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The Regional Municipality of Durham Report

To: Committee of the Whole
From: Elaine Baxter-Trahair, Chief Administrative Officer
Report: #2020-COW-26
Date: October 14, 2020

Subject:

Anti-Black Racism Town Hall and Diversity, Equity and Inclusion Follow-Up

Recommendation:

That the Committee of the Whole recommends to Regional Council:

- A) That a Diversity, Equity and Inclusion Division be established to provide a dedicated focus to undertake this work, including the establishment of an Anti-Racism Task Force with an initial focus on anti-Black racism, and coordination of the Region's interdepartmental efforts to address systemic racism and promote community development; and
 - B) That pre-budget approval be granted for the hiring of three new positions which will be identified through the 2021 budget planning process to create the Equity, Diversity and Inclusion division reporting to the CAO. The positions include a Director, Diversity, Equity and Inclusion, a Policy Advisor to lead the implementation of the Anti-Racism Framework, and a Policy/Program Coordinator.
-

Report:

1. Purpose

- 1.1 The purpose of this report is to outline the background, work in progress and recommended actions to address corporate and community concerns related to anti-Black racism and diversity, equity and inclusion. Enclosed within this report are:
 - a. Background of the Region's current initiatives related to equity, diversity and inclusion;
 - b. Summary of the feedback received through the Regional Chair's Anti-Black Racism Town Hall, August 6, 2020 and recommended actions;
 - c. Jurisdictional best practices of municipal approaches to diversity, equity and inclusion, including anti-Black and anti-Indigenous racism; and

- d. Recommended deliverables for a Regional Diversity, Equity and Inclusion division.

2. Background

- 2.1 Diversity, equity, inclusion, community development and economic development are intricately linked. Equity in opportunity and access across multiple facets of the community (such as location and housing, arts and culture, healthcare, transportation, employment and basic needs) are critical to community sustainability and prosperity.
- 2.2 There are resources and expertise across departments and within the community that currently perform functions relating to diversity, equity and inclusion (DEI) and community development, but they are currently operating in a decentralized manner.
- 2.3 The Region's DEI and community development initiatives are inadequate to meet community needs and expectations to address the impacts of racism. The recent Black Lives Matter movement and associated Regional responses, have highlighted the need to re-examine the current structure and resourcing of DEI and community development initiatives within the Region.
- 2.4 Black residents and business owners experience racism in Durham Region. Personal experiences were submitted through the Your Voice Durham engagement portal during the Anti-Black Racism Town Hall. From Black children being treated differently by teachers, school administrators and their peers, to hate speech being directed at Black business owners, the stories underscore that anti-Black racism needs to be a priority focus area for the Region.
- 2.5 Currently, the composition of Regional employees does not reflect the diversity in the community.
- 2.6 Community stakeholders have called upon the Region to do more, including:
 - a. Coordinate municipal DEI initiatives and collaborative work;
 - b. Coordinate regional speakers' series and community conversations about DEI issues, including anti-Black racism; and
 - c. Take a more active role in the coordination of services and development of service provider organizations in the Region, particularly non-profits.
- 2.7 Currently, various staff/groups within the Region that undertake DEI and community development related work/initiatives are spread across various departments including Social Services, Corporate Services - Human Resources, the CAO's Office and Planning and Economic Development. Some examples include:
 - a. Inclusive Durham (internal working group and steering committee)
 - b. Diversity and Immigration Portfolio
 - c. Community Safety and Well-Being Plan development

- d. Health Department health equity work
 - e. Accessibility Plan
 - f. Age-Friendly Strategy and Action Plan
 - g. Government relations with the Mississaugas of Scugog Island First Nation
 - h. Additional specific inclusion strategies and programs in Social Services, Transit, etc.
- 2.8 The Region's Diversity and Immigration Program and the Durham Local Immigration Partnership (DLIP) have been in place for more than ten years. The primary element is the DLIP which is directed and funded by Immigration, Refugees and Citizenship Canada (IRCC). The work of this programs has largely been outward facing, helping to foster welcoming communities. Additional information can be found in Attachment #1.
- 2.9 Region-led groups that involve external stakeholders include:
- a. Durham Local Immigration Partnership Council
 - b. Newcomer Advisory Table
 - c. Community Partners in Diversity
 - d. Community Safety and Well-Being Plan Steering Committee
 - e. Durham Council on Aging
 - f. Accessibility Advisory Committee

Inclusive Durham

- 2.10 The Region's existing Diversity and Inclusion Strategy, Fostering a Strong and Inclusive Workplace: 2018-2021 was developed in the CAO's office and transitioned to Corporate Services - Human Resources (CS-HR) for implementation. It was developed with a focus on internal initiatives.
- 2.11 It is important that the Region of Durham is a place where diversity is embraced, and each person is valued and included. CS-HR has created Inclusive Durham, a staff committee that supports the implementation of the Diversity and Inclusion Strategy. Their work includes:
- a. Improving our understanding of diversity and deepening everyone's commitment to inclusion;
 - b. Strengthening diversity and inclusion within our organizational culture;
 - c. Engaging staff in diversity and inclusion efforts, and fostering opportunities for leadership, advancement and employee development; and
 - d. Identifying and addressing barriers to inclusion in the delivery of Regional programs and services.

3. Anti-Black Racism Town Hall

- 3.1 On August 6, 2020, residents were invited to ask questions, listen in, and share stories/ideas about how the Region can address systemic anti-Black racism in our community via a telephone town hall, which was also streamed online.

- 3.2 Regional Chair John Henry invited former Durham Regional Police Chief Paul Martin and the following panelists to join in the discussion:
- a. Sean Mauricette, Award-winning Motivational Speaker, Artist and Youth Worker (Facilitator);
 - b. Celina Caesar-Chavannes, Consultant and Former Member of Parliament;
 - c. David Mitchell, Assistant Deputy Minister, Youth Justice Division of the Ontario Ministry of Children, Community and Social Services; and
 - d. Ann Marie Morrison, incoming President for the Black Student Success Network, Durham College.
- 3.3 The Anti-Black Racism Town Hall community engagement summary, prepared by Environics Research, can be found in Attachment #2. Highlights included:
- a. 7,257 attendees for the session
 - b. 3,500 visits to Your Voice Durham online portal
 - c. 148 questions and comments submitted in the live event and an additional 55 stories shared via Your Voice Durham and by email.
- 3.4 The themes of the stories shared during the live event include:
- a. Questions for the Chief of Police about wellness checks, complaint processes and budgeting;
 - b. Personal experiences of anti-Black racism within the community;
 - c. Questions regarding the Region's ability to hold varying businesses and jurisdictions accountable for racist acts and policies;
 - d. Questions around businesses/hiring and how to increase hiring of visible minorities; and
 - e. Personal stories of the racism experienced by Black community members.

Outcomes from Anti-Black Racism Town Hall

- 3.5 The Region committed to open and transparent follow-up to the Anti-Black Racism Town Hall. Actions included:
- a. The full [video recording](#) and [transcript](#) of the event was posted online so that community members who were unable to attend could review the event.
 - b. The complete [Environics Research Report](#) from the Anti-Black Racism Town Hall has been posted on durham.ca.
 - c. The 55 stories submitted to the Region through the Your Voice Durham online portal and by email were reviewed by an internal staff working group and specific action items were identified. Where applicable, the stories were shared in a formal letter with DRPS, area municipalities and the local school boards. A summary of the recommendations for the Region of Durham is found in Attachment #3.
- 3.6 The Anti-Black Racism Town Hall panelists reconvened in September to review and provide feedback on the Region's recommended next steps.

4. Anti-Black Racism Framework and Action Plan

- 4.1 The Region has committed to the development and implementation of an Anti-Racism Framework to ensure we have a healthy workplace, and to address racism within the communities we serve. An initial focus will be placed on anti-Black racism as it is experienced by residents and employees. This work will be led by Corporate Services through an experienced consultant, Keishia Facey, from RFWC Consulting Services.
- 4.2 The Anti-Black Racism Framework and Action Plan will be informed through staff focus groups that were held in September.

5. Municipal Jurisdictional Scan

- 5.1 Staff are undertaking a jurisdictional scan of best practices in DEI and community development.
- 5.2 Key findings to date include:
- a. Durham's local area municipalities within Durham Region are responding to community concerns through the development of Diversity and Inclusion Plans, Advisory Committees and anti-Black racism committees.
 - b. Outside of Durham, many municipalities and regions across Canada are actively addressing diversity, equity and inclusion through a variety of strategies and programming. For the last 12 years, Canada's Best Diversity Employers' has been recognizing both public and private sector employers across Canada for their Diversity and Inclusiveness programs. Highlights from leading municipal jurisdictions are noted below.
 - Senior executive and dedicated units for diversity initiatives: a key feature across several of the jurisdictions reviewed, is a dedicated senior level resource responsible for leading DEI units, strategies and programming.
 - Equity and Inclusion Advisory Committees: Almost all jurisdictions reviewed had multiple advisory committees linked to DEI.
 - Formal commitment backed by strategies and actions: a common characteristic across leading practice jurisdictions is a visible and formal commitment to diversity, equity and inclusion that is backed by clearly defined strategies and actions. Many of the leading jurisdictions have multiple strategies to address various aspects of diversity, equity and inclusion, demonstrating an understanding of the complexities and intersectionalities in DEI.
- (a) The City of Vancouver is committed to advancing reconciliation, equity and anti-racism for all people in Vancouver. Focus areas with strategies and action plans include: accessible city, anti-racism, healthy city strategy, indigenous communities, 2SLGBTQ+community, Multiculturalism, Seniors, Women and Youth.

- (b) Ottawa demonstrates their commitment to DEI through initiatives that are overseen by their Diversity, Inclusion and Outreach Unit. This includes a Reconciliation Action Plan, a corporate diversity plan, a Women and Gender Equity Strategy and a municipal immigration strategy. Ottawa has also been recognized for their Equity and Inclusion Lens Handbook to promote equitable and inclusive interactions between staff and residents.
- (c) York Region demonstrates their commitment to welcoming and inclusive communities through their Inclusion Charter. This community initiative is designed to bring together businesses, community organizations and other partners with a common commitment for an inclusive environment. 32 organizations endorse the Charter.
- (d) The City of Toronto has created an 'Integrating City Charter' which applies an equity lens to its activities to identify and remove barriers and to support best practices in planning, budgeting, implementation and evaluation of its programs and services. They have also created a Confronting Black Racism Unit and a Gender Equity Strategy and Gender Equality Office.

6. Establishing the Diversity, Equity and Inclusion Division

- 6.1 Establishing a Diversity, Equity and Inclusion division under the Office of the CAO will provide a dedicated focus to the Region's initiatives, enable staff to undertake broader community-facing activities, and provide coordination and structure to existing diversity, equity, inclusion and community development functions. This will create clear accountabilities for both internal and external stakeholders by ensuring alignment across the Region's various portfolios addressing racism, discrimination, the prevention, identification and removal of barriers in access to opportunity.
- 6.2 Three new positions are being identified through the 2021 budget planning process:
 - a. Director, Diversity Equity and Inclusion
 - b. Policy Advisor
 - c. Policy/Program Coordinator
- 6.3 The division will also be supported by the Program Manager, Diversity Equity and Inclusion as recommended in the internal Diversity and Inclusion Strategy and approved in the 2020 budget. These new positions will coordinate with existing staff and resources across the organization including the Policy Advisor – Diversity and Immigration, Accessibility Coordinator and Accessible Documents Coordinator.
- 6.4 Responsibilities of the new Diversity, Equity and Inclusion division include:
 - a. Establishment of an Anti-Racism Task Force as a Committee of Council, with a formalized structure similar to other advisory committees (e.g., widely publicized community member recruitment to include residents most impacted by racism, as well as a Council representative).

- b. Coordination of existing Regional initiatives pertaining to diversity, equity, inclusion and community development.
- c. Continuation of the internal staff working group on anti-Black racism.
- d. Implementation of concrete actions contained within the Regional Anti-Racism Framework.
- e. Delivery of cultural competency training for all Regional staff and Council.
- f. Coordination of regional speakers' series and community conversations.
- g. Creation of an Equity and Inclusion Charter for Durham Region.
- h. Working with community stakeholders to develop and deliver mutually beneficial strategies and solutions.
- i. Coordination with local municipality community development and equity, diversity and inclusion offices to create a harmonized strategy for addressing inequalities throughout Durham.
- j. Reviewing and providing advice on existing Regional inclusion strategies, programs and approaches.
- k. Undertaking an updated staff survey in 2021.

6.5 The Diversity Equity and Inclusion division will champion the implementation of anti-racism initiatives. However, it will be the responsibility of each staff member in the organization to deliver on these initiatives to effectively combat racism. A public education and awareness campaign will support the efforts within the community.

7. Relationship to Strategic Plan

7.1 This report aligns with the following strategic goals and priorities in the Durham Region Strategic Plan:

- a. Community Vitality – The creation of the Diversity, Equity and Inclusion division will address risk factors that impact the well-being of our residents and help to build a healthy, inclusive community where everyone feels a sense of belonging.

8. Conclusion

8.1 The Region's current diversity, equity, inclusion and community development initiatives are inadequate to meet community needs and expectations in addressing the impacts of racism. Establishing a dedicated DEI division with well defined deliverables will ensure that Regional staff are appropriately equipped, structured and supported to affect change on systemic racism.

8.2 This report was prepared in consultation with the CAO's Office, Corporate Services, Social Services, Finance and Planning and Economic Development.

9. Attachments

Attachment #1: Diversity, Equity and Inclusion Community of Practice (DEI CoP) – Durham Region

Attachment #2: Durham Region Anti-Black Racism Telephone Town Hall Report, Environics Research

Attachment #3: Stories submitted during the Anti-Black Racism Town Hall event and respective recommendations

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Recommended for Presentation to Committee

Original signed by

Elaine C. Baxter-Trahair
Chief Administrative Officer

Diversity and Immigration Program

The Region's Diversity and Immigration Program and the Durham Local Immigration Partnership (DLIP) have been in place for more than ten years. The work of these programs has largely been outward facing, helping to foster welcoming communities and encourage and embed the principles of diversity and inclusion within the Region's local communities, organizations and institutions.

- a. The primary element of the Diversity and Immigration Program is the DLIP, funded by Immigration, Refugees and Citizenship Canada (IRCC).
- b. DLIP activities under the IRCC contract fall under five key components:
 - Local Immigration Partnership: administration and coordination of the DLIP;
 - Community Engagement: administration, coordination and participation in multiple community networks, including leading multiple working groups and participating in others;
 - Conferences: coordinating the biannual Best Practices Forum and the Funders Forum;
 - Communications: Funding Opportunities e-Newsletter and the Citizen e-Newsletter; and
 - Research Activities: exploration of newcomer healthcare access and impact on overall health, and of the barriers newcomers with disabilities face in accessing services with a view to enhance service coordination for newcomers with a variety of needs.

1.2 DLIP Key Stakeholders

- a. Community Partners in Diversity (CPD): With more than 100 individuals representing multiple sectors, CPD is the "premier working group" of the DLIP, formed more than ten years ago to develop content for the Durham Immigration Portal. Once complete, the group meets to accelerate settlement outcomes of newcomers and meet the needs of all residents by sharing information, resources, best practices, improving and increasing referrals, networking, and identifying gaps in service delivery and capacity in the community.
- b. Francophone Partners: The Francophone Partners group is a network of service providers and organizations that serve Francophone residents in Durham Region. The "Francophone LIP" is a member of the Francophone Partners working group. Through this representation and partnership, a greater alignment of priorities and activities has been achieved.
- c. Immigrant Employer Network (convened in fall 2020): The introduction of an Immigrant Employment Network to be made up of employers, employment service agencies, business advisory bodies, professional associations, workforce planning bodies, post-secondary education institutions, settlement and other service providers is planned for 2020-2021.

