

## Council Workshop Revised Meeting Agenda

Monday, November 16, 2020, 6:00 p.m.

Remote meeting live streamed  
on [guelph.ca/live](https://guelph.ca/live)

Changes to the original agenda are noted with an asterisk "\*".

To contain the spread of COVID-19, City Council workshops are being held electronically and can be live streamed at [guelph.ca/live](https://guelph.ca/live).

For alternate meeting formats, please contact the City Clerk's Office at [clerks@guelph.ca](mailto:clerks@guelph.ca) or 519-822-1260 extension 5603.

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### Pages

#### 1. Notice - Electronic Participation

##### 1.1. City Council

This meeting will be held by Electronic Participation in accordance with the City of Guelph Procedural By-law (2020)-20515.

#### 2. Call to Order

#### 3. Open Meeting - 6:00 p.m.

##### 3.1. Disclosure of Pecuniary Interest and General Nature Thereof

#### 4. Council Workshop

##### \*4.1. Guelph's Community Plan

##### Introductory Session

##### Our Shared Journey: Unpacking Systemic Racism

##### Co-facilitated by:

Nancy Rowe, M.A.

Marva Wisdom, M.A.

##### Agenda:

1. Session introduction and purpose

- a. Scott Stewart, Chief Administrative Officer, to introduce co-facilitators Marva Wisdom and Nancy Rowe
  - b. Initial team and roles
  - c. Setting the context
2. Rules of engagement and learning to get comfortable with being uncomfortable
3. First things first - introduction:
  - a. Land acknowledgement
  - b. Relationships and brief history of colonialism
4. Introduction to systemic racism:
  - a. What are the components?
  - b. How might each component be experienced?
5. Community Plan progress and next steps
  - a. Actions already happening in the community
  - b. Strategies and actions that seem to be helpful in tackling systemic racism
6. Demonstrating community leadership
7. Questions and/or what would you like to know more about?
8. Wrap-up and next steps

**Optional pre-meeting material that will help in grounding session:**

- Link: [Panel discussion about historical overview of history to present – Joseph Smith Ph.D. \(candidate\), Professor Afua Cooper Ph.D., Cicely Belle Blain \(Educators\)](#)
- Link: [Race relations in Canada 2019 A survey of Canadian public opinion and experience Executive Summary](#)
- Link: [The Black Past in Guelph: Remembered and Reclaimed—Untold Stories of Black Life, Culture, and Community in Guelph and Beyond](#)

**5. Adjournment**

# Council Memo



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To	<b>City Council</b>
Service Area	Office of the Chief Administrative Officer
Date	Thursday, November 5, 2020
Subject	<b>Introductory session—Our Shared Journey: Unpacking Systemic Racism</b>

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This memo provides Council with information about the forthcoming Council Workshop titled *Our Shared Journey: Unpacking Systemic Racism* on November 16, 2020. This workshop provides an important foundation to the City's action as it works collaboratively with the Community to eliminate systemic racism.

The [Information Report](#) dated Friday, June 26, 2020 informed Council about how the City has been galvanizing its support and action toward important anti-racism, diversity and inclusion initiatives in three main areas. This work is core to acting on our corporate mission, vision and values and will ensure we are making meaningful progress towards the goals of our Strategic Plan, Future Ready in an inclusive and equitable way:

- Working with the community through the Community Plan framework to understand what it will take for Guelph to set the community standard for the elimination of systemic racism.
- Creating and maintaining an inclusive workplace through the launch of the City's Employee Diversity and Inclusion Plan.
- Embedding anti-racism and inclusion practices and principles into local government's services, policies and decision-making.

**Workshop Purpose:** The purpose of the workshop is to support Councillors in their role as the City and community work together to set the community standard for the elimination of systemic racism.

**Outcomes of the Workshop:** The outcomes of the workshop are to support Council to:

- Better understand what systemic racism is.
- Learn more about the goal that has been set by the City and community, and the work that needs to be done.
- To generate ideas on how Councillors can support the work related to organizations, groups and individuals.

The City has engaged two local leaders to facilitate and conduct the workshop:

- Marva Wisdom, a local leader and diversity consultant embedded in the Community Plan project, and

- Giidaakunadaad (Nancy) Rowe, a Mississauga, Ojibwe of the Anishinaabek Nation located at New Credit First Nation, Ontario. Nancy holds an honors BA in Indigenous Studies and Political Science. She is an acknowledged elder for this territory, an educator, consultant and a Traditional Practitioner of Anishinaabek lifeways, views and customary practices and is currently completing a master's degree of Environmental Resource Studies at the University of Waterloo.

