

## Meeting Minutes

**July 9, 2020 | 10:30 a.m.**

Location: Zoom (online)

**Attendance:** Sharon Yanicki, Jerry Firth, Victor Iyilade, Tymmarah Mackie, Gideon Fujiwara, Amanda Jensen, Kimberly Harvey, Katherine Archibald, Laura Branner, Amanda Scout, Janelle Marietta-Vasquez, Vincent Varga, Mark Davids (SAIPA Rep), Vanessa Willet, Stasha Donahue, Riley Swanberg, Emily Lumley, Abigail Shakespeare

## Acknowledgement Statement / Blackfoot Prayer

### Welcome / Introductions

#### Consent Agenda:

1. Minutes May 14, 2020 (*attached*)
2. Minutes June 11, 2020 (*attached*)
3. Consent Agenda Report July 9, 2020 (*attached*)
  - a. Review Actions of Prior Meeting
    - i. Youth Awards Working Group
    - ii. August LNL – Allyship
    - iii. LDIA's Role with the Lethbridge Police
    - iv. Donations to LDIA
  - b. Co-Chair Update
    - i. Introductions – New Members/Guests Only
4. Agenda July 9, 2020
5. Next meeting August 13, 2020, Zoom (online)

*Moved by: Sharon; Seconded by: Vincent; Approved by Consensus*

#### Administration Items:

1. **Meeting Start – Blackfoot Prayer / Moment of Silence**
  - a. Consensus that a Blackfoot Prayer would be preferred if someone is present at the meeting who can do one.
  - b. If a Blackfoot Prayer is not feasible, then a moment of silence.
  - c. Another consideration would be to have someone in the membership lead a grounding exercise to start the meeting.
    - i. No volunteers at this time, but volunteers could be accepted at the meeting.
2. **Dissemination of Member Contacts**
  - a. **Emails – Send with members as Cc'd or Bcc'd**
    - i. Members contacts have not been sent out previously, but it has been requested by those present that a membership contact list is

distributed to help strengthen the alliance through a communication network.

1. **Action** – An updated membership contact list to be distributed to members (Jerry)
  2. Members to contact co-chairs if they choose not to have their contacts shared.
  - ii. Continue sending emails with member's blind carbon copied (Bcc) to avoid spamming.
- b. Website forum for membership communication**
- i. The LDIA website has a group forum function that can be used as a communication tool.
  - ii. Discussion whether it would be feasible to use and utilized often enough.
  - iii. Consensus that it would be good for one-off use for shared discussion online on specific topics of interest to LDIA.
  - iv. **Action** – Media Committee to review its feasibility and function for use by membership.
    1. Some background work would be required to set it up, and logins would be needed for members.

## Ongoing Business:

### 1. Meeting Event Planning – Review / Update

#### a. September Lunch N' Learn

- i. Lunch N' Learn sessions have been booked up to August, needing sessions coordinated for the Fall.
- ii. Suggested themes for Fall sessions:
  1. Sept – Reconciliation
    - a. Community response to reconciliation
    - b. **Action** – Amanda S. to follow up with Reconciliation Lethbridge Advisory Committee (RLAC) and coordinate with Victor.
  2. Oct – Honoring Diversity for Mental Health
  3. Nov – Restorative Justice focus
    - a. An Urban Peace Makers Program will be starting in Lethbridge through Native Counselling.
    - b. restorative justice in relation to police relations on racism issues.
  4. Dec – Human Rights
- iii. **Action** – coordinate topics and facilitators for the Fall sessions. Victor to follow up with potential/interested individuals/groups.
- iv. Information about Lunch N Learn sessions, including registration, can be found on the LDIA website.
- v. Request that all sessions be recorded and posted for public viewing. Some of the recent sessions have been recorded and posted on the LDIA YouTube channel.  
[https://www.youtube.com/channel/UCQVI0up-ZKMjKj2\\_qYnBz8A](https://www.youtube.com/channel/UCQVI0up-ZKMjKj2_qYnBz8A)