Attachment #1

- d. Newcomer Advisory Table: The Newcomer Advisory Table (NAT), formed in fall 2019, is made up of 16 Durham residents who were born outside of Canada and represent diverse populations. All members of the NAT have experience navigating the Canadian labour market and/or postsecondary education system. The NAT provides regular input and advice to the DLIP Council.
 - e. To achieve the objectives outlined in the IRCC contract and community plan, the LIP regularly consults with a range of partners, including: Welcome Centres Governance Committee; DEI Community of Practice; Durham Municipal DEI Coordinators Community of Practice; Chambers of Commerce / Boards of Trade; and North Durham Social Planning Council.
- 1.3 Under the Diversity and Immigration Program, the Region recently endorsed the DEI Community of Practice (DEI CoP) commitment to combat oppression, racism, anti-Black racism and discrimination.

DIVERSITY, EQUITY & INCLUSION COMMUNITY of PRACTICE (DEI CoP) – DURHAM REGION



Our purpose is to actively promote and support member organizations in the promotion of Diversity, Equity and Inclusion principles through informed practice to remove the barriers of systemic, cultural and direct oppression.

- ✚ *The UN General Assembly proclaimed 2015-2024 as the International Decade for People of African Descent (resolution 68/237) citing the need to strengthen national, regional and international cooperation in relation to the full enjoyment of economic, social, cultural, civil and political rights by people of African descent, and their full and equal participation in all aspects of society.*
- ✚ *As proclaimed by the General Assembly, the theme for the International Decade is “People of African descent: recognition, justice and development.”*
- ✚ *In proclaiming this Decade, the international community is recognizing that people of African descent represent a distinct group whose human rights must be promoted and protected.*

OUR COMMITMENT TO COMBAT OPPRESSION, RACISM, ANTI-BLACK RACISM AND DISCRIMINATION

We continue to bear witness to the ongoing injustice that has led to the deep sorrow and lament of the Black communities at the local, provincial, national and international levels. The sustained state of systemic anti-Black racism is historic. For generations, it has created an environment that has enabled widespread oppression, economic scarcity, over-representation in the child welfare and justice systems, health and education barriers, and loss of life.

The DEI CoP member organizations stand committed to the promotion of equity, inclusion, respect and justice as fundamental values embraced by each of our organizations, to reflect our social responsibility to the individuals and communities we serve and with whom we work.

It is our mission to act as advocates and allies for community peace, truth and restorative practice. The DEI-CoP knows that being aware of racism, oppression and discrimination is not enough.

In our Black families, clients, friends, colleagues and within the Black communities, we see the results and impact of the hurt and harm of racism, oppression and discrimination.

Also, in our Indigenous families, clients, friends, colleagues and the Indigenous communities, we see the results and impacts of racism, oppression and discrimination, including over-representation in the child welfare and justice systems. In our People of Colour families, clients, friends, colleagues and their communities, we too see the results and impacts of the hurt and harm of racism, oppression and discrimination.

We will no longer be silent. We call on the Durham community at large to join us.

We commit to take action by sitting in discomfort to have those tough, respectful, open, honest and healthy conversations about racism and doing all that we can to address oppressive and discriminatory practices, policies, beliefs and attitudes within ourselves and within our communities.

We recognize that we can individually and collectively make positive change and that the responsibility is on all of us to educate ourselves, take action and send a resounding message of NO MORE!

We have at this time in history a window to take action, to do better, to be better, now and for the future. So, join us, stand with us and share the burden that our Black families, friends, neighbours, colleagues, and communities have been carrying alone for far too long.

The Diversity Equity & Inclusion Community of Practice – Durham Region

MEMBERS OF DURHAM DEI-CoP

Catholic Family Services of Durham

Community Development Council of Durham

Community Justice Alternatives of Durham Region

Durham Children's Aid Society

Durham District School Board

Durham Rape Crisis Centre

Durham Family Court Clinic

Durham Regional Police Service

Frontenac Youth Services

John Howard Society of Durham

Lake Ridge Community Support Services

Murray McKinnon Foundation

Region of Durham – Diversity and Immigration Program

Resources for Exceptional Children and Youth – Durham Region (R.F.E.C.Y.)

RESOURCE LIST COMPILED BY THE DEI COP

Links:

[“Programme of Activities for the Implementation of the International Decade for People of African Descent”](#)

Recommended Videos/Articles:

White Fragility: [How 'white fragility' reinforces racism](#)

The Talk: [Procter & Gamble: The Talk](#)

Discover any bias: <https://implicit.harvard.edu/implicit/selectatest.html>

National Equity Project (2019) Don't talk about Implicit Bias without talking about Structural Racism. [Don't Talk about Implicit Bias Without Talking about Structural Racism](#)

Unpack your invisible knapsack: [White Privilege: Unpacking the Invisible Knapsack Peggy McIntosh](#)

Racial Equity Tools: <https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>

Recommended Books:

Cole, D. (2020) The Skin We're In: A Year of Black Resistance and Power

Diangelo, R. (2018) White Fragility: Why it's so Hard for White People to Talk about Racism

Jivani, J. (2019) Why Young Men Rage: Race and the Crisis of Identity

Jualla van Oudenhoven, Rona (2015) Violence against Children, A Rights-Based Discourse

Kendi, I (2019) How to be an Anti-Racist

Saad, L. (2020). Me & White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor.

Durham Region Anti- Black Racism Telephone Town Hall

August 06, 2020

FINAL REPORT
August 25, 2020



ENVIRONICS
RESEARCH

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INTRODUCTION

Executive Summary

The Region of Durham commissioned Environics Research and Converso Engagement Services to facilitate a Telephone Town Hall (TTH) on August 6th, 2020, to begin a dialogue with residents with the intent of moving toward addressing and eliminating anti-Black racism in the community. Session details include:

- August 6th, 2020, 6:30pm; the session lasted 129mins
- Use of a region-wide phone list of 98,549 randomly selected participants (including both landline and cell phones)
 - Participants not contacted by telephone could also observe the session and ask questions through online platforms including YouTube and a livestream video and audio link posted on the Region's website.
- Panelists offered prepared remarks and responded to participant stories and questions, including: Region Chair John Henry, Chief Paul Martin, Celina Caesar-Chavannes (consultant and former member of Parliament), David Mitchell (Assistant Deputy Minister with the Youth and Justice Division of the Ontario Ministry of Children, Community and Social Services), and Ann Marie Morrison (incoming President for the Black Student Success Network at Durham College).

The TTH followed a pre-approved script which was implemented by two in-person moderators; Jodi Shanoff from Environics Research and Sean Mauricette, motivational speaker and youth worker from Durham Region. The script included instructions for listeners participating in session, remarks from the Chair and attending panelists, and opportunities for live questions and stories from callers who were pre-screened by off-site interviewers and on-site event producers and Region staff. The session hosted a total of **7,257** attendees, including 422 who streamed the session online. The average attendance duration was 29 minutes for those participating by phone, and 43 minutes for those streaming online. Another **6,473** residents participated through Region facilitated online channels, including YouTube. Residents were prompted to share their stories, submit questions, as well as share ideas for fighting anti-Black racism in the Region. Popular topics included personal stories of experiences with racism in the Region, questions for the Chief of police pertaining to wellness checks, budgeting and hiring, as well as general guidelines for employers and jurisdictions on hiring for Black youth. There were also opportunities for the Panel to ask questions of Region staff and representatives.



Introduction and Methodology

The Region of Durham commissioned Environics Research and Converso Engagement Services to facilitate a Telephone Town Hall (TTH) as one of the ways the Region is opening its doors to hear from residents about how Regional policies and programs can help address systemic anti-Black racism in the community. Telephone Town Halls serve as large-scale opportunities to allow citizens to contribute to important local decisions and to hear from and interact with senior Regional staff and officials on issues. This special event was also broadcast on the Region of Durham website (live audio and video stream) and streamed on YouTube so that residents could listen to the proceedings and participate online.

Environics acted as the project lead, with accountability for the design of the Town Hall, scripting of recorded messages and moderator's guide, as well as project management. Converso was responsible for land line and cell phone list procurement, technology design and execution, and used the Access Live Virtual Town Hall (VTH) platform by Broadnet to host the events. Panelists served as subject matter experts.

The lists used to contact residents for the Town Hall Session events were procured and verified in advance of each event; 322 residents registered in advance. A random selection of landlines and cell phone numbers comprised the list for the region-wide event (for a total of 98,549 outbound calls, with duplicates removed).

Pre-call notices were issued to the lists on Aug 5; approximately 24 hours before the region-wide session.

The TTH event utilized all available landlines mapped to all wards in Durham Region as the primary list and cell numbers that were associated with rate exchanges in the region.



Introduction and Methodology (cont'd)

Information about the session was posted in advance on the Durham Region website. This project was conducted in accordance with Canadian Radio-television and Telecommunications Commission (CRTC) regulations.

The moderators facilitated the session and were joined by the Chair, Chief of Police, and subject matter expert Panelists. Each session:

- Was opened by the moderators with an explanation of how the session would be structured.
- Included prepared statements by the Regional Chair John Henry, Chief Martin and Panelists
- Included a live question and answer period.
- Invited listeners to submit questions, comments and stories to be asked aloud during the sessions by pressing “*3” on their phone key pads. Questions/stories were vetted by call screeners who then passed the questions to on-site Region staff. Among the call screeners were Region staff who had come forward to be part of the Region’s internal working group to address anti-Black racism throughout the community. These staff – who are members of the Region’s Black community – brought their personal experiences and interests to the role of question screener. The Moderators took turns introducing selected callers, who then asked their question or shared a personal experience. When appropriate, the Regional Chair, Police Chief and/or one or more panelists responded to the caller stories and questions.
- Participants were also able to submit questions online for the moderator to ask aloud.

The following is a summary report from the collaboration between the Region of Durham, Converso, and Environics Research. This report is not intended to promote a particular point of view or to serve as a verbatim transcript of the event.



Introduction and Methodology (cont'd)

Durham Region Residents were offered multiple channels/opportunities to share their ideas, stories and questions with the Region on the topic of addressing anti-Black racism across Durham. In addition to participating in the telephone town hall, residents were also prompted to use the following channels to engage in the ongoing discussion:

- Residents can go online to join the conversation at yourvoice.durham.ca. There, they are invited register to join the conversation and submit stories and ideas online and join with other Regional residents doing the same thing.
 - A total of 52 stories have been submitted at the time of completing this report. A record of those stories is included in Appendix E of this document.
- Any residents who wish to share their views and thoughts directly with the Region can send an email to Durhamstrong@durham.ca.
- The Town Hall event was also broadcast by Rogers Communications in the weeks that followed.
- Anyone interested in participating in the conversation or viewing a recording of the Town Hall event can find information and links [here](#).



Summary of Script

The following is a summary of the script used for the region-wide session:

- Introduction (6:30 pm)
- Remarks by Regional Chair (6:34 pm)
- Remarks by other panelists (7:40)
- Questions from audience (7:54)
- Call terminated (8:40pm)

Detailed scripts are included in Appendix A at the end of this document.

REGION WIDE SESSION ATTENDANCE

The following is a summary of attendees from region-wide session, including participants on Converso's phone and online platform.

- The Anti-Black racism TTH had **7,257 attendees** (telephone and online audio stream) with an average participant duration of 29 minutes for telephone participants and 43 minutes for those listening online. The event was also streamed live by the Region and received 4,015 streams on YouTube and 2,458 unique visits to durham.ca/VirtualTownHall.

Converso Numbers	AUGUST 2020
Total numbers dialed	98,549
Total attendees	7,257
<i>Total attendees (Converso - phone)</i>	<i>6,835</i>
<i>Total attendees (Converso - online)</i>	<i>422</i>
Peak phone attendance (Converso)	2,263
Number of questions submitted by phone and online	148
Number of questions screened on the phone	88
Number of questions asked	17
Average participant duration (phone)	29
Average participant duration (online)	43
Stories submitted via email	50

QUESTIONS, STORIES AND IDEAS

QUESTIONS, STORIES & IDEAS – HEARD LIVE

During the session, residents were given the opportunity to share their stories, experiences, and ask questions of both Region representatives and Panel members. The following is a synthesized list of themes that emerged from the 17 questions and stories heard aloud during the session.

Questions, stories and comments included:

- Questions for the Chief of Police about wellness checks, complaint processes and budgeting
- Personal experiences of anti-Black racism within the community
- Questioning for accountability of the Region to hold varying businesses and jurisdictions accountable to racist acts and policies
- Questions around businesses/hiring and how to increase hiring of visible minorities
- Personal stories of the difficulties experienced by Black members within the community.

*For a full transcript of the event, please see page 18 in Appendix B.

QUESTIONS SUBMITTED – ONLINE/ PHONE

In total, 148 questions/stories were submitted during the live event. A complete record of these submissions is found below in Appendix D of this document. The word cloud below is a qualitative analysis of the terms, themes and issues that were raised through these questions and stories, showcasing words based on relevance and frequency of mentions.



STORIES SUBMITTED – BANGTHETABLE/EMAIL

In addition to the opportunity to submit questions online, or voice questions, comments, and stories aloud, residents were also invited to submit their stories through the Region's website (yourvoice.durham.ca), as well as by email. Below are high-level themes uncovered across the 52 stories submitted. A complete record of these submissions is included in Appendix E of this document.:

- Suggestions for reform within the Region, including recommendations for the DRPS
- Requests for educational reform, including history classes that describe Black History beyond slavery
- Suggestions for ways to meaningfully connect with Black communities beyond 'public relations exercises'
- Experiences of racism within the schools, alongside calls to action for school system reform in addressing said racism (in multiple cities within the Region, including Oshawa, Whitby, Ajax and Uxbridge)
- Experiences within the Region of racial profiling, from fellow Durham Region citizens, police officers, and Durham Region staff
- Multiple mentions of racism within Uxbridge and encouragement to ban all symbols of hate and racial intolerance (such as the Confederate flag)

APPENDIX A

SCRIPTS

SESSION SCRIPT

The session script is available on page 28 of this document.