Having Marva and Nancy host the workshop will ensure that the approach aligns with the broader efforts and principles of this community-led action.

The workshop will be live streamed in the same way as other Council meetings during the pandemic, which will enable the community and our partners to experience the workshop alongside Council and learn more about this important work.

## **Attachments**

None

### **This memo was approved by:**

Jodie Sales

General Manager, Strategy, Innovation and Intergovernmental Services

Office of the Chief Administrative Officer

519 822 1260 extension 3617

[jodie.sales@guelph.ca](mailto:jodie.sales@guelph.ca)

### **This memo was recommended by:**

Scott Stewart

Chief Administrative Officer

Office of the Chief Administrative Officer

519 822 1260 extension 2221

[scott.stewart@guelph.ca](mailto:scott.stewart@guelph.ca)

# Introductory session

## Our Shared Journey: Unpacking Systemic Racism

November 16, 2020



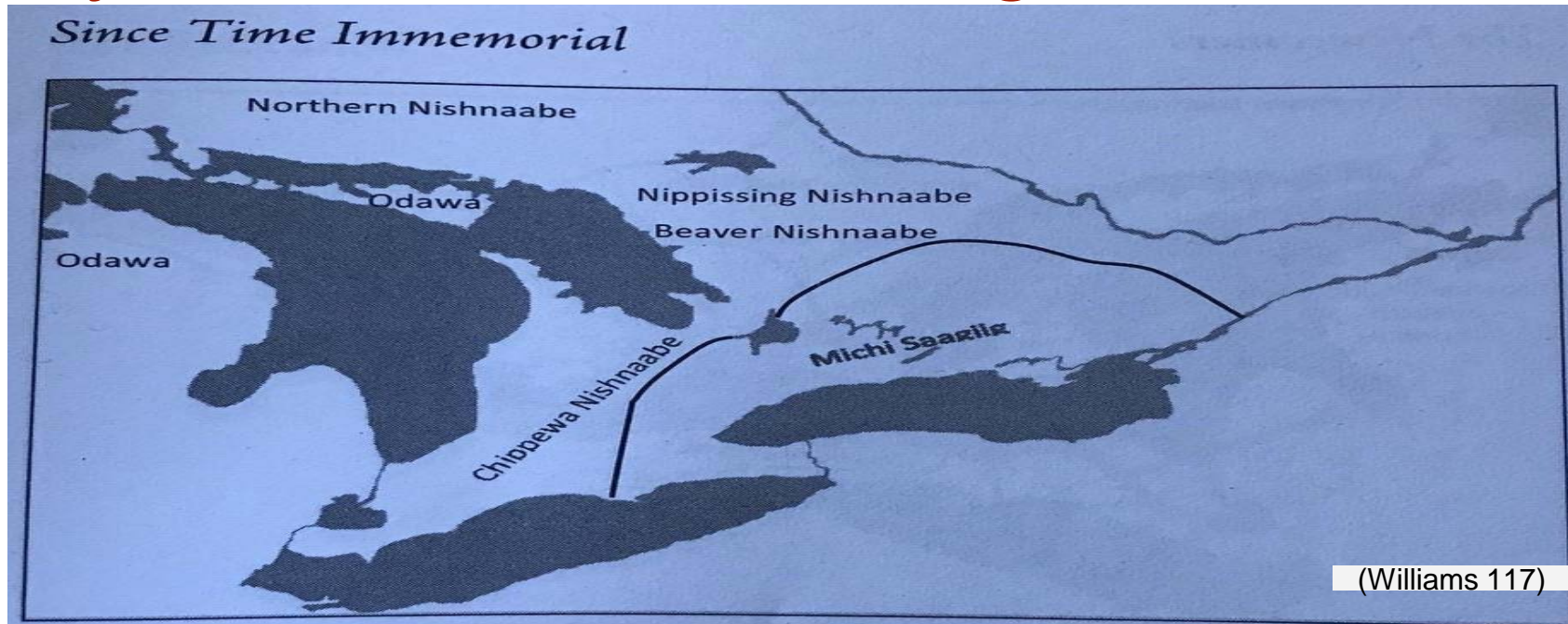
A United Vision:  
**GUELPH'S**  
**COMMUNITY PLAN**

# Setting the community standard for the elimination of systemic racism

## Agenda

1. Introduction and purpose
2. Rules of engagement
3. First things first:
  - Land acknowledgement
  - Brief history of colonialism
4. Introduction to systemic racism
  - What are the components?
  - How might each component be experienced?
5. Community Plan progress and next steps
6. Demonstrating community leadership
7. Questions & discussion
8. Wrap-up & next steps

