plan <i>Focus group held to develop a response that was provided to Ontario’s Anti-Racism Strategic Plan</i>
Heritage Canada – National Policy on Racism
Nishnawbe Aski Development Fund (NADF)



Ontario Anti-Racism Directorate
Ontario Human Rights Commission
Poverty Free Thunder Bay
Pride at Work Canada
Rainbow Collection
<i>Community Funding Grant of \$350.</i>
Regional Multicultural Youth Council (RMYC)
<i>Work being undertaken regarding Youth report recommendations</i>
respect. Initiative
<i>Provided funding for two respect awards</i>
<i>Stacey Parks – DTB Representative to respect Committee</i>
<i>Stacey to speak to respect Committee re DTB's involvement in Awards presentation</i>
Sexual and Gender Equity (SAG)
Thunder Bay Chamber of Commerce
Thunder Bay Drug Awareness Committee
<i>Community Funding Grant of \$350</i>
Thunder Bay Multicultural Association (TBMC)
Thunder Bay Historical Museum
<i>Participation in the Museum's Oral History Project</i>
Thunder Bay Police Services
Thunder Bay Public Library
Thunder Pride
<i>Community Funding Grant of \$350.</i>

## **DIVERSITY THUNDER BAY COMMITTEE MEMBERSHIP - 2022**

### **EXECUTIVE COMMITTEE**

Co-Chair: Ellen Chambers; Walid Chahal  
Administrative Manager: Brenda Reimer  
Communications & Digital Coordinator: Anna Torontow  
Recorder: Rebecca Johnson  
Treasurer: Maneet Ahlawat  
Under 29 Ambassador: Summer Lavallee  
Community Safety and Well-Being Plan Committee: Carol Rusak  
IDERD - DTB Presents: Carol Rusak  
Education Committee: Ellen Chambers, Mark Thibert  
Incident Reporting and Referral Initiative: Brenda Reimer  
Youth: Summer Lavallee

### **COMMUNICATIONS COMMITTEE**

Anna Torontow – Facilitator  
Maneet Ahlawat  
Rebecca Johnson

### **COMMUNITY SAFETY & WELL-BEING PLAN COMMITTEE**

Carol Rusak - Facilitator  
Walid Chahal  
Carolyn Dowdell  
Rebecca Johnson  
Cynthia Nault  
Brenda Reimer

### **EDUCATION COMMITTEE**

Ellen Chambers and Mark Thibert – Co-Facilitators  
Paul Berger  
Walid Chahal  
Peter Fergus-Moore  
Ronnie Kasana  
Cynthia Nault  
Brenda Reimer  
Hafi Sayed  
Anna Torontow

**EDUCATION: Climate Emergency Sub-Committee**

Frank Wilson - Facilitator

Paul Berger

**EDUCATION: Youth Sub-Committee**

Summer Lavallee – Facilitator

Carolyne Dowdell

Ronnie Kasana

**FINANCE COMMITTEE**

Treasurer – Maneet Ahlawat

Rebecca Johnson

Brenda Reimer

**INCIDENT REPORTING & REFERRAL SERVICE**

Brenda Reimer – Facilitator

Roseanna Hudson

Moffat Makuto

Robyn Medicine

Brenda Reimer

Carol Rusak

Members from the City of Thunder Bay’s Anti-Racism & Respect Committee

***IDERD EVENT COMMITTEE (International Day for the Elimination of Racial Discrimination)***

Carol Rusak – Facilitator

Emily Shandruk – Coordinator

Maneet Ahlawat

Walid Chahal

Lee-Ann Chevrette

Tina Maronese

Anna Torontow

**MEMBERSHIP COMMITTEE**

Administrative Manager - Brenda Reimer

## **TRUTH & RECONCILIATION COMMITTEE**

Lee-Ann Chevrette - Facilitator

Carolyn Dowdell

Summer Lavelle

Moffat Makuto

Sarah Mensch

Ashley Moreau

Cynthia Nault

Daniel Sambal

Anna Torontow

Frank Wilson

### ***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

# DIVERSITY THUNDER BAY COMMITTEE ACTIVITY BUDGET FUNDING REQUEST

COMMITTEE

DATE SUBMITTED

EVENT/ACTIVITY

DATE(S)

LOCATION

PROJECTED ATTENDANCE

ACTUAL ATTENDANCE \_\_\_\_\_

OVERVIEW

	ITEM	AMOUNT	ACTUAL	NOTES
REVENUE	Tickets			
	Sponsors			
	Grants			
TOTAL REVENUE				
EXPENSES	Speaker Fees			
	Speaker Gifts			
	Venue			
	Marketing/Promotion			
	Travel			
	Food/Drinks			
	A/V Equipment			
	Technology – Wi-Fi, IT			
	Coordinator/Staff			
	Swag/giveaways			
	Registration			
TOTAL EXPENSES				
PROJECTED SURPLUS/DEFICIT				