Moderator Speaking Notes – Durham Region August 6, 2020

[Music Hold Ended]

Introduction

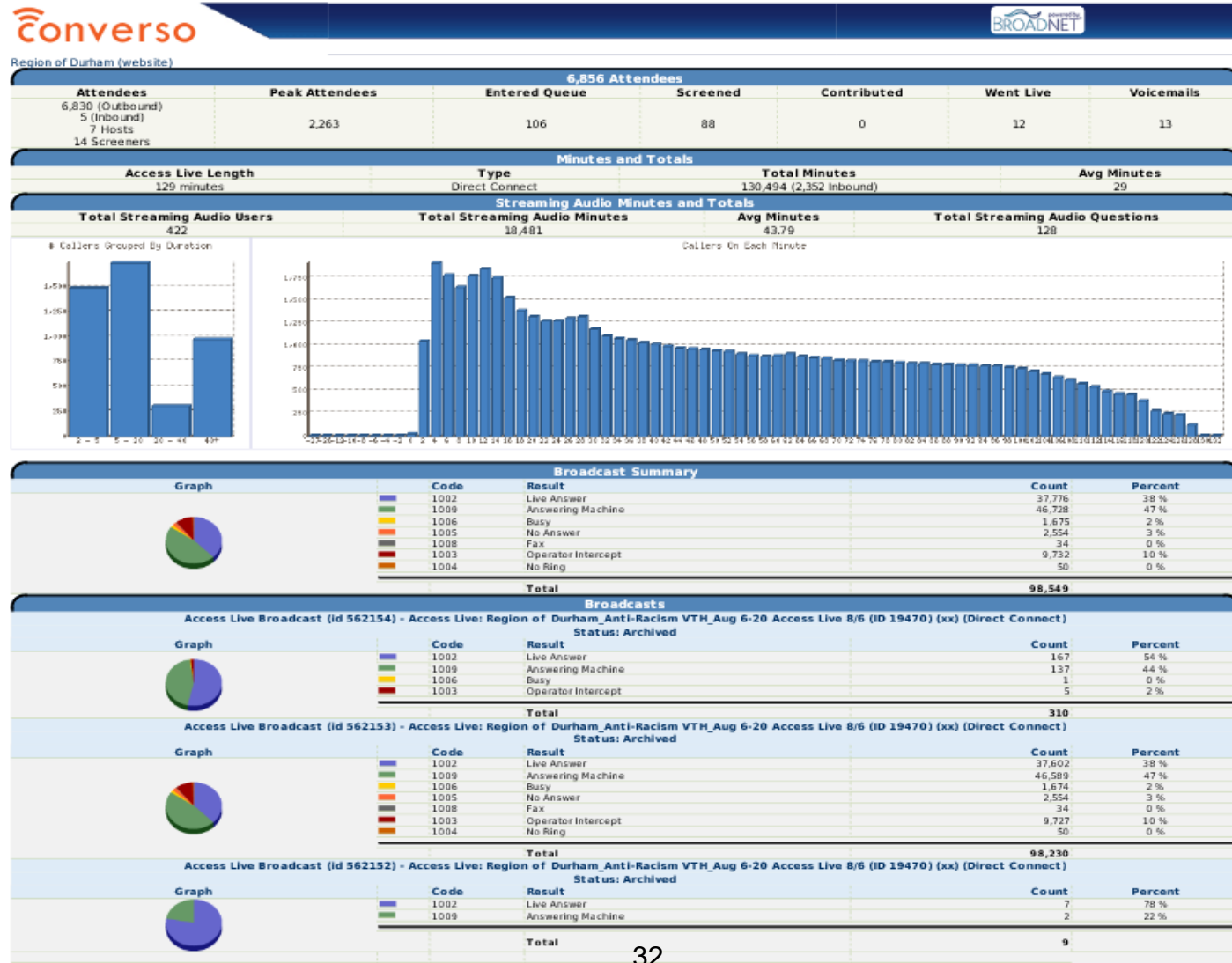
6:30pm – JODI (MODERATOR): Hello everyone, my name is Jodi Shanoff and I'm pleased to be your host tonight for this important conversation, hosted by Durham Region. This session has been organized by the Region to begin a dialogue with residents with the intent of moving toward addressing and eliminating anti-black racism in the community.

This session is only one of the ways in which the Region is opening its doors to hear from residents about how Regional policies and programs can help address systemic anti-black racism in the community. Aside from tonight's discussion, residents are also invited to share stories, questions and ideas with the Region in the following ways:

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- Any residents who wish to share their views and thoughts directly with the Region can send an email to Durhamstrong@durham.ca. That's Durhamstrong@durham.ca.

APPENDIX B
SUMMARY
STATISTICS &
TRANSCRIPT

ANTI-BLACK RACISM TTH SUMMARY



TRANSCRIPT OF EVENT

The transcript of the event is available on page 38 of this document.

Durham Region Anti-Black Racism Town Hall: Transcript

August 6, 2020

Jodi Shanoff: Hello everyone, my name is Jodi Shanoff and I'm pleased to be your moderator tonight for this important conversation hosted by Durham Region. This session has been organized by the Region to begin a dialogue with residents with the intent of moving toward addressing and eliminating anti-Black racism in the community. The session is only one of the ways in which the Region is opening its doors to hear from residents about how regional policies and programs can help address systemic anti-Black racism in the community. Aside from tonight's discussion, residents are also invited to share stories, questions and ideas with the Region in the following ways:

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Tonight I'm joined by Regional staff, and panelists from Durham's Black community who are here to listen to your stories, answer your questions and discuss your ideas about fighting anti-Black racism in the region. We're all in Durham Region Council Chambers, where we're adhering to social distancing protocols. I'm excited to share hosting duties with Sean Mauricette, an award-winning motivational speaker, artist and youth worker from Durham Region. I'd like to pass things over to Sean to introduce himself, our panel, and to talk about how tonight's session is intended to unfold. Over to you, Sean.

Opening remarks

Sean Mauricette: Very pleased to be here tonight. These are important discussions that are desperately needed if we are to move forward in a way that truly embodies and addresses the needs of a people who have, for the most part, been trying to have their voices heard for quite some time. So I'm very honored to be here. Joining us tonight, we have:

- John Henry, Durham Regional Chair
- Chief Paul Martin, Durham Regional Police Chief
- Celina Caesar-Chavannes, a consultant and former member of parliament
- David Mitchell, Assistant Deputy Minister with the Youth and Justice Division of the Ontario Ministry of Children, Community and Social Services
- Ann Marie Morrison, the incoming president for the Black Student Success Network at Durham College.

So thank you all for being here. Before we hear from our speakers, I just like to take a minute to set the tone for our discussion tonight. Everyone participating in tonight's call is aware that anti-Black racism is a serious and sensitive issue. We're inviting people to share what may be difficult stories, and we are open to ideas and suggestions about how Regional leaders can help address the systemic barriers that may have contributed to these difficult experiences. However,

APPENDIX C

LIVE COMMENTS/QUESTIONS

LIVE QUESTIONS/STORIES

Questions/stories used are exact transcriptions recorded by question screeners during the event. Spelling and grammatical errors are typical. The questions are not an exact reflection of the wording used by participants once invited to ask their questions live.

What other affirmative actions is the region taking to address anti-Black racism, and all its forms, by the criminalization of mental health?

Will the region be establishing any type of anti-racism unit within the region to address these ongoing issues?

What is the region doing to increase hiring of visible minorities?

In addition to call for minimum 10% divestment of the Durham Region Police services, what other resources, financial included, has the region set aside to support community organization?

Will Durham Region be completing employee audits for marginalized groups?

My impression is the primary concern of Black lives matter is police reform – what mechanisms in the police service can be changed – processes for complaints, feedback from the public, that go directly to the chief of the police – there is no such thing. [Story shared]. We've got to change the internal mechanisms of the police service so there is a simple, well known process for complaints and feedback.

My first question is for Chief Martin – in May of last year, a young 15 year old went viral because of how police officers handled a wellness check. How do you plan to change the process for wellness checks?

I know we've had rep on staff – I'm wondering from an industry who employs young adult, when we get young people from the Black community, is there anything we can do to empower young adults who are starting their journey? What can we do as employers?

LIVE QUESTIONS/STORIES (CONT'D)

Questions/stories used are exact transcriptions recorded by question screeners during the event. Spelling and grammatical errors are typical. The questions are not an exact reflection of the wording used by participants once invited to ask their questions live.

Thank you for holding this Town Hall – are there minutes being taken? Looking at the history of what our public schools are teaching kids. There's been a push for aboriginal history – I'd like to see what our kids are being taught and if it accurately reflects our Canadian history for racism?

I just wanted to know if there is any plans/anything that's going to take place in strengthening the relationship with the Black community – especially young Black men – and the Durham police

On June 5, during an Uxbridge peaceful stand in, our families experienced a hateful experience including a confederate flag. Will Durham Region take-action?

*I'm an immigrant, father of 4 Black boys, of 4 sons, 3 have experienced serious issues of racism. [Shares stories of 3 sons]. **

I have a question – due to the recent events of the BLM movement – how much is the Durham police defunding? From what services was the money taken from within the police service?

*[Story told] about bus experience.**

I'm from Africa and a front line worker – since we moved to Durham region, we've had a lot of issues with ridicule around my accent – I got to the point I had to speak up, but then I was told that I'm rude. [Continues story] The manager I complained to brushed it aside. [Continues story].

**Recordings of session available for full stories.*

LIVE QUESTIONS/STORIES (CONT'D)

Questions/stories used are exact transcriptions recorded by question screeners during the event. Spelling and grammatical errors are typical. The questions are not an exact reflection of the wording used by participants once invited to ask their questions live.

[I had no idea it was this bad out here in Durham – I am sorry that this exists]. Durham Regional police services, most of them are wonderful – I have had a horrible experience when my son was 27 .. [tells story].

[Story about racism in her career]. I worked for the region of Durham – I live outside of Durham, when the death of George Floyd came about, there was tension and my first instinct was to check on my colleagues to make sure they were supported. I asked if we could distribute a message of solidarity in our department – I was told due to Durham Region having a police service in our regional strategy that would be discouraged. I was disheartened. [continues story] I am disappointed - [continues story].

**Recordings of session available for full stories.*

APPENDIX D
SUBMITTED
COMMENTS/QUESTIONS

QUESTIONS SUBMITTED ONLINE/BY PHONE

Questions below are those which were submitted online and by phone. In total 148 questions were submitted during the event. The question summary is available on page 68 of this document.

Question					
<p>'Will the DRPS reduce its budget so that the Region can build an improved public safety capacity?' 'Why is it taking long to send out the connect invites?' 'Goodnight is there any sign up for this platform to become an active member in Durham regarding this situation/topic.' 'Minneapolis police was very progressive but yet George Floyd was murdered Police manage inequality by keeping the dispossessed from the owners the Black from the white the homeless from the housed the beggars from the employed. Police&RCMP can't b refo' 'Minneapolis police was very progressive but yet George Floyd was murdered Police manage inequality by keeping the dispossessed from the owners the Black from the white the homeless from the housed the beggars from the employed. Police&RCMP can't b refo' 'Look at the Minneapolis Police Department which is held up as a model of progressive police reform. The department offers procedural justice as well as trainings for implicit bias mindfulness and de-escalation. And George Floyd was still murdered' 'beware of community policing and youth policing police gather personal information to further prosecute youth (school to prison) system. MFD150.com for reference' 'DRPS has been a permanent fixture at Pine Ridge Secondary School since 1998. When we were students we knew who they were targeting. Can DRPS commit to leaving all DDBS and DCDBS institutions as a permanent fixture?' 'Several prominent race scholars and community organizers acknowledge that many BIPOC have lost faith in policing as an institution. What community-centric alternatives to policing has the region already explored in attempts to better serve BIPOC?' 'something that is clear is that the farther East we move in the region the less anti-racist infrastructure is set up. How does the region plan to provide space and protections for new anti-racist organizations?' 'Did we begin. I don't see anything only the music' 'is ther a visual' 'How are we equipping our teachers in educating diverse cultures in a respectful manner. My experiences with the Durham schools is filled with bias and racism where things are swept under the rug. Many are young and filled with bias and are teaching bias.' 'Will the Region of Durham commit to provide a full line-by-line public disclosure of annual budget allocation to Durham Regional Police Services (DRPS).' 'My apologies are we supposed to be hearing answers? We have not yet heard any responses. Thank you.' 'In 2019 there was an increase in mental health related incidents. Yet the budget increase for DRPS was to add 20 police officers on the front line. How many mental health practitioners were added to the front line given the spike in mental health crisis' 'The Chief mentioned public involvement in the hiring process. Will individuals from the community be part of the selection for the new chief?' 'What exactly is the definition of systemic racism? Is this something different than individual racism within systems? Thank you for this discussion.' 'Can you please fix the sound? It is incredibly difficult to hear what anyone is saying.' 'Why does DRPS have a vulnerable sector registry? Who oversees this data? How is it used?' 'What other affirmative action is the region taking to address anti-black racism and racism in all it's forms through the criminalization of mental' 'What other affirmative action is the region taking to address anti black racism and racism in all its forms by the criminalization of mental health?' 'What affirmative action is the region taking to address anti black racism and racism in all its forms through the criminalization of mental health.' 'Does the region commit to assembling a team of culturally responsive and clinically trained mental health practitioners?' 'in addition to the call for a minimum 10% divestment from DRPS what other resources (financial included) has the region set aside to support local community organizations?' 'Why can't I see the town hall? IT'S JUST MUSIC!' 'idea: what are your thoughts on leveraging the existing Youth in Policing (YPI) initiative to introduce BIPOC youth to Durham Police and potentially cultivate future interest in a career in policing?' 'To add to the comments made about the confederate flag - In 2013/2014 a student at a Courtice high school had fastened the flag to their truck and would drive to school with the flag. This is not ok in our community and is something I will never forget.' 'What does "Blue Lives Matter" mean to you in the context of this moment? What is DRPS stance on members of the police force using this phrase as representatives of Durham Police?'</p>					

APPENDIX E
STORIES SUBMITTED
THROUGH REGION
WEBSITE

STORIES SUBMITTED ONLINE

Stories below are those which were submitted through the Region's website (yourvoice.durham.ca). As of submission of this report, a total of 52 stories had been submitted. The stories submitted document is available on page 80 of this document.



Stories-Combined.pdf

FOR QUESTIONS, CONTACT:



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Vice President, Consultation
and Engagement

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Jodi.Shanoff@environics.ca



Victoria Sicilia
Research Associate, Corporate
and Public Affairs

Tel: 647-390-2797

victoria.sicilia@environics.ca

Moderator Speaking Notes – Durham Region August 6, 2020

[Music Hold Ended]

Introduction

6:30pm – JODI (MODERATOR): Hello everyone, my name is Jodi Shanoff and I'm pleased to be your host tonight for this important conversation, hosted by Durham Region. This session has been organized by the Region to begin a dialogue with residents with the intent of moving toward addressing and eliminating anti-black racism in the community.

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Tonight, I am joined by Regional staff and panelists from Durham's Black community who are here to listen to your stories, answer your questions, and discuss your ideas about fighting anti-black racism in the Region. I am excited to share hosting duties with Sean Mauricette – an award-winning motivational speaker, artist and youth worker from Durham Region. I'd like to pass things over to Sean to introduce himself, our panel, and to talk about how tonight's session is intended to unfold. Over to you, Sean...

SEAN (MODERATOR): Thank you, Jodi. I'm very pleased to be here tonight. INTRODUCTORY REMARKS/INTRODUCTION

Joining me tonight are:

John Henry, Durham Regional Chair

Chief Paul Martin, Durham Regional Police Chief

Celina Caesar-Chavannes – a Consultant and former Member of Parliament

David Mitchell – Assistant Deputy Minister with the Youth and Justice Division of the Ontario Ministry of Children, Community and Social Services

And Ann Marie Morrison, the incoming President for the Black Student Success Network at Durham College.

Before we hear from our speakers, I'd like to take a minute to set the tone for our discussion tonight. Everyone participating in tonight's call is aware that anti-black racism is a serious and sensitive issue. We are inviting people to share what may be difficult stories, and we are open to ideas and suggestions about how Regional leaders can help address the systemic barriers that may have contributed to these difficult experiences.

What we cannot tolerate tonight are any intolerant, abusive or inappropriate remarks that set back the progress of this discussion. Everyone participating in tonight's discussion is committed to maintaining a constructive and open discussion where the Region can learn from the feedback from residents. The people who are technically supporting this discussion will disconnect any caller or any remarks which are considered to be inappropriate, intolerant or abusive of anyone who is sharing their experiences with us. We will be very vigilant on this point tonight.

Beyond the etiquette of this discussion, I'd like to pass it back to Jodi who will cover some of the technical logistics involved when anyone listening wishes to join our live panel with a story, question or idea to address anti-black racism in Durham Region. Jodi, back to you.

JODI (MODERATOR): Thanks Sean. Before we hear more from our speakers, let me start by explaining how a Virtual Town Hall works. Right now, residents from all over Durham Region are answering their phones and connecting to the discussion. We will hear from the Regional Chair shortly, as well as other panelists

who have agreed to share their stories and their time to be part of this important discussion tonight.