# Ojibwe Nation Territorial Organization

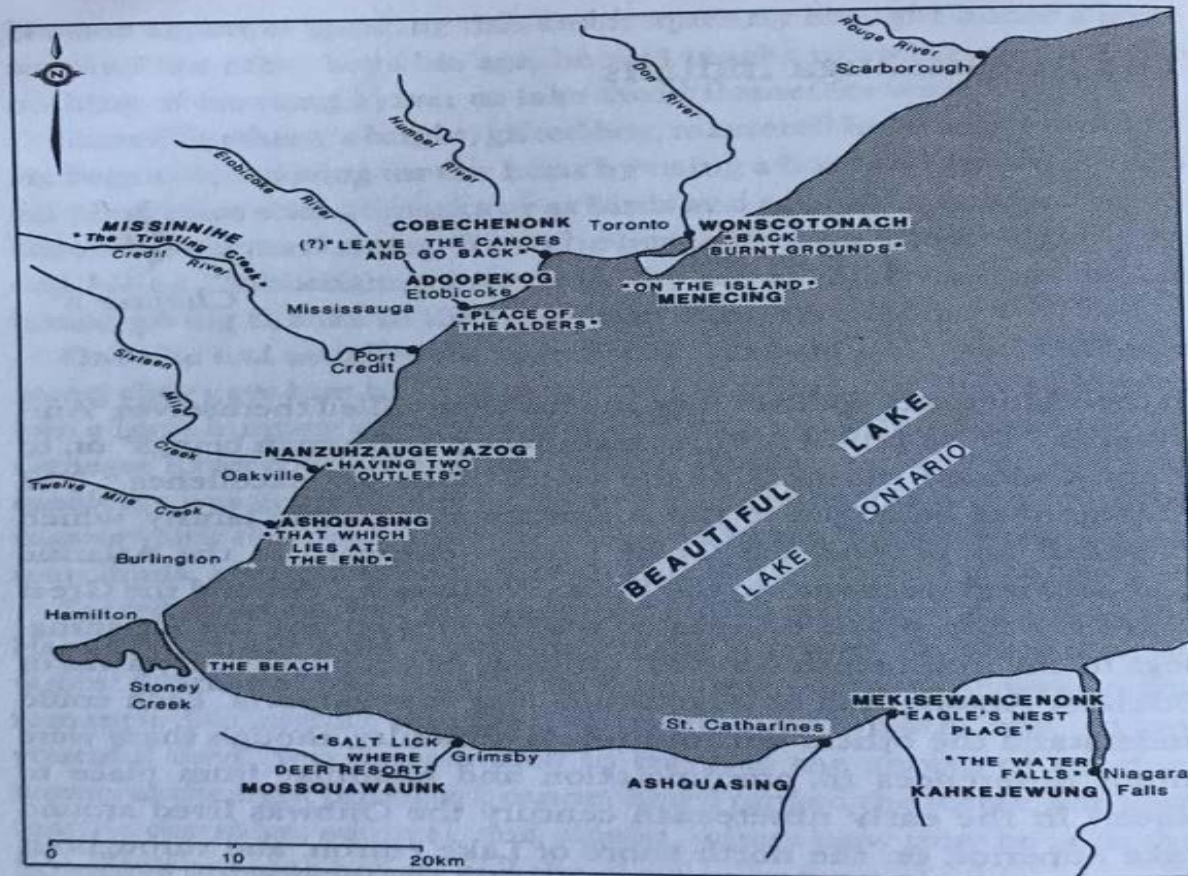


“The reason we are called the Michi Saagiig Nishnaabeg is because we lived at the mouth of the rivers.” (Williams 34)

“According to Michi Saagiig Nishnaabeg oral traditions, southern Ontario, particularly the area of Gananoque and to Long Point on Lake Erie, along the north shore of Lake Ontario and all its tributaries and rivers that drain into it, is the territory of the Michi Saagiig Nishnaabeg. This has always been true. Our territory of the Michi Saagiig Nishnaabeg is the north shore of Lake Ontario stretching from where the St. Lawrence River at the eastern end of Lake Ontario and the territory stretches to the west to approximately Niagara Falls. We are river mouth people that lived at nearly every river that flowed into Lake Ontario. (Williams 29)



