

Meeting Minutes

June 11, 2020 | 10:30 a.m.

Location: Zoom (online)

Attendance: Jerry Firth, Katherine Archibald, Stasha Donahue, Jackie French, Terra Plato, Victor Iyilade, Shawn Singer, Tymmarah Mackie, Amanda Scout, Mark Davids, Melody Scout, Vincent Varga, Amanada Jensen, Gurpreet Singh, Remy Quiroga, Sharon Yanicki, Jan Driver (Guest), Takara Motz (Guest)

Acknowledgement Statement / Blackfoot Prayer

Welcome / Introductions

Round table introductions

Consent Agenda:

1. Consent Agenda Report June 11, 2020 (*attached*)
 - a. Review Actions of Prior Meeting
 - i. Date Correction on Meeting (Jerry)
 - ii. Chamber Role in Business Membership (Victor/Katherine)
 - iii. Coordinate June LNL (Victor)
 - iv. Coordinate July LNL (Victor)
 - v. August LNL
 - b. Co-Chair Update
 - i. Work Groups
 - ii. Agenda Items
2. Agenda June 11, 2020
3. Next meeting July 9, 2020, Zoom (online)

Moved by: Gurpreet; Seconded by: Remy; Approved by Consensus

Ongoing Business:

1. Event Planning – Review / Update

- a. Youth awards is identified in the Action Plan as a proposed action to initiate for 2020. A potential collaborative with local organizations, such as Volunteer Lethbridge.
 - i. The purpose of the youth award was to connect with youth and to recognize a student who had engaged in activities to address racism and discrimination.
- b. Due to COVID-19, the youth award was not initiated this year.
 - i. Due to COVID-19 the Volunteer Lethbridge event, *Leaders of Tomorrow* [ages 5 – 24 years], planned as in-person event was cancelled this year.

- c. What age range would need to be considered for eligibility and are they needing to be a student?
 - i. LIDIA should try to avoid excluding some youth who might be eligible by age and engaged in action raise and discrimination but are “students”. Could specify the age range and criteria for the award, but not limit it to “students”.
 - ii. To collaborate with the *Leaders of Tomorrow* event, we would need to use the age range for this event (5 – 24 years).
- d. Is there an opportunity for the College to create an award to recognize youth working on antiracism and discrimination activities?
 - i. **Action** – Gurpreet is willing to check with the College to see if they offer an award.
- e. Should LIDIA offer the award this year or wait until next year?
 - i. By waiting till next year, we could start talking to organizations to promote engagement with nominations for the award.
 - ii. General consensus was to wait until next year and take the remainder of this year to plan.
- f. **Action** – A *Youth Award Working Group* was struck to further discuss the youth award, and develop a matrix of criteria for the award, and the terms of reference for the award: Gurpreet, Amanda Jensen, and Victor volunteered; Gurpreet will take the lead in organizing a meeting. Members who are interested in participating are to email Gurpreet.

New Business:

1. Protest Against Racial Discrimination – Debrief

- a. A protest was organized on Thursday, June 4 by a group of people from the community. LDIA supported the organizers in coordination and of and at the event.
- b. There was a large turnout, estimated around 600-800 people. Overall, the event went well. Donations of water and snacks and masks were provided by a number of organizations.
- c. Co-chair, Victor spoke at the event on behalf of LDIA.
 - i. People showing up and sending their support and standing alongside participants of colour was a powerful example of allyship.
 - ii. Some incidents came up; however, many positives came out of the event.
 - iii. Victor expressed his appreciation for all the people who supported the protest.
 - iv. Co-chairs are working with the organizers to consider next steps.
- d. Various LDIA members shared their experience of the event and experiences of racism.
 - i. There are conversations going on now among Indigenous people, asking why community members have not risen up in protest when Indigenous people have been killed through acts of racism? We all need to call out racism and discrimination for what it is.

- ii. People are wanting change. There can be a paradigm shift in our community and society.
- e. Notably there were some representatives from a small local religious group at the protest. They called out with messages of support to participants. It was appreciated that they attended the event. We need to remember that there are other people in our communities that face discrimination.
- f. Co-chair, Jerry thanked and acknowledged those who shared their experiences from the protest and their experiences of discrimination. He expressed appreciation that LDIA could create a safe place for this type of discussion.
- g. **Call to Action:** How do we get people to join the conversation and feel safe?
 - i. LDIA's August Lunch & Learn is on Allyship, which is an opportunity to have these types of discussions.
 - ii. **Action** – Victor & Shawn will co-facilitate the August Lunch & Learn on Allyship. Send Jerry the title and brief description.

2. Donations to LDIA (Requests)

- a. Since this protest, we had 6 to 8 people that inquired about potential donations to LIDIA. Currently, we are not set up for donations.
- b. Do we want to accept donations? Is this something we should move toward.? We currently are not set up as a society, so accepting donations could be difficult at this time.
 - i. Governance Group is working toward society status.
- c. At this time, we could suggest other ways that people could support LIDIA. We could seek a fiscal agent to accept donations for LIDIA.
 - i. The city is the main funder right now. Could the city act as a fiscal agent?
 - ii. **Action** – Tymm to inquire if the City could be a potential fiscal agent for donations to LDIA.
 - iii. United Way, Lethbridge Community Foundation, Volunteer Lethbridge, or WomenSpace could be considered as fiscal agents (or funders of grants to address racism and discrimination).
 - iv. In the past, WomenSpace acted as the fiscal agent for the Poverty Coalition.
- d. **Action** – the governance working group will explore options for a fiscal agent for donations.

Notes from the Chat: Jerry wrote done the items from the Chat.

3. Community Response (ref. Twitter)

- a. LDIA had received messages from some community members as to how we are responding to acts of racism and how we are creating safe space for people experiencing racism and discrimination.



- i. On such comment was regarding some community members not feeling safe at meetings where there are police members present.
- b. One member discussed the fostering of positive relationships with police during the pride parade remains an issue. He feels that the police in Lethbridge currently impinge on feelings of safety for participants.
 - i. In Calgary the police have an Indigenous officer and a queer officer to work with community groups.
- c. LDIA needs to be clear who we are trying to represent and make efforts to enable diverse groups to feel that they can safely participate in this group.
- d. Another member noted that not everyone feels safe with a police presence; however, we also need to find ways to invite them to the table.
 - i. An Edmonton example was provided where the member attended a Human Rights Commission workshop in Edmonton and some police officers attended. It became clear that some attendees didn't feel safe speaking with the police present, so the police voluntarily left the session. Interestingly, the next session was offered by the police.
- e. There is another rally planned in collaboration with the City and other community groups, including the Lethbridge Police. It is intended to come together to discuss racism.
- f. **Call to Action:** What can LDIA do to foster positive change to reduce marginalization in interactions with the police?
- g. **Action:** LDIA's action steps to address racism and discrimination and to create a safe place for dialogue will be added to the agenda for the next meeting.

Work Group Updates:

1. None at this time.

Attachments for Review:

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

Today's Lunch N' Learn: *Migrant in Times of Global Pandemics*

In attendance: 5 Registered: 6