After that, it will be your turn. You will have a chance to share your thoughts, ask your questions, and to raise issues that you think are critical at this time. You can get in line to participate at any time by pressing [STAR THREE] on your phone keypad. You'll then be put through to an operator who will take down your name, the nature of your question or remarks and put you in line. For those of you joining us online, please type your question or comments into the question field on your screen. Your questions and comments will be read out loud by me, the moderator.

If you have a question about issues discussed during tonight's session, but don't get a chance to go live during our call, you may submit your comments or questions two ways:

- Residents can go online to join the conversation at yourvoice.durham.ca. There, you can register to join the conversation and submit your stories and ideas online and join with other Regional residents doing the same thing.
- Any residents who wish to share their views and thoughts directly with the Region can send an email to Durhamstrong@durham.ca. That's Durhamstrong@durham.ca.

Our emphasis tonight will be on hearing from residents so the Region can better understand the scope of anti-black racism in the community.

Here are a few things to keep in mind when you ask a question tonight:

1. when using your phone to ask a question, press *3 on your keypad and you'll be routed to an operator who will ask you to provide your name and the nature of your question or comment.
2. **We wish to hear from as many residents tonight as possible. There are a lot of people on the line and we want to try and get to as many of your stories, ideas and questions as we can! Please ensure your comments are related to tonight's topic, and that you are considerate of the many others like you who would like to share their stories and ideas with our panel.**

Again, my name is Jodi Shanoff and I am pleased to be your moderator for this Virtual Town Hall with Durham Region Chair John Henry, Chief of Police Paul Martin, and our panel members including Celina Caesar-Chavannes, David Mitchell and Ann Marie Morrison. It's my job to keep this conversation moving smoothly and to make sure we get to hear your questions and have as much discussion as possible. Before we start getting to your questions, I would like to throw things back over to Sean Mauricette to introduce our panel members and hear their opening remarks.

SEAN (MODERATOR): Thank you Jodi. INSERT COMMENTS TO INTRODUCE PANELISTS ONE BY ONE:

John Henry, Durham Regional Chair

Chief Paul Martin, Durham Regional Police Chief

Celina Caesar-Chavannes – a Consultant and former Member of Parliament

David Mitchell – Assistant Deputy Minister with the Youth and Justice Division of the Ontario Ministry of Children, Community and Social Services

And Ann Marie Morrison, the incoming President for the Black Student Success Network at Durham College.

6:40pm – Chair Henry: REMARKS (5mins)

SEAN (MODERATOR): Thank you, Chair Henry. We'll now hear from Durham Region Police Chief Paul Martin.

Chief Martin: REMARKS (5mins)

SEAN (MODERATOR): Thank you, Chief. We'll now hear from Celina Caesar-Chavannes.

Caesar-Chavannes: REMARKS (5mins)

SEAN (MODERATOR): Thank you, Celina. Next up is David Mitchell.

D Mitchell: REMARKS (5mins)

SEAN (MODERATOR): Thank you, David. Our final panelist to address the call is Ann Marie Morrison.

D Mitchell: REMARKS (5mins)

7:10pm JODI (MODERATOR): Thank you to all of our panelists. For those of you just joining us, my name is Jodi Shanoff, I'm your moderator for this evening's Virtual Town Hall. I'm pleased to be here with Region of Durham Chair John Henry, Police Chief Paul Martin and members from Durham Region's Black community including Celina Caesar-Chavannes, David Mitchell and Ann Marie Morrison. They are all here to hear about, discuss and address issues of systemic anti-black racism in Durham. The Region has organized this call tonight to start a conversation with residents – to hear your stories, your questions and your ideas about how the Region can address anti-black racism in the broader community.

Just a reminder, you can press STAR 3 on your phone at any time to get in line to ask a question.

7:11pm - JODI (MODERATOR): Now, let's get to our first caller of the night. On the line we have [FIRST NAME]. [Name], what would you like to share with Durham residents on the topic of anti-black racism?

[Q&A – Sean will direct to appropriate speaker]

APPROX 85mins for questions

JODI (MODERATOR): Thanks for that question.

Let's go right to another question.

Our next question is from [FIRST NAME]

[Name], what is your question?

JODI (MODERATOR): Thanks for that question.

Let's go right to another question.

Our next question is from [FIRST NAME].

[Name], what is your question?

JODI (MODERATOR): Thank you [SPEAKER]. Next, we have a question from [FIRST NAME].

[Name], what is your question?

JODI (MODERATOR): Thanks for that question. If you have a story you'd like to share, a question you'd like to ask, or an idea about addressing anti-black racism in Durham Region, please press STAR 3 on your phone and you'll be routed to one of our operators. If you're joining us online, please type your question into the question field. Those of you joining us on online can ask a question by typing your question into the Comments section.

Let's go right to another question.

Our next question is from [First Name].

[Name], what is your question?

Closing (5-6 minutes)

8:24pm – JODI (MODERATOR): We're coming to the end of our time together this evening. There have been so many important questions and robust conversation tonight.

Sean, do you have any closing thoughts to share with our audience regarding tonight's Virtual Town Hall and the conversation the Region has started about addressing anti-black racism in Durham?

8:25pm – SEAN MAURICETTE: REMARKS

8:28pm – JODI (MODERATOR): Thanks to everyone for their participation tonight. Remember, if you had a story you wanted to share, a question you wanted to ask or an idea about addressing anti-black racism in Durham Region and we didn't get a chance to hear from you tonight, there are still ways you can participate in this on-going conversation. Specifically,

- Residents can go online to join the conversation at yourvoice.durham.ca. There, you can register to join the conversation and submit your stories and ideas online and join with other Regional residents doing the same thing.
- Any residents who wish to share their views and thoughts directly with the Region can send an email to Durhamstrong@durham.ca.

In addition, a recording of tonight's town hall will be available on the region's website very shortly.

8:29pm – Thanks for being part of this important event, thanks for your interest and your questions, and have a good evening!

CALL IS TERMINATED

Durham Region Anti-Black Racism Town Hall: Transcript

August 6, 2020

Jodi Shanoff: Hello everyone, my name is Jodi Shanoff and I'm pleased to be your moderator tonight for this important conversation hosted by Durham Region. This session has been organized by the Region to begin a dialogue with residents with the intent of moving toward addressing and eliminating anti-Black racism in the community. The session is only one of the ways in which the Region is opening its doors to hear from residents about how regional policies and programs can help address systemic anti-Black racism in the community. Aside from tonight's discussion, residents are also invited to share stories, questions and ideas with the Region in the following ways:

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Opening remarks

Sean Mauricette: Very pleased to be here tonight. These are important discussions that are desperately needed if we are to move forward in a way that truly embodies and addresses the needs of a people who have, for the most part, been trying to have their voices heard for quite some time. So I'm very honored to be here. Joining us tonight, we have:

- John Henry, Durham Regional Chair
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So thank you all for being here. Before we hear from our speakers, I just like to take a minute to set the tone for our discussion tonight. Everyone participating in tonight's call is aware that anti-Black racism is a serious and sensitive issue. We're inviting people to share what may be difficult stories, and we are open to ideas and suggestions about how Regional leaders can help address the systemic barriers that may have contributed to these difficult experiences. However,

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Jodi Shanoff: I will start by explaining how a telephone townhall works. Right now, residents from all over Durham Region are answering their phones and connecting to the discussion. We will hear from the Regional Chair shortly, as well as other panelists who have agreed to share their stories and their time to be part of this important discussion tonight. After that, it'll be your turn. You'll have a chance to share your thoughts, ask your questions and to raise issues that you think are critical at this time. You can get in line to participate at any time by pressing *3 on your phone keypad. You'll then be put through to an operator who will take down your name, the nature of your questions or remarks, and put you in line. For those of you joining us online, please type your question or comments into the question field on your screen. Your questions and comments will be read aloud by me, the moderator. If you have a question about issues discussed during tonight's session, but you don't get a chance to go live during our call, you may submit your comments or questions two ways:

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Our emphasis tonight will be on hearing from residents so the Region can better understand the scope of anti-Black racism in the community. Here are a few things to keep in mind when you ask a question tonight. When using your phone to ask a question or submit a comment, please press *3 on your keypad and you'll be routed to an operator who will ask you to provide your name and the nature of your question or comment. We wish to hear from as many residents tonight as possible. There are a lot of people on the line and we want to try and get to as many of your stories, ideas and questions as we can. Please ensure your comments are related to tonight's topic and that you are considerate of the many others like you who would like to share their stories and ideas with our panel. Again, my name is Jodi Shanoff and I'm pleased to be your moderator this evening for this telephone town hall with Durham Regional Chair John Henry; Chief of Police Paul Martin and our panelists members including Celina Caesar-Chavannes, David Mitchell and Ann Marie Morrison. It's my job to keep this conversation moving smoothly and to make sure we get to hear your questions and have as much discussion as possible. Before we start getting to your questions and comments, I'd like to throw things back over to Sean Mauricette to introduce our panel members and hear their opening remarks.

Sean Mauricette: Thanks, Jodi. Tonight we have John Henry; I think I've mentioned this, but once again, John Henry Durham Regional Chair; Chief Paul Martin, Durham Regional Police; Celina Caesar-Chavannes, consultant and former member of parliament; David Mitchell,

Assistant Deputy Minister with the Youth and Justice Division of the Ontario Ministry of Children, Community and Social Services; and of course Ann Marie Morrison, the incoming president for the Black Student Success Network at Durham College. So with the opening remarks, we'll start with Chair Henry.

Regional Chair John Henry: Good evening and thank you. Good evening everyone. I'd like to start by thanking everyone who is joining us for tonight's important event, either by telephone or through the online stream. Across the communities that make up the Region of Durham, we have been clear in our need to fight racism and discrimination. We work hard to build a region that is welcoming, but we know that embracing diversity and inclusion is not enough. We need to educate ourselves on their realities of anti-Black racism and acknowledge how we have failed in the past to ensure equity for Black residents. That's why your voice is important to this discussion. I'm here to listen to you. Your stories and your feedback, your advice and insight will help us better understand the scope of the situation here in Durham Region, and how Regional programs and policies can help address systemic anti-Black racism in our community.

No form of racism is acceptable, yet sadly people continue to experience unfair treatment because of the colour of their skin or their cultural background—some more frequently than others. I want to be clear that racism has no place in our region. And today we are taking the first steps to tackle this issue. Tonight I'm joined by some of the most accomplished Black leaders and mentors within our community. Our moderator Shawn Mauricette, Celina Caesar-Chavannes, consultant and former member of parliament; David Mitchell, Assistant Deputy Minister, Youth Justice Division of the Ontario Ministry of Children Community and Social Services, and Ann Marie Morrison, incoming president for the Black Student Success Network at Durham College. We're also joined by Durham Regional Police Chief Paul Martin. To all our panelists: welcome to this important discussion. Your contributions to tonight's event will help us understand one another, allowing us to create a more inclusive community. We all need to understand that while we have our differences, everyone should be accepted for who they are. It's about working together to help protect the dignity of others. So once again, thank you for joining us this evening. Remember, I'm here to listen, to learn and to take your comments into consideration. With that, I'd like to now turn the town hall over to our moderator, Shawn Mauricette.

Sean Mauricette: OK, thank you Chair Henry; we'll now hear from Durham Regional Police Chief Paul Martin.

Chief Paul Martin: Thank you, Sean, and welcome to everyone here tonight and virtually online. Uh, in reflecting on our community recently it struck me that in my life I have not witnessed a time we have faced so many incredible pressures at once. Nationally, the country has faced, a pandemic whose impact will not be accurately assessed for some time. However, the loss for many has already been great. In addition, this has been a difficult time for many people in our community, particularly those who've been impacted by systemic racism and discrimination. One of the constructive and instructive outcomes of our current context, however, is that it has caused all of us—but particularly those of us in policing—to take a hard look at what we do and how we do it. It is not enough for the Durham Regional Police Service to send messages of understanding without being willing to do that introspection ourselves. I, along with my executive leadership team, developed and endorse the following actions to

address the concerns raised by our community. Over the next several months will be rolling out the following initiatives.

- **Collection of race-based data:** Currently, the province mandates a collection of race based data for the use of force interactions. Some services have chosen to expand this collection to other interactions with the public. In July, we finalized the DRPS strategy and began the process here. It will be an important one to shed some light on the approximately 500,000 other interactions that we have with the public each and every year.
- **Inclusion of community members in interviewing and policy review:** This summer we will train interested members of the community to participate in some of our interview processes; to review our internal policies and directives. Is important to open our doors and let the residents of the region, who we serve, see how we make decisions and about who leads, who gets hired, and how we manage our internal processes.
- **Bystander and duty to intervene training:** We recognize the importance of calling out bad behavior when we see it, no matter the degree. Annually, we will ensure bystander and duty to intervene training, and other equity and inclusion related programs so that we are currently refreshed on these skills. In a demographic census, although we've done it in the past in our service, it has never been robust enough. So in September we will launch an internal demographic census to give us a snapshot of the composition of our organization in order to identify areas of disproportionality and disparity, including in leadership, promotions, opportunities and etc. We need to be able to ensure that we are practicing what we preach in terms of being equitable and inclusive in our own organization. I look forward to the discussion today because I'm sure there are ideas that we as a service can glean from the people in this room, and certainly online tonight. So that we can move forward, better than we were before. So thank you all for your attendance and I look forward to the dialogue.

Jodi Shanoff: Residents who would like to [participate online](#) can find us at durham.ca/VirtualTownHall. The audio feed is available through the Durham website. You can find us there and you'll have an opportunity to input comments and questions in the questions field on the screen. Going to pass it back to Sean now.

Sean Mauricette: Thanks Jodi. And thank you, Chief. We'll now hear from Celina Caesar-Chavannes.

Celina Caesar-Chavannes: Thank you Sean. I want to first acknowledge that we sit here in Chamber, or sit at home, as visitors on the land inhabited by Indigenous people for thousands of years from across Turtle Island. It is important that we make this acknowledgement as we speak truth and move towards reconciliation.

The heartbeat of racism is denial. Where there is suffering from racist policies, there are denials that those policies are racist. Where there is pain from racist ideas, there is the familiar refrain: I am not racist. This was published today by Ibram X. Kendi, a leading scholar of racism in America. He contributes as a writer to the Atlantic, a National Book Award winner, and a founding director of the Boston University Center for anti-racist research. I use his words today to set the framework for my opening comments. A few weeks ago, the Mayor of Ajax—an area with one of the fastest growing populations of Black

people in Durham Region—put forward a motion that did not mention anti-Black racism. When challenged by his councillors, he stated that the experience of discrimination and racism were based in gender and religion. I can't make this up, even if I tried. When challenged further, he pulled the motion and told council that we were basically lucky that he brought the motion forward because he could have done it on his own. He changed his tune when social media got after him. I mentioned this because ignorance, coupled with denial as Kendi put it, is what Black people face every single day. This, however, was a public display of willful ignorance. Not bias, but blatant willful ignorance. What about those who are not brazen enough to put their ignorance on display? You know what? Black people have to deal with that too.

All that said, I am thankful that the Region of Durham and Chair John Henry are hosting this town hall this evening. Tonight is an opportunity to have an open, honest conversation, and put everything on the table. Only then can we keep the receipts. This is an opportunity for the residents of Durham Region to gather all the receipts. To hold John Henry to account, like you will Mayor Collier and others. Bring the receipts to the ballot box in the next election. But not just Black people. Everyone should hold receipts of what is said tonight, what promises are made and most importantly what action is taken to address and eliminate anti-Black racism, through programs and policies towards the goal of creating a more inclusive society. If our elected officials cannot be held to account in a moment like this. For us; for Black people. Who's next? Who will be willfully ignored next? You, your complaint, your concerns, your angst, your fear, your children, your family. Which community will be ignored next? Tonight is an opportunity for truth, but with truth comes responsibility and accountability. So keep the receipts. Thank you.