18 *The Mississauga Indians*



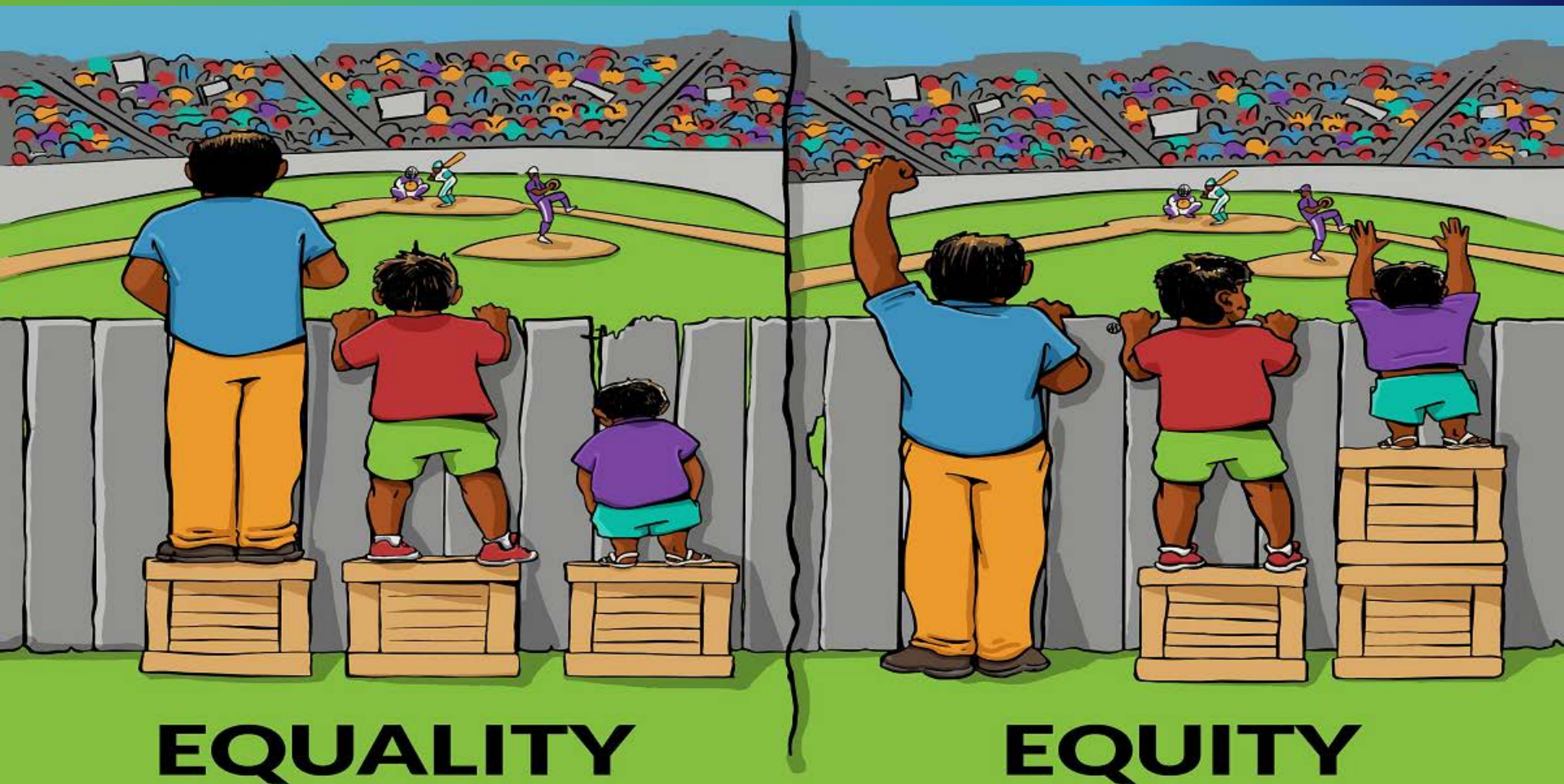
Map 2. Sacred Feathers's World: Mississauga Place-Names at the Western End of Lake Ontario

Place Names: (Jones in Smith)

# Unpacking systemic racism



Source: University of Southern California School of Social Work



Source: Interaction Institute for Social Change |  
Artist: Angus Maguire

# Community Plan progress

1. First conversations
  - Commitment
2. Broader community outreach
  - Commitment
  - Existing work
3. Upcoming community conversations
  - Stories
  - Actions
  - Strategies



## **Your leadership as elected members of Council**

- Attending and listening to Community Plan conversations
- Support identifying groups and leaders interested in joining these conversations and this effort
- Support the convening of conversations/sessions/workshops with stakeholders and constituents
- Amplifying communication efforts, using your channels and networks to share what's learned and opportunities to collaborate
- Opportunity to broaden your insight in how you deliberate on decisions that impact equity seeking groups in our city

# Questions & Discussion

# Wrap-up & Next steps

# Setting the community standard for the elimination of systemic racism



# Thank you