- vi. The Lethbridge Public Library had been identified as a potential partnering in promoting and sharing LNL sessions.
  - 1. **Action** – Coordinate LNL partnership between LDIA and the LPL. (Emily/ Victor/Jerry)
- vii. Suggested that LDIA consider training a couple members as Circle Facilitators, related to restorative justice.
  - 1. **Action** – Raise this topic with RLAC for potential partnership. (Jerry)

## 2. Public Awareness Campaign

### a. Key Messages and Blog Posts

- i. Key messages are needed for notable dates that pop up over the year. Key messages will be pre-built to disseminate on social media pages for specific events during the year (e.g., Black History month).
- ii. A list of notable dates has been emailed to the membership.
- iii. LDIA can share key messaging from member organizations.
- iv. **Action** – members to provide key messages to the Media Group, via Aileen. (All)
- v. Blog Posts would follow these same notable dates.
  - 1. Media Group can generate blog posts in collaboration with Lunch N' Learn facilitators.
  - 2. **Action** – members are encouraged to submit to the Media Group blog posts related to the notable dates list. (ALL)
  - 3. **Action** – create a Blog Guideline (criteria) for member submissions. (Media Group)
    - a. personal opinion-based articles (try to be more fact based than opinion-based, tone is accessible)
    - b. expectations about the use of references and evidence (not too academic heavy)
    - c. draft outline of expectations for use of language (inclusive, plain language – grade level 5), and
    - d. need limits around length 200- 300 words., but
    - e. perhaps don't constrain the diversity of diversity that want to weigh in on issues (not censorship).

## 3. LDIA's Role Addressing Racism and Discrimination (Actionable)

- a. Frank and open conversations are needed around addressing issues of racism and discrimination.
- b. There is a need to identify what other community groups / organizations are doing and how collaborations can be established.
- c. Identify expertise within the membership group.
  - i. **Action** – create an inventory or resource guide of assets/skill sets/resources of members and areas of their expertise.
- d. Use the Lethbridge Diversity and Inclusion Charter to guide the work, but build in resources to help generate actionable activities.
  - i. Possibility of using a survey to compile actions to the Charter.
  - ii. How can the website be used as an interactive tool for posting action items?

**New Business:** None

**Work Group Updates:**

1. Media Group
  - a. We need some clarity on key messages. How do we identify resources, amplify it and disseminate the work that is being done?
2. Governance Group
  - a. Has done a review of the Terms of Reference – and will try to bring this forward for updates of the TOR for the August meeting.
  - b. Need more groundwork before we can go forward with accepting funds.

**Round Table:** (from the chat notes)

1. Tymm – Eventbrite opportunity. with Ibram X. Kendi on his book "How to be an Antiracist".
  - a. Kendi has been one of the world's most in-demand authors as the Black Lives Matter movement has led to global protests.
  - b. In this online event, he'll discuss his book "How to Be an Antiracist" with Dr. Charlene M. Dukes, the first Black president of Prince George's Community College.  
<https://www.eventbrite.com/e/ibram-x-kendi-on-how-to-be-an-antiracist-tickets-110866502694>
  - c. the Public Library is going to be hosting a reading group on his book
2. Tymm – The City's Diversity and Inclusion Working Group has created an Inclusive Language Manual that could be made available to the public if people would like to look at it when they're writing their blog posts.
  - a. It's just with the DIWG members for review. It should be available before the end of the month.
  - b. There is also the Employment Equity Policy done and it's in the approval stage. Should be ready to go in a few weeks.
  - c. We also have the Handbook for Supporting Transitioning Employees that is available to share. It was released for PRIDE Week. I'll be putting these resources on the City's Diversity and Inclusion webpage.  
<https://www.lethbridge.ca/City-Government/strategic-initiatives/Pages/Diversity-and-Inclusion.aspx>

**Attachments for Review:**

1. Minutes May 14, 2020
2. Minutes June 11, 2020
3. Consent Agenda Report July 9, 2020

**Today's Lunch N' Learn:** *Multiculturalism in Canada: A Community Dialogue*

In attendance: **X** Registered: 24