Sean Mauricette: Thank you, Celina. Next up is David Mitchell.

David Mitchell: Thank you Sean. I'm gonna keep my remarks very brief. Welcome to the residents of Durham Region that are joining us virtually tonight. I'm not here as the Assistant Deputy Minister of Youth Justice. I'm here as a resident of Durham Region that cares about the community, and has a contribution to make. As a member of the Black community, I'm committed to fighting/challenging racism and attempting to ensure that in Durham Region we have fair, safe and equitable service; that we have access to opportunities; and that we are treated in a respectful manner, especially our children and young people. We cannot be effective as a Region unless the services that support the Region are reflective of its residents. This also includes economic opportunities and looking at the way in which we purchase goods and services as a Region and whether or not the Black community is impacted in a positive way, as we do that with taxpayer dollars. Social, educational and public safety are other areas that we need to be mindful of, in terms of making sure that although this conversation tonight is important, the action that flows from it will be critical. Thank you.

Sean Mauricette: Thank you David and our final panelist to address the call is Ann Marie Morrison.

Ann Marie Morrison: Thank you Sean. Thank you for inviting me to be a part of this conversation tonight. I'm really hoping that with more conversation will become more awareness; will result in sustainable positive action, change and equity that Black

community rightly deserves. The anti-Black racism movement has gotten more recognition recently, and I'm sad and that it took the death of a Black man and the rightful outrage of the Black community for this to happen. I'm noticing that many organizations have published statements in support of the anti-Black racism movement, but we need to remember that four paragraphs posted on your website should not be where this all ends. Another gentle reminder is that properly executed surveys are the best ways to inform policies, and those policies should help to inform your statements, not the other way around. For companies with EDI policies in place, kudos to you and adherence should be your focus.

I represent not only the Black Student Success Network at Durham College, I also represent the immigrants. I'm a Black woman, a Black student, a Black mother to a Prince and my Queen. And with those in mind, there are concerns that I do have. There is a huge disparity between the numbers of students starting college and completing. When we've had conversation with them, they said financing is the biggest problem. What is DurhamRegion doing to help our Black students in this matter? Another concern is a lack of accessibility to scholarships and noticing that a lot of companies they are awarding students scholarship yearly. But there's not a lot of diversity in the awardees. What is the Durham Region doing about this? Another concern is that the fact that getting a job is twice as hard for Black students graduating college or university. I'm living in a country that says we are for diversity that values inclusion and equity. We should be concerned about this. Even more troubling is the amount of Black people who, though qualified and are hard workers, will not be promoted to supervisory or managerial positions due to the melanin of their skins.

I have noted the number of positions that have been advertised recently for EDI. Much has been done. Much had not been done to protect these positions, and I suggest that the Region of Durham look at this thoroughly. As a human resource management student, I believe more can be done with regards to the recruitment process of various organization to making hiring more inclusive for all. I suggest this tool as another matter for you to address. We have to recognize that negative biases and stereotypes of the Black community helps to feed a lot of injustices our people are experiencing for decades. Conversation is a good starting point, but it should not be where it ends. Saying Black Lives Matter may be fashionable right now for some. But as a mother, a student, and a Black Queen, I'm here to ensure it becomes a genuine reality for all. Thank you.

Jodi Shanoff: Thank you very much to all of our panelists. For those of you who are just joining us, my name is Jodi Shanoff and I'm your co-moderator for this evening's telephone town hall with Sean Mauricette. I'm pleased to be here with Region of Durham Chair John Henry, Police Chief Paul Martin, and members from Durham Region's Black community, including Celina Caesar-Chavannes, David Mitchell, and Ann Marie Morrison. They're all here to hear about, discuss and address issues of systemic anti-Black racism in Durham. The Region has organized this call tonight to start a conversation with residents. To hear your stories, your questions and your ideas about how the region can address anti-Black racism in the broader community. Just a reminder, those of you joining us on your phones can press *3 on your phone at any time to get in the queue to ask a question, share a story or share some ideas. Participants who are online can type comments into the question field on your screen and those will also be brought forward as comments and questions for our

panelists this evening. We're going to get to our first caller now, and now is the time to hear from you all.

Questions

So the first question that I will bring forward was submitted online. So a resident who's listening through the online stream and her name is Christina; and Christina asks the following: what other affirmative action is the region taking to address anti-Black racism and racism in all its forms by the criminalization of mental health?

Sean Mauricette: Over to the panelists.

Regional Chair John Henry: It's John Henry the regional chair and I'm very proud to say that at last Wednesday's Council meeting, Council addressed this issue by moving a motion forward that would put enough mental health workers in our community to have 24/7, 365-day response. It's gone back to staff for review and costing. It will come back into a report for council in September. I'm hoping that council does pre-budget approval and that we will move that project along as quickly as possible so that we can get the mental health workers into our communities to work with our police officers and in partnership with the work that's going on with the two Lakeridge Health mental health workers that work with our Police Department now. So the goal is complete coverage, 365 days of the year and around the clock.

Jodi Shanoff: As reminder if you'd like to get in line to ask a question, please press *3 on your telephone keypads at any time during this call. Again, if you would like to ask a question, please press *3 on your telephone keypad. The call resume momentarily. Thank you for your patience.

The next question that was submitted to us online is from Terry. Terry's listening to the live stream and Terry would like to know, will the Region be establishing any type of anti-racism unit, within the Region, to address long-term solutions to these issues ongoing?

Regional Chair John Henry: So it's John Henry again, the Chair. And yes, we're working internally through our CAO's office now to address those very issues. We're pulling a team together and are working very hard to make sure that we have a thorough understanding of our building and our employees within the Region of Durham. I'm incredibly proud of the work that's been done already, an ongoing and the team is working at it, and the reports will be out very shortly.

Jodi Shanoff: Thank you for bearing with us as we deal with our technical issues. I'm going to keep asking questions that are being submitted online. If you're listening online, you can submit your question by typing it into the question field at the bottom of your screen. Callers who would like to speak live with our panel to share a story, share ideas, or ask a question of our panelists this evening, can do so by pressing *3, and you'll be routed to an operator who will ask you to provide your name and the nature of your question or comment.

Our next question coming to us online is from Dominique, and Dominique would like to know what is the Region doing to increase hiring of more visible minorities.

Regional Chair John Henry: Hello, it's Chair John Henry again that has been a unique topic of discussion for the last couple months. I know that the police services are reviewing their practices now, and I'll get Chief Martin to comment on that. And for us at the Region we had we have started to look at all of our policies here at the Region and we haven't—data is not been something that we have openly collected. The last report we did here at the region was in 2014 and those that is being updated again so that we have an accurate relationship with our employees. Somewhere close to 5,000 people work for the Region of Durham.

Chief Paul Martin: Well, just to follow on what the Regional Chair said, is as far as the police service goes, it has been very much a topic of interest with our police service as well as many police services across certainly GTA and the province, and quite frankly across the country. From our perspective over the past five years we have increased the proportion of our under-represented groups in our recruiting through a variety of initiatives. We've gone to diversity recruiting drives, female-only preparation sessions, and this has resulted in approximately a 40 to 50% of our new recruits—hires over the past five years—being from under-represented groups. Is it a destination? Far from it. It's a constant. It's a competition for recruits at the best of times at every police service, so we are always open to new suggestions and new ideas with respect to recruiting. We've improved, but we haven't improved to the point where we would be satisfied with that. So we're continuing that journey. Thank you.

Ann Marie Morrison: A quick question with regards to recruitment processes. I know, you know, we were all prepared about coming to this meeting tonight and so I just wanted to ask you, what was the ratio of Black students that were hired last year or the year before, to the Region of Durham's office and what are the plans for next year? I know we're in COVID, right, so what are the plans next year for the hiring process with regards to students to reflect, you know, the new, your new direction that you're going to.

Regional Chair John Henry: So I think that one of the challenges with Regional government is that we are an employer where people tend to have long careers. And as we have gotten as we're moving along now and you're seeing people retire, the demographics of our buildings are changing. And that's a good thing. When you look at our communities when everyone was hired 25 years ago, they're now coming up to that retirement time and now the representation of our community has changed so much the representation within our buildings, in our staffing, is changing so much. And that's one of the challenges with government is that because people tend to stay for a career, it cycles in in years. But now we're starting to see a very different mix of people coming in through the door of this building, and I'm happy to say that it's not just in policing, it's through our entire process.

For hiring students, we do hire students in the summer time. I can't give you the exact answer. I know that we have our students have to leave early this year because they have to deal with the COVID issue before they go back to school. But we did have to—during this process we had about 230 people that we had to hire—just to deal with the challenges in our long-term care facilities with COVID, because we lost the volunteers in the family members who came in to look after their families. So while I can't have that answer for you tonight, I will have that answer to the best of my ability within it within a few days.

David Mitchell: Chair I don't want to beat up on you tonight, and I'll take my shots at the chief later, but I think it's important, so I'm going to frame this in the context of advice. We have to ensure that the pieces within the Region that we're looking at, whether it's the human resources pieces or the service delivery pieces, because we've had two questions now. One around affirmative action went around mental health, and I want to bring it back to the issue of anti-Black Racism. So it's important to make sure that the people that are having these conversations and making an assessment in terms of what we need have the appropriate lenses.

So when the caller asked about are we planning on having capacity, i.e. similar to the city of Toronto, where they have the fighting anti-Black racism office so there's embedded capacity that any department within that municipality can draw on for assistance. I think that's where people wanted to go. So it's going to be important to make sure people are trained or that you bring the expertise in in terms of what you're looking at in order to get to where we need to get. Because I would submit that had we had that previous lens—and once again this has nothing to do with intent—we might not be experiencing some of the challenges and barriers that we are currently experiencing, right? And we don't want to repeat that. So it's going to be important that you skill up the people that are looking at it and having those conversations; that you reach out to the community in terms of where that expertise lies in understanding of how that manifests itself in terms of whether it's access to opportunities, the economic pieces in terms of the Black businesses here in Durham, and even the opportunity for summer students. And that if we're not... The Chief talked about data collection. If we're not collecting the data and analyzing, and I say this all the time: if we don't know what we have, how are we going to know what we need? And then at what point will we know that we have enough of it if we're not collecting and analyzing?

Jodi Shanoff: Thank you very much for those comments. We are still working to resolve some technical issues, but we have many opportunities to hear from community members, especially people who are listening to our online live stream right now through the Durham website. You can submit questions, comments, stories, ideas by typing them into the comment question on your screen. Anyone who would like to go live once we have our technical issues resolved can please press *3 on your phone keypad. You'll be routed to an operator who will ask you to provide your name and the nature of your question or comment and we'll get you live on the line.

I'm going to read another question that was submitted online. This is from Jackie and Jackie's question is the following: In addition to the call for a minimum 10 per cent divestment from the Durham Region Police Services, what other resources, financial included, has the Region set aside to support local community organizations?

Regional Chair John Henry: So it's John Henry, the Chair of the Region again, so we do have a grants program within the Region that applications can be made a made for funding; but I'm also very proud of the fact that when we put our paramedic response unit out last year we were taking services to the most vulnerable people in our communities. We've partnered a paramedic, and a social worker who travel throughout the entire Region of Durham to deliver services as needed. They actually use an unmarked vehicle, so they have been able to do great things. So we are working with every organization that touches our office. We do our best to help them, including a raising money through the Office of the

Regional Chair and our former Regional Chairs, including Roger Anderson, to make sure that bursaries are available for students at college and university here in Durham Region. We raise money to make sure that it goes into programs and they're funded through the Regional Chair's golf classic, which is will be carrying on again once COVID is gone and I'm proud of the fact that we're able to raise money and part of that money is divided and goes to Ontario Shores for the great work that they do as well; and I have made a commitment during my term in office to continue to raise as much money so that we can work with Ontario Tech, Durham College and Ontario Shores.

Jodi Shanoff: Thank you very much for that Chair Henry. Our next question was submitted online from Sarah, and Sarah asks the following: will Durham Region be completing employee audits from marginalized and equity-seeking groups employed by public entities and services that they fund?

Regional Chair John Henry: So I'm very lucky tonight, I am joined by our CAO Elaine Baxter-Trahair, and I'll let her answer that question because she's been working on that and she can give you the progress report.

CAO Elaine Baxter-Trahair: Thank you Mr. Chair. There are a number of initiatives going on within the region that Chair Henry and I have launched this year. This initiative tonight is intended for us to learn what is going on in the community of Durham, and to understand at what we need to do as a community development organization to assist that. Within the government, you've probably seen, we are in the process of hiring a Manager for Diversity and Inclusion within our Human Resources Department. We've already reviewed human resources with respect to eliminating barriers, and will be further work done on that as soon as that person's on board.

We're also proposing in the next budget to be adding an individual through my office, in our strategic initiatives unit, that will specifically look at community development to address issues of anti-Black and other racism within the community. And also to ensure that we strengthen our ability to do social development within the community of Durham, which is something that would be a new function for the municipality. The final thing we'll say, as you heard the Chair mention we have not done employee survey in a number of years and it is on our work plan to launch a survey for 2021. It will be part of the budget and that will get into a variety of issues, including the makeup of our staff. We are in the process of recruiting another facilitator to begin an anti-racism and anti-Black racism strategy within the government so that we do understand what our current employees are experiencing and what we need to do to address any issues.

Ann Marie Morrison: Thank you so much. The initiatives are to be commended. I'm happy to hear about that. I have two questions you mentioned that you're looking at hiring a manager for the agitative diversity and inclusion positions. What are you doing? What things are you putting in place to protect that position? The person that you hire for that position will now need to address certain uncomfortable situations, and I believe a lot of managerial positions are not, they're not unionized, they're not secured, so that person coming into that position may be a little bit nervous about addressing those situations. So can you tell me what things are being put in place to give that person more job security? The second thing that you mention. OK, so you know what go ahead with the first question.

Elaine Baxter-Trahair: Yes, and just a friendly reminder that we want to hear more about what is going on within the community of Durham. As I mentioned, we are in the process of recruiting a consultant that will assist us with addressing barriers and issues within the government that are being experienced by our staff and certainly that position that consultant will still be on board when we retain the manager. That process is ongoing. There will be lots of support. We know that it's going to be a challenging job, but the person is being recruited knowing that it is a challenging job and knowing what our expectations are.

Ann Marie Morrison: OK, so thank you for that. I recognize that that will be a challenging job. The second question I had in mind was, what are you doing with regards to the inclusiveness? I know you're hiring a manager for EDI but sometimes when we go into a work place, and we're seeing a manager/supervisor that that person is representing, you know, person, the minority. They are not persons who that we could relate to. I wonder if you understand what I'm saying. So I go into a workplace and you say OK, this person is there representing, they are representing the Black community, but they're not a person who is Black. What are you doing to ensure that?

Elaine Baxter-Trahair: We know that we need to ensure that the person that we hire to assist us in developing the anti-Black racism strategy has to be from that community and have lived experience. We also have the same expectation of the individual that will be hiring to address diversity and inclusion in general.

David Mitchell: I guess, and this is just generally, we need to begin to think about how we situate the conversation that drove the question. Because I don't think the questions been answered. And that question had to do with whether or not we are as a Region prepared to audit organisations that we fund to deliver services, not from the philanthropic, in terms of so that where we have tax dollars funding secondary organisations to deliver services in the region. Whether it's home care, whether it's whatever it is that is out that we don't directly provide as the Region that we're providing funds to provide some type of social service. And the whole concept of: what does that organization look like, that is taking public dollars to deliver that service, to ensure that we are not facilitating anti-Black racism by proxy. So we pay X to pick up the garbage and X doesn't work here, but X has no policies, no representation or different problems. But yet, we're funding it, right? So that's what that conversation is, and we're beginning to talk about that in different spheres, where: we give funding taxpayer dollars to deliver a service, even if it's disaster relief to the Red Cross for instance, right? What does the Red Cross look like? Right? What are their policies so that we're not by proxy allowing it to happen and we're facilitating with public funds? And that conversation needs to get centered because I believe that's where that question came from on the line.

Because every question is going to end up going to the Chair, but I think as part of the conversation maybe that we need to begin to sort of narrow those things in so we appreciate the answers. But based on our experience, our lived experiences as Black people, as residents of the Region, right? So if I get services from whoever that's being funded, but there's no Black people on the board, there's no Black people in management or whatever, but their source of funding is public dollars—we need to be able to leverage our influence in order to ensure that the barriers are removed and that we're not perpetuating by proxy, systemic racism.

John Henry: So, and I absolutely understand the clarification that you've given now and there is a step when organizations come in to apply for funding. They turn in their financial statements. The due diligence that we put forward needs to be different than what it has been in the past. And I absolutely agree with you. So I absolutely heard what you've just said; and you know you ask for a financial statement then maybe we should be asking for some other stuff as well, and I think that's a conversation that we will have very shortly to address that issue. And there again, I do want to recognize that there was a time during the Region where there was a no grants policy. Now there is a grants policy, so we're doing some really good things, but we can do better. We can do much better.

David Mitchell: We need to begin to look at what they're doing another jurisdiction. So for instance in New York City, the city has a rule in terms of minority business. How? What percentage of that business where we are purchasing goods and services must go to the Black community, must go to the Latino community. It's not just a matter of looking at that, because the economic imperative in terms of being able to provide opportunities with the collective dollars of the community, right? And so that's what we're looking at. So I think that's more of where people want to see is what does that mean in terms of fairness and equity? And that community that's been disenfranchised, not having access.

Jodi Shanoff: And Speaking of the community, we're going to try to take a call from the community. Joelle has been on the line and is waiting with a question. Joelle, please, what's on your mind? Share your question or your thoughts with us this evening.

Joelle: Hi yes I'm calling to offer a suggestion, a comment. Start by saying that my impression is that the primary focus of Black Lives Matter has been police reform. And I just wanted to say that we can have nice policies and we can deal with cultural change within the institution, but none of that's going to work. It's going to be just nice policies on paper until you change mechanisms within the police service for processes for complaints and feedback from the public that go directly to the Chief of Police and the Police Services Board. Right now, there is no such thing. I was speaking from experience to a very bad experience two years ago in which, I won't go into the details, but I pursued it up the line in the police services up to, you know, Oshawa headquarters to the staff Sergeant and got nowhere. You know basically just kind of contempt. And it was a very serious issue, and I was told to go to the independent police review director of Ontario. So I compiled a very detailed submission with complaints about specific officers and specific procedures. Send it in. They responded immediately and said, well, I wasn't the victim so they couldn't deal with my complaint. But the victim actually was so intimidated in the situation that she wouldn't stick her neck out. So I was acting on her behalf. And other people, including myself, so that was it, full stop. It's been almost two years and it went nowhere. So I'm so glad we're having this discussion, but I want to say we got to change the internal mechanisms of the police service so that there's a simple, well-known accessible process for complaints and feedback directly to the Chief of Police and Police Services Board. And it needs to be not just from the public, but there's gotta be one internally so that conscientious officers can also participate in improving it without worrying about being isolated by their colleagues. I have a little story: a friend of mine 15 years ago became a prison guard at Kingston Penitentiary. At one point he observed a serious infraction by another guard that could have been dangerous consequences. He reported it to the appropriate authorities. In response, his fellow guards

ostracized him and made work life so difficult he had to quit. So I think that political leaders need the courage to tackle the intransigence of police unions that stand in the way of accountability of their members and to provide conscientious officers with mechanisms to help them do their part to improve the quality of their solution from within. So I'd be happy to, you know, participate further and share those detailed issues that I had brought forward. But anyway, I think that you know the issue we're talking about now is racism, but....

Sean Mauricette: OK, I think we might have lost you. But that's an excellent question. I'm wondering if Chief Paul Martin might want to speak to, is there any changes that are coming or anything being looked at with regard to the complaint process? I think part of what she was talking about was within the police force itself, for other police officers to speak up and have that process, that channel.

Chief Paul Martin: Specifically with public complaints, the issue has been is that more of that voice has been louder to say that the responsibility for investigating ourselves be taken away and that would be provided to independent review agency. So in the case of criminal offenses, it's the Special Investigations Unit or the SIU. In the case of public complaints, is the OIPRD or the office of the independent review director, so they have to receive the complaints in those cases. I have very limited ability to do otherwise under the current legislation. Now, as you may be aware that the Police Services Act is changing and is in the process of changing, through the "Cops Act" as its been referred to. It's been delayed because of COVID, but things are starting to move again, so we'll see what comes out of it. I would suggest you that it's going to be more independent review as opposed to less. It doesn't stop this particular lady, or any complaint quite frankly, from writing to the police services board or to myself or trying to get in touch with me and see what we can do. But we do have to notify the OIPRD in this case would have to be involved in a public complaint and they would deal with it.

Third party complaints as I understand it, are acceptable why they chose to screen it out is up to them, and certainly I have no authority over the SIU or the OIPRD or can answer for that. So by all means, it doesn't preclude anyone from getting in touch with me or getting in touch with the Police Services Board, but those other agencies, depending on whether it meets their mandate, would have to be included as well. Internally, I'd like to address that quickly. We as a service have. I tried to do a number of different things to remove barriers and allow people to come forward with their complaints and the one that was described by the caller is not uncommon unfortunately throughout policing or other agencies quite frankly. So the one thing that we are trying to do that is different from any other police agency that I'm aware of right now is that as of September 8 we will be launching an independent ombuds office; that people now have another venue to anonymously go forward to make complaints if there's issues within the work environment. So it's something new, it's new to policing. It's certainly new to the Durham Regional Police Service and we're going to attempt to create that so that people within our service have an opportunity to have their voice heard.

Jodi Shanoff: Thank you very much for that Chief. A reminder to our listeners this evening. If you have a story you'd like to share, a question you'd like to ask of our panelists this evening, any ideas you'd like to share on the topic of anti-Black racism in Durham Region, we ask you to press *3 on your phone keypad and you'll be routed to an operator who will

take some information from you and then you'll have an opportunity to speak live to us. Residents who are participating online, listening to the live audio stream can type questions and comments into the question field on your screen and will have a chance to read those allowed as well. This evening we will try to get to those.

We're going to go back live to the phone. Katie has been waiting and Katie has a question about police handling of wellness. Katie, go ahead with your question please.

Katie: Good evening everyone. I have two questions actually. My first one is for Chief Martin. As we all know in May of last year and interaction between the Durham Regional police and a young, 16-year-old boy went viral because of the actions of your officers and how they handled a wellness check. Clearly no wellness check should be have handled with such force. Officer Martin how do you plan on changing the policy regarding wellness check? Is there not a crisis intervention team to call that is properly trained to deal with people with mental illness?

Chief Paul Martin: While building on what the Regional Chair talked about, we do have mental health support. In fact, we have, I believe it's—I can check the figures—but it's somewhere in the neighborhood of 179 of our officers, or 178 of our officers have been trained as mental health response officers. That's not all of our frontline officers, but it is a large contingent of them. And then we have specialists. Our mental health response unit. Currently, we have two nurses and two officers that work; they are not 24/7. This is an issue where mental health is really been downloaded to police with really without the funding and without consultation. And we've tried and have struggled—not only our service but number of services across Ontario—have struggled with the whole issue of responding to people in mental health crisis.

Can we do better? Absolutely, we can. In in the case that you're speaking of, that was a mental health check. It led to some violence. Violence never looks good on video, no matter if it's legally justified or not. And that is really the litmus test for officers. And as you're probably aware, this was investigated by the OIPRD or certainly the investigation is overseen by them. So you're right, I think we can always do better with mental health response, and I think the steps that the Region's taking to add more nurses; and our discussions with Lakeridge Health, who have supported us with mental health response, I think can only improve the situation better. I do believe, in my humble opinion, that the money should move upstream and that mental health and people with that lived experience should be treated with respect. It should not be criminalised; and that we deal with it long before it becomes a crisis situation. Unfortunately, we're still dealing with crisis situations. In some cases, armed people. And police are still needed. I hope there is a day that that will not be the case.

Jodi Shanoff: Thanks for that, Chief. Our next question comes live to us from Matt. Matt has a question about employment to support the Black community; Matt, Go ahead.

Matt: Hello, thank you for having me. Hello, Chair Henry. Hello panelists, my name is Matt Cardwell. I'm the owner of the two Royal Oak Pubs in Whitby. We've been employing local residents for the last 10 years and I know we've always had representation of the Black community on staff; and you know that's wonderful. But I'm wondering from an industry that

typically employees young adults, when we when we get young people off the Black community—and of all of all cultures—is there anything, panelists, that we can do to empower young adults that are just kind of starting into their adult lives and starting into this journey, things we can do is employers to make them feel maybe that they don't experience systemic racism in Durham? And is there anything we can do to just, without kind of making them feel in a position where we're asking them differently than we would anyone else; can we empower young people so that maybe they don't experience systemic racism and I'll leave the question at that. Thank you.

David Mitchell: Thank you caller. I think what's going to be important is that you create an environment or an atmosphere where people are comfortable. That is created by the questions that you ask all employees to ensure that they are going to subscribe to your very inclusive, harassment-free environment that you want to create. And then you won't need to sort of ask them special things. You know what you're trying to achieve. You make sure that your screening people in a way that gives you a good sense of whether or not their behavior, the way in which they conduct themselves, is going to be consistent with what you're trying to achieve in terms of a harassment and discrimination free environment where any employee—but in this case in terms of the house that's on fire now, Black young people—can feel comfortable. And it's as simple as asking all of your employees when you're hiring them, your managers in particular, no, tell me one systemic issue that you see that affects Black people, right? And then what you would do about it. It is not about you as the employer, right? So they have some power in there, you're hiring them, right? And you should be hearing things like: model the behaviors that you expect. You know, being an ally. All of these things. So if you're not going to dig deep to see what it is that you're getting because that is what is going to really dictate the culture of your organization and whether it's a small business, large municipality or police service, right? So we need to begin to put the onus back on people to say what have you—when we talk about anti-racism—what are you doing proactively to fight it? So the first thing is to recognize and acknowledge it. So if you ask somebody about that, and they can't tell you, is that really the best? And it doesn't matter where they come from, you know what you're trying to create and they can't tell you about that. Is that the best employee, or the most competitive, or best qualified employee for you to hire knowing what you're trying to achieve?

And then there's the stuff around clear rules and expectations of customers or patrons. I've been here. My daughter plays hockey—twice, and I know this is not a Regional responsibility—but in the local towns where she's and she's been called the N word on the ice playing hockey. Right, there's nothing when you walk in that says you're not allowed to do XYZ. It talks very generally. But people, when they decide to go overboard, it's there. So what are your clear expectations and how do you hold people accountable?

Sean Mauricette: OK I think Celina wanted to join in.

Celina Caesar-Chavannes: Yeah, so, thank you, I believe it was Matt. I think first of all there has to be a policy. It can't be on the onus of the individual who's coming into your place of work to then decide that this place; you want your establishment to have an anti-racist policy that has to be established right from the beginning. An anti-racist policy, an anti-racism policy allows individuals within your space to hold you to account. In the same way that you'll have a harassment policy, you could have a policy around racism, which provides

clear, specific reporting guidelines and accountability guidelines, and consequences for bad behavior. I think next, there has to be a sense of inclusivity of a place where people belong. If the culture of your organization is toxic. And you don't have a sense of that, bringing people in to work in an environment that is that is toxic, will not have them have a sense of belonging, and they will leave. When we look at some of the research around this, McKinsey put out a report in 2019 around the impact of barriers in the workplaces, towards the US economy. And barriers, inequality or the racial wealth gap cost US economy will cost to use economy 1 trillion to 1.5 trillion dollars over the next 10 years. That is a representation of 6% of their GDP. When you think about that on a scale of your local workplace, what are the barriers that you have in your existing establishment costing your company? Because at the end of the day, is that individual that comes in that is 100% themselves in a culture that allows them to thrive and belong. That is going to impact, positively, your bottom line. So I think there really is an opportunity here to look at how you work within your organization. Establish those policies, establish a culture that allows people to feel that they belong, because culture eats strategy for breakfast. So if any strategy that you put forward is not steeped in a culture that is positive, it's you, the business owner, who's going to end up paying for it. Because that employees going to leave, and your return on that investment of training or whatever that they put forward is going to be lost. And like the US economy, if you remove those barriers, that economic benefit will return to your organization.

Jodi Shanoff: Thank you very much. Thank you for that. Our next live caller is Michelle and Michelle a has a comment and some questions about what kids are learning in schools these days—when they're in school that is.

Michelle: Hi, first of all, thank you for holding this town hall. My—well just outside of the questions are there meeting minutes being taken with like actions and everything? Because excuse my naiveite, but this is the first town hall I've ever been too, so...

Sean Mauricette: So the question is are minutes being taken for today.

Jodi Shanoff: This session is being recorded, and formal report from the session will be generated, yes. Michelle, did you have another question that you wanted to ask the panel?

Michelle: Yes, sorry I'm not live right now? **[You're live.]** Yeah, so one idea is looking at the history that our schools, are public schools, are teaching kids, so I know that there's been a push recently for Aboriginal history. So like I'm not really involved in the school system, but I I'd like to see what our kids are being taught, and if it accurately reflects, our Canadian history for racism.

Sean Mauricette: OK, so she's essentially asking for a little more information as to what the youth are being taught in schools as it pertains to racism within Canada. Celina?

Celina Caesar-Chavannes: So thank you very much. I think that's a topic that is very relevant when, especially when, we look at our school systems. You'd have to be living under a rock to not see what's happening in Peel Region and the blatant racism that's happening there.

I think we need to understand that throughout our formative years, from JK to Grade 12, very little is taught about the Black experience in Canada. And I think this may not be for the Region to deal with—the province certainly needs to do that—but that needs to be addressed so that the curriculum better reflects the Black experience in Canada—and the Black experience does not start at slavery. That needs to be reiterated. It was long before that, and we need to have a richness of that history, that allows our kids, especially Black kids, to understand their identity within the school system from JK to 12. But I think we need to be understanding of where the North American public education system is rooted, and it is heavily influenced by John Dewey who himself was influenced by German philosopher named Hegel. And Hegel wrote that education is the art of making man ethical, and that sounds really good... except for the fact that Hegel also wrote that the continent of Africa is an unsubstantiated mass that has contributed nothing to civilization. Our North American public education system is built on this person's ideology, and he knew that this was untrue, but wanted to justify and rationalize a system of chattel slavery. When the poison is so deep in a system, you need to understand why that system at present day is experiencing symptoms which cause our kids to be suspended at rates higher than everybody else; that cause our kids to not be able to move forward in terms of making choice for university. And I know Ontario has destreamed, and no longer suspends kids in Third Grade.

But I think we really need to look at the system, and how the system further perpetuates anti-Blackness through not teaching it through its hiring processes; through its actual practices. So there's a lot of things that have to happen within our education system to create better outcomes for Black children. And I think that people know a lot of these answers—reports have been done for years and years and years—and they sit on shelves and when something arises, somebody says to the author who wrote the report 25 years ago: Hey, can you help me find the answer again? And I think that is where we need all community members to push for change so that we're not having this conversation 25 years from now.

Ann Marie Morrison: So I just want to comment on what Celina said, and what the member was asking when she called in about asking if notes are being kept about actionable items, about reports that have been done that have been kept on shelves and so forth. We could do a lot of reports, we could do surveys—but if there's nothing coming out of it then it makes no sense. So I want to back up what the caller was asking please to make sure that the notes that are being kept; that some of the things that we are asking, the promises that you've given me Chair Henry, you know making sure I have some details. Please make sure that there's something coming out of this town hall meeting and that it's just not a fad. It's not just us having a conversation and nothing happens after this. Thank you.

Jodi Shanoff: Thank you very much. Thank you for the question and thank you to panelists for your responses and follow-ups. Our next caller is live and her name is Sandra. And Sandra has question about the relationship between Durham Police and the Region's Black community. Go ahead Sandra.

Sandra: Hi, thanks for taking my call. I just wanted to know if there is any plans or anything that's going to take place in strengthening the relationship with the Black community, and especially the young Black boys and men, and the Durham Police.

Chief Paul Martin: Yeah, thank you for that question. Well, when we're talking about accountability and action, the one thing that that Durham Regional Police Services has had, is it's had a diversity, equity and inclusion plan since 2005. We are currently operating under the 2020-2022 plan, which is on our website and is publicly available.

The other thing that the police service does, is that we are held accountable because we report to our Police Services Board. So you can actually see our report card of how we're doing, what we're doing and how fast were doing it. With respect to the improvements, the one thing that we talked about—and I think Celina talked about it—is really having people come in and take a look at those systemic barriers. Those things within our policies, the fundamental pieces that we may be blind to, and quite frankly, we probably are. So we're starting with that, that's already begun. That was a commitment we made it a round table last December that got slowed up a bit with COVID, but we've re-initialized that. So we're starting there, but yes, and our four-point plan that I outlined at my opening remarks, talking about collecting race-based data; having people involved in our interview process from the community; interviewing and policy review; the bystander and duty to intervene; and then our demographic census within our own organization: those things are going to happen. They are enshrined with our executive leadership team. They have committed to it. They're behind it, and these are things that we will be doing in attempt to fundamentally improve the relationship that we have with the community. We know that our relationship is fragile and it doesn't take much to damage any progress that we've made to this point. So we are actively working towards that, and I would certainly encourage you to read that plan. And if you have any further suggestions, I'd be happy to hear them. Please send them to me. But that's our guiding principle and guiding post right now. Thank you.

Ann Marie Morrison: May I make a suggestion Chief Paul Martin, Sir, may I make a suggestion please? I'm from the small island of Jamaica, and we have had issues there when I was younger with the police, and you know the young persons in a community. And they had initiatives like police youth clubs that seek to bring that communication between the police and the young persons in a community. It didn't touch everybody, but it seemed to work a little bit. I don't know if that was one of your initiative and I think the caller was asking for, you know, specific programs. I know you probably don't want to speak to one or two in particular, but that was a great thing. I don't know if small community things will work here, but that's just a suggestion that you may want to take into consideration.

Chief Paul Martin: I appreciate that. I can be quick as far as some of the initiatives that we have in place. So one of the things, thanks to the Province, we have our Youth in Policing program and it is a very, very diverse group of young folks that run that program. They run it themselves. The youth run it for youth, and we get a lot of insight from them, through the Youth in Policing program. And they get some insight of what policing is all about, what we're about and we get to know each other on a human level. We have our diversity advisory committee within the service, as well as a youth committee that's being formalized, and it's going to be more formal going forward. So it's really about taking the advice of the community. I think it's best that we take the lead from the community, because the community knows best what they want. I think we've talked about customer service, and customers; and quite frankly we provide a customer service, and who better to listen to than the customers to be able to shape our policies, our programs and our future going forward

So we are doing that. Those are just a quick snapshot of some of the programs; I would be happy to discuss them in more detail, or others in more detail, with you at some point in time. I know we just don't have time for that tonight, but thank you.

Jodi Shanoff: Thank you for that. A reminder to our listeners this evening: if you have a question you'd like to ask of our panel, a story you'd like to share, a comment or idea you'd like to share, please dial *3 on your phone keypad and you'll be put into a queue when you'll have the opportunity to speak live with us. Residents who are listening to the audio stream live online, there is a question field on your screen and you can type your comments, questions, stories in there and they'll be brought forward to be read live as well. I'm now going to hand it over to Sean, who's going to read a question for our panel.

Sean Mauricette: Our next question is an online question from Tanya, and she writes: on June 5, 2020, during an Uxbridge Black Lives Matter peaceful stand in, our families experienced a hateful act involving the Confederate flag. Will Durham Region take action to prohibit visible symbols of hate and racial intolerance?

Regional Chair John Henry: The question is an excellent question, Tanya. I'm sorry that that actually even took place. It is...it is disgraceful that someone would do that and it's upsetting that, in a region where we have come together in so many different ways, that this simple act that one act puts us back months, years. It is just wrong and it is hurtful. To answer that question, I will have a conversation tomorrow with a series of leaders within the organization to see what we can do about that. It's the first time that I've heard this question. And actually, I'm a little shocked. In all honesty, I didn't know that that it happened till tonight. And it's wrong, and terrible, and I'm not sure if we can if we can ban it, but we can find a way to deal with it. And it's upsetting.

David Mitchell: Once again I think it's important that we build frameworks that provide us with the trending and intelligence that we can act in a proactive manner around these things. So this is not new, not quite sure—and my fellow panelists are shaking their heads and especially people that are working with young people—and we're seeing that happen in other places in Canada, so we're not talking about the states anymore, we need to begin to think about in a very proactive way what we plan to do. So we should be all aware of the recent issue of the nooses at the construction sites. What's the plan in Durham if it happens, from the perspective of an investigation, from reassuring people all these other things... and I don't expect an answer. But that's the type of thing, so, where this Confederate flag business, in terms of it being a symbol of basically backlash or racist backlash, to say that your life doesn't matter because this is what's important and we know, individually and collectively as Black people what that stands for in terms of history and repression. So I think that, you know, and it's not just from a law enforcement and policing perspective, because right now, what the callers asking for within the legislative or the by-law making power of the Region, is there by law that could be made, is there a policy, is there, can we deny permits to things where any of those things happen. But it's around thinking: if it's happening there, what's our plan if it makes it here? I've got a friend in Texas and what he says is you learn nothing new the second time a donkey kicks you. So if we watched the donkey kick other people, why are we waiting for it to kick us?

Celina Caesar-Chavannes: I just want to add to David's remarks, is that we need to really set expectations around this. I've had families throughout my tenure as a Member of Parliament who say people having their windows of their house in, you know, in their vehicles and other areas. And this is in Whitby, so families in Whitby. So we need to set expectations on what you are capable of doing as a Region, and I certainly hope that many parts of this conversation Mr. Chair, goes to your colleagues. Either Mayors, or to Regional Councillors and to the Province, and even up to the feds. You're well connected. There are mechanisms to do everything that's being asked for here, but we need to set expectations on what the Region can do, and what needs to be done by a collective effort.

Ann Marie Morrison: I'm just reiterating what my other two panelists said. I've been to that area in Durham Region, facilitated workshops, and I've had students in my workshop who are residents there refer to me as a Brown lady. Even though I have one of the simplest names possible, I've got into businesses and have been totally ignored, so I want to just reiterate exactly what the two panelists have said. I don't know how shocking this, maybe it's you, but I've seen it. So I mean, as somebody who's been around in Durham Region. Let me not say you must have seen it too, but you must have heard something about it. So please, there needs to be some kind of plan going forward with regards to this.

Jodi Shanoff: Thank you very much for that, our next live caller is Carwin. And Carwin looks like would like to share a story with us about his son's education. Carwin, go ahead, please.

Carwin: Hi good evening everyone. Thank you for allowing me to speak. I'm an immigrant and I'm the father of four Black boys. 15, 12, six and five. Of the four sons, three have experienced serious issues of racism here in Durham Region. My eldest son has been asked lots of times, could I call you the N word? Alright, by, students, fellow students. And he ignores. As a Christian, we learn to you know, walk away, sometimes from some of these things. And this is overwhelming in his in his school. The second son, in fact the oldest son as well, was punched his temple. On the ground, in another racist, move by students. The second son didn't experience that much, and my third son experienced this as a result of a teacher. I will tell you all three of my sons are high flyers; or were top students in the country from which we came. Very brilliant students, even my youngest, now seven-year-old son, alright; very smart when he came to Canada, I understand. And we put him in a French immersion school in Durham here; they tried to make a list of, I think there's a list that they make up of students who are special needs. And because my son had a little slower in his speech—all of my son were like that—this particular teacher tried to force to say that there was an issue at home. She had someone speak to him and try to make it look at this, that he was was being abused at home and all of that. I had social protection persons came to my home. And they came, they interviewed our kids and all of these things and they were surprised—said “you have a great family”. You know, they didn't see anything wrong. They were disappointed, alright, but at the school because I know there is some list, I think of 150 students. Schools get money to put students on this list. I think it's 1.5 million they get or something like that. This teacher was intent on put my son on that list and, because we objected, the teacher spent every single day making my son an enemy. She went as far—my son is one of the most loving students; quickly let me try to wrap it up—to say that he touched her places that she shouldn't. When this little five year old kid just raise up his hand and try to reach out to her, alright? Some false accusation she tries every day because she

couldn't understand what he were saying; he wanted to ask her for help to explain what she was saying and she would put him in a corner and having there every day. Basically it was affecting and hurting my son. We went through so much, the school sent us though psychologists or I can't remember what the speech therapist and so on. We have to pay those monies past. The results were our son is very smart and they don't see a problem. You just need to do certain things etc. As a result of the experience in three to four months with this teacher at this school, my son is so traumatized that it doesn't want to see school again. And this young man was so brilliant and so smart. In fact, he has had his own YouTube channel calling, saying that he wants to become a scientist. And you should listen to my son to the things he can do. And now we're fighting and struggling as a family to build his self esteem and to help our son. We have to put him in a new school. We wrote letters to the Superintendent and we got no response. We have nowhere to go. In fact, our son was also physically abused by that teacher. We went to the police station. We called someone. They said that the station may not do anything because they all look out for each other. Those are the words they said. We went there and we asked questions because we didn't want to put our son in a position where police are questioning him and doing certain things before it's traumatizing and affects him. Um, eventually we got some good advice from this station, but nothing really—no action really was taken against this teacher. As a result, my family is moving our son to another school. We moved to another area so that he will get new school. And I believe that the school system is messed up. The school system is allowing racism. Thank you.

Celina Caesar-Chavannes: So, sir, this is Celina here and I would like to respond. First of all that this experience that you've had with your four boys are terrible. And one of the things I want to say is that you as a parent should not have to validate how smart your son is, or your sons are, to not have these experiences. It doesn't matter. But I know that we have to do that. I have similar experiences with my son who has been called the N word. He's now 12; when he was 11 he had to deal with that. He is a gifted boy but would not be tested by the school, and became irritable and didn't want to go to school. And when we had to privately test him, found out that he's off the charts gifted young man. I share this story with you because it happens far too often in our education system, where as parents, we have to constantly be advocating for our children because they are streamed; they are mistreated; and I believe every single word that you're saying about how they are being treated. Because I've had similar experiences with my children and how teachers have treated them and how students have treated them as well. I think that there is the Durham Black Educators Network, it's a group of highly experienced individuals throughout the school system that I think is a shoulder that you could tap on. I'm sure that your experience with your sons is not a unique experience, and having that network, or tapping into that network, could really help navigate that system of unknown when it comes to what you need to do. But I think more importantly, as we're seeing what's happening in Peel; I think some of these same practices need to be replicated here in Durham Region where it's not just parents that have to be, you know, sort of stick handling our children or moving them to different schools. This system needs to be held accountable and we need to have a blueprint of what is going right in Peel Region, had that same thing happen here. But we need to call on our MPPs to do that, to make sure that that happens so that no child has that experience in a school system within Canada. And I think that that's particularly important. We also have to make sure that that we're looking at or that in holding people to account, we're looking at the

research. The research, again, as I said earlier, is there about the disproportional impact on Black children; the disparity within what happens to Black children. And that needs to be consistently brought forward. So I would advise to connect with the Durham Black Educators Network, and to continue to call for action like has happened in Peel and probably connect with some of those individuals that have seen that change happen in Peel and Vaughn as well.

Jodi Shanoff: Thank you very much. Thank you for sharing your story. Thank you so much to our panelists for sharing your stories and comments and responses as well. Just a reminder to our listeners this evening if you'd like to participate in the conversation. If you have a story, or a question, or an idea you'd like to share with the people on our panel this evening, you can dial *3 on your phone keypad and you'll be put into a queue and an operator will take some information from you and then we'll try to get to live on line. People who are listening to the live stream through the Durham website, you can submit comments in the comment field; comments, questions, ideas. And we'll look for an opportunity to bring those forward in our discussion this evening. We've had over 7,000 people participate with us this evening so far through the various channels open to this discussion. So that's really exceptional, and we still have lots of time here together to address questions and stories and ideas, so please stay with us and share with us. Speaking of sharing, the next up is Ella. Ella has a story that she would like to share live with us about policing. Ella, go ahead, please.

Ella: Thank you very much for taking my call. I had a question. What's the, due to the recent events and Black Lives Matter movement, was the Durham Police Department defunded? How much; what services did the money come from? From what police services was the money allocated for that defunding?

Sean Mauricette: So I'm trying to understand the question she's asking. It has to do with the allocation of money, or the reallocation of money from Durham Police. It was a a little hard to hear that one.

Ella: Yeah, I'll repeat the question. Was the Durham Regional Police Department defunded? By how much? And where did the money come from? Which police services was the money taken from?

Sean Mauricette: OK, so I think the question is. How much was the Durham Region Police Services defunded and where did the money come from?

David Mitchell: Yeah. I think it's important to understand the concept of defunding. And one of the complexities of this is that we've been trying to apply a very simplistic label to a complex issue. I think that if you talk to police leaders and people in law enforcement, they understand that there may be things that we're doing in mental health in other areas that should be done elsewhere. So we're talking about de-tasking and re-allocating. So there has been, and that would be in Durham where we live, that would be a Regional decision. With respect to whether or not there would be any de-tasking and reallocation, and to the best of my knowledge—and the Chief can speak—there has been no re-tasking or any reallocation of funds as it relates to frontline policing.

Chief Paul Martin: You are absolutely correct. Other than the initiative that Chair Henry spoke about, with respect to funding some future nurses to work with police officers and mental health support unit—which we already have in place, but just not a 24/7 operation—that is a real issue of re-tasking. The issue of defunding, I think probably the best analogy I can provide is it's like a relay race. The other agencies have to be at a run. And we have to be able to hand the baton off on the run because people aren't going to wait for these services, and in some cases these crisis services are needed immediately. So I think you're right. I think this discussion has to go on, and I think there's a misunderstanding about defunding. It is about re-allocating funds, and I've already indicated throughout this conversation tonight is that I do believe that at some point in time with proper re-tasking, that money should be pushed further upstream to deal with a number of these issues. Specifically, mental health response, much before, long before it ever becomes a crisis. So I do agree with that, and I think it's definitely a conversation that has to be had.

Jodi Shanoff: Thank you very much for that question. Our next live question comes to us from Maureen and Maureen has a question, or is going to share an experience that she had on public transit. Maureen, please go ahead.

Maureen [transcribed as heard]: Yes, that about, say, little before, no, after September 11—so about 12 years ago, but I didn't say anything right because sometimes I like to let things go by and pass by, right? So they didn't hit me or nothing like that, but I was on the bus coming from Bowmanville, I was in Bowmanville and I just use language, I was talking, I usually talk. But this time when the driver said we're leaving with; the driver get so mad and angry. He was even like it; he showed a different face. And then I ask another jockey too, one who start passes on to the drivers. Um, you know, that lady, don't let the trouble on the bus. She's leaving, she's leaving, what's the matter with him? Is he sick in his head or something? I asked if he sick in his brain, because I don't know why he why he should get mad if I tell my language of [unknown] because it is true. Cause I could prove it, you understand? And then he get angry, he said that lady said she did [unknown]; why should they hire Black people [unknown]. And in fact, there's a man in anger and also she shouldn't her, they shouldn't hire her. I am a suitable person. If I am suitable. You understand? You want to take me. I don't think the bus drivers—I don't have no problem with nobody in New York. I would say after [unknown] and before. And with Black English we didn't have no problem. We don't have no problem with nobody in in in the states, but we just want to go to talk a little early. And when the train went to leave yet, you still leave at 7 o'clock in the morning, and then eventually after talking so long, and giving some joke with the [unknown] officer we held up, we forget, we don't realize all that oh, it's seven o'clock do you want to leave; and then come come come and officer had to phone the train, and they held up the train. The train left at 7:30 in the morning from Penn Station. There's no way; I never have no problem with nobody. Those bus drivers. I want know if they don't like to drive a bus. They can drive dogs, and they think they're going to keep on driving dogs. They're not gonna talk; I'm not telling nobody nonsense. None. I just wouldn't want anyone with [unknown] clear the border and I'm going to see my sister work in government. I'm not bragging to rove you, I could prove it then I will not teach assaulting over there. I have a decent family. Who careless whether I was a thief or generally; I'm not gonna tolerate for no body nonsense. I'm not good, I just sit in the [unknown]. And I'm going to go over to see my family. OK, and my family hate me. Why do you think I'm leaving the house [unknown]

somebody in America. And the living in this house. Because I'm a clean, sensible person, OK? I'm not a woman to have, I don't have long time, I'm not that. I work very hard. I like the Chief of Police to tell the drivers: do not interfere in my life.

Sean Mauricette: Let me see if I got that. So my understanding is the lady takes the bus from Bowmanville into the train station on a regular basis. She has a conversation with the driver, and the conversation turned to representation and asking about why there aren't more Black bus drivers. And the driver got upset and I guess that there was an exchanged and she just felt that she was disrespected and says that you know I'm a resident here, I have a good job. I'm not a nobody and I shouldn't be treated disrespectfully, and I think this is just, you know, Chair, another piece in terms of public transportation and what we do with people. And we're seeing more and more of this as it relates to civility. So you say good morning to me, I say good morning, I say good morning to the Chief, and the Chief doesn't answer me. Right, what not that you would—COVID or no COVID, I'd pull your tie. But then I'm thinking OK, why did the Chief not say good morning to me? Is it the skin I'm in? Simple things that people don't understand, especially in this time where, and obviously it's not the driver or any other public servant in a Regional public servant to understand everything that this woman's gone through.

But it's just that one more thing when they tell you about microaggressions, right? The last thing you explained it from, you know, I tell some of our folks. If you're in a bad mood and you're going to upset people today, call in sick. Don't come to work. Don't upset me and don't upset the public and don't upset everybody else that we're responsible for. So it's just once again, driving that piece around civility so you minimize the misinterpretation that somebody that's uncivil as bad customer service is all the sudden equated with being racist, because the person knows nothing different than everything else seems to be going fine until we had the conversation about Black people. I think that's what she said.

Celina Caesar-Chavannes: This is Celina. If you interpreted that correctly, David, I wan to distill that down further and bring it back to one of the first points that David brought up earlier: If the central focus of this conversation is anti-Black racism, with the goal to address and eliminate anti-Black racism through programs and policy towards the goal of creating a more inclusive community, then we need to start in our own house. And we need to understand what is happening within the Region of Durham and your 5,000 employees. What is happening here? So if she's saying where are the Black transportation workers, then we could have that question as well for every organization as well. As David said earlier, the proxy organizations that the original color was talking about, in terms of who the Region funds to do with services? Are they also representative? So I think the caller brings up a really good point. It brings us full circle. If we're not starting in our own house and recognizing who was working here, and if there is actually a representative sample of individuals who looks like the community within this building. This is the big elephant in this massive room. Who works here? What do they look like? And what levels of management are they at? Not just not just at a percentage of, but what does that look like when you stratify it across upper management? Middle management? And worker at the door? Who is who is here and are we represented? Are we represented in communities, in organizations that you fund? And that is critically important when you're thinking about putting out a mandate for anti-Black racism? If you don't have people at the table who understand

fundamentally what that means through experience, as well as expertise, then you are going to be here in 25 years—or probably not you I don't know—but somebody is going to be here having this conversation about anti-Black racism because you didn't do it right in the first place. And it can't be just one person that you hire tomorrow and say, well we got the one person and that person is supposed to be it. It has to be throughout the organization. It has to be intentional. It has to be sustained and has to be such that person like, Ann Marie said that person is able to thrive in this job and do it well.

Ann Marie Morrison: And just to add, you know with conversation we become more culturally aware. I mean, you know be aware that as a woman and a woman from the Caribbean when I speak loudly, it doesn't mean that I'm angry, it just means that I'm just like this and very vocal. Don't get afraid when I raise my voice. Don't think that I'm stupid when stutter, it just means that I'm trying to let you understand more clearly what I'm saying because I'm aware that I have an accent and I'm aware of the audience that I'm speaking to. So the more that your employees, the more that other races are aware of the cultural differences; the more that they are aware of the biases that they hold, the stereotypes, the better it will be. Because I believe that because there is misunderstanding, misunderstanding breeds hate. And hate is the basis of racism. I firmly believe that. Thank you.

Jodi Shanoff: Thank you everyone. Thank you for the stories and the comments. Our next caller who's going to go live is Mary, and some people may remember that Mary was the very first person, who we wanted to bring live on the call this evening and we had a couple technical issues, but she's still with us. Thank you so much, Mary. We'd love to hear your story if you can share that with us now.

Mary: Thank you so much for accepting my call again. I really appreciate that. I will make it very short. I'm from Africa, a single mom of two kids; bright, beautiful kids. And I'm a frontline worker, which I'm really proud of. Worked as a frontline over 21 years. My major concern is since I moved to Durham Region, I've had a lot of issues about critical accent. When I speak, it's like—ohh you have African accent and we don't understand you. And I'm like why is it just on this side? Uhm, no matter how you communicate to the point. I tend to like, swallow my voice. But I got to the point that I had to like speak up. And it became that I am being rude which is not the way it is. But when you try to like explain something and nobody seems to like, we get what you're saying within a group you know; causing very low self esteem which we were not brought up that way. I wasn't brought up that way. So this time around, I had to like raise my voice and no matter how much I complain of how this is affecting me, the managers I complain to brush it aside and never address it. Because they look at it, it's a racial issue which needs to be addressed. As much as I'm making my comment to this group. I strongly believe that people understand what I'm talking about. They understand what I'm saying. I don't have to repeat myself, but it's an ongoing concern that people will laugh at your work, even after you put all your effort and, you know, strength to communicate. With my position, I have to like give record and communicate with that. But because of the way they want to just ridicule you or just like make fun of it, I'm not even appreciated. And at the same time you brought that to a manager, you've been brushed aside because oh you know why, you need to speak clearer because maybe they don't understand you. No, it's not because they don't understand, it is because they don't want to

understand me. That's how I feel. But it won't stop me for being who I am. But at the same time. It's just that when you complain... as a matter of fact, I look today: what I complained was brushed aside, I did report it, and was suspended, actually with no pay for three days because I ignored that they said in the world I wasn't being fair at work, I wasn't being professional, I was just trying to like ignore the fact that I don't want to get upset, but it's been taken at the different meaning. So this.... and you can tell the other fellow person is a white person that has a voice. I don't have a voice.

Sean Mauricette: OK. Mary, thank you by the way, I think of a beautiful voice I might add. You spoke very... I understood everything perfectly clear. I think I think Celina had a comment and then David.

Celina Caesar-Chavannes: So I really want to thank you for your testimony, and this was actually brought up earlier by Ann Marie, so we've had someone speak to it. I just want to acknowledge what you're saying and say that I completely understand. But there is also a negative impact, and I think this is what I want the Regional Chair to understand. There is an impact when we look at Toronto's Children's Aid Services, and I'll go back to where I talk about hiring people who understand the experience and the expertise of being Black. When we look at Toronto's Children's Aid Services, we see that Black children in Children's Aid represents 40% of children in Children's Aid—down the street. 40% of those children are my children. And there is no way that that should be a number of children in a system. The issue is that there isn't individual... there are not enough individuals who have that cultural sensitivity to understand that when Anne Marie raises her voice, she's not violent, mad. She's not upset. She's passionate. She might be a little energetic. But that doesn't make her a bad worker. That doesn't make the call someone that should be dismissed. That doesn't make a parent someone that should get their kids removed from them. This is the impact of anti-Black racism in our systems. And our system it destroys people, so this caller now will likely, you know, feel so frustrated with her job that she leaves, which speaks to the economic impact of someone as brilliant as her leaving an organization. Which speaks to why, again, you need to have individuals who understand that. The willful ignorance of people to not say they just don't understand what she's saying is nonsense in 2020; it's absolute nonsense. Because there is a negative consequential impact, not just for our communities, but for the economy of Durham Region as well.

David Mitchell: So let me give you two examples, and this is important as it relates to the accountability pieces when folks are discriminated against or they experience a micro aggression in relation to their accent, which is then generally once again connected to their race. So in this case, she speaks, somebody says they don't answer, she complains to a manager and manager, writes down the complaint says, OK, I'll investigate. It goes back to the person says hey, this person complained that you didn't treat them well. He said, well, you know, I couldn't understand her and they'll go back and they'll write the complaint off and say no, OK, that's fair enough, that's reasonable. Would we not say? You couldn't understand her? So that's it. Well, as the manager, how did you understand her to take her complaint? But yet you are willing then to say that the employee that or the service provider that she was complaining about didn't understand, right? And then we allow people to escape accountability. When I first started working frontline in Corrections, we had, I'm not going to name the ethnicity or social identity, we had particular officers that spoke with a

heavy accent and people would always complain “I can’t understand them on the radio.” But yet, when individual prisoners from that ethnic group came in, their English was good enough for you to translate. We can't have it both ways. We have to hold people accountable, and we need to be professional. And professional sometimes means sitting there and listening carefully because it's intolerance based on, or impatience based on, colour. Right, some people we will listen to right? And I know the Chief has done some work here because we've had these experiences with the Speak Up Durham. And where people are actually say, OK, I actually got what you said because I spent the time. Right, and this some of this comes back to the civility piece, so some of it is also holding the managers accountable. You're prepared to write off a complaint as being unsubstantiated because you claim that the individual who is the respondent didn't understand. But you understood exactly what they said as you took the complaint down in writing. You didn't ask them too, and that's acceptable? And this is how insidious it gets. So I think that it's important that we drive—it's those little things that just build and build and build. And then we have the explosions.

Ann Marie Morrison: I completely agree with my two panelists. I'll tell you a lot of reasons why we have Black persons, and especially persons from you know parts of the world, Africa, the Caribbean, that don't speak up; that accept certain abuse: it's because we're scared. Very scared that we may lose our jobs. And then when we lose those jobs it's three times more harder for us to get another job. So when we're in a certain job we will take it: Oh, she's stupid. How did she get that position? What is she saying? Why is she even here? We hear them, we know, we understand, but we don't say anything because we're scared. And there isn't a lot of job security for persons like myself. And I wish that we would do something about this, because then, if we were able to speak up, you'd understand us much better. You would know where we're coming from. You would know that we are hard working people, hard working individuals who just want to be heard. That's it. Just understand us more. Thank you.

Jodi Shanoff: Thank you very much for that. Our next live caller is Suzanne and Suzanne would like to ask a question or share an experience about police services. Suzanne. Go ahead, please.

Suzanne: OK, first of all, I'm in tears because I feel so badly for all these people that are out here in Durham. That man with four kids that is having to deal with teachers treating his children that way; and the lady that just spoke, I had no idea it was that bad out here in Durham. And so I am so sorry that exists. I'm retired. And if any committee wants to get set up with, anything to do with helping with anything with the Black people, I would certainly be on it. I'm great at paperwork. I would do any of it. And then next, uh, Durham Regional Police Services. 95% of them are wonderful. I thank them for their service. And God bless them for what they have to put up with. However, I had a very horrible experience 18 years ago when my son was 27. And they were called the Durham Regional Police Force at the time. And the good old boys taught the new boys how to take care of the young teenagers, whether they're Black or white. And at that point they were mostly white. County boys. And they were beaten and thrown in the fields around here. And my son happened to be one of them. We moved out here 30 years ago and he was about 15 when he moved out and 27 he really wasn't doing anything wrong that night and got brutally beaten. In a parking lot, the

police station, and we sued. And his life has been hell since then. I'm very thankful for Officer Friendly. Who, when my son ended up with mental health illness because of it, was awesome and led the police force to help me and his dad get him to the hospital. So there's a whole lot of things out here in Durham. We need help with. And I would gladly help on any committee for anything.

Sean Mauricette: OK, thanks for that. That was 17 years ago. Quite some time ago. 2020 now, but it shows that that there are some significant strides that have happened. We still have a ways to go, but some of the trauma that people are inflicted with stays with them for life. And that's something that we need to remember as we take steps towards creating a better future.

Jodi Shanoff: We're going to go live to our next caller, thank you very much for that. Sasha is live with us and Sasha has a story about a professional experience she had with racism. Sasha, go ahead, please.

Sasha: Hi there, thank you for taking my call this evening. Um, the panel has been amazing. I just wanted to say that, with information, support, and experiences as well. So I wanted to share a professional experience that I had. I work for the Region of Durham and I am a proud member of the workforce in in Durham. I live outside of Durham. And when the death of George Floyd and Ahmaud Aubrey came about, you know, there was some tensions happening and my first instinct was to check on my colleagues to make sure that they were supported, and to know that if they needed anything that we were here for them. So I voiced, I guess I asked, if we could perhaps distribute a message of solidarity throughout our department, just to show that we are here for whatever support is required, and I was told that due to Durham Region having a police department within our regional strategy, that that would be discouraged. And I was really disheartened. I have, you know, I'm 40 years old and I have two children who mixed. They also have had experiences racist, racist experiences within the school system in my children are quite young. And so all of this just kind of flooded me with... OK professionally, where do I go with this? Is this something that I push for? Is this something that I step back and say, is this my place? But I was disheartened so I kind of took another route and I went through our professional organization and we started doing some work from there. I guess what I wanted to share was A) I was disappointed because regardless if we have a police service within our region, this isn't only about police brutality. This is systemic. This is institutional. It goes into our school system as we know, as we've seen and beyond that; professionally, I wanted to know that I didn't have to feel—as most of my Black colleagues I'm sure have felt many times over the years—dismissed; thought of as you know this is not important because it is very important and I was quite disappointed for those reasons. So I wanted to share that experience. I don't know that much has happened since then. I do see people kind of hopping on board now and with all the attention that you know Black Lives Matter movement has been getting, which they surely deserve an deserved along time ago. I just feel like it was a really slow response and I still feel like I'm sure if you asked our staff how they feel. Our Black staff, they would probably tell you, you know all of their experiences and share that they don't feel supported and I wanted to make sure that we talk about this. This isn't something that should be kind of swept under the rug, or people are afraid to talk about; if that means that we need to integrate some learning into our professional days, our

professional lives, that's what we need to do. And I just wanted to show support and solidarity for all of our Black colleagues within the Region of Durham. And I thank you so much for listening this evening.

Celina Caesar-Chavannes: So has the Region put out a statement.

David Mitchell: A statement on anti-racism in solidarity with the Black community. So we know the Chief has, right, and spoke to his officers about that. Was a statement issued to your employees of Durham.

Regional Chair John Henry: Actually, I made a statement during the, not our last council meeting the council meeting before that, and during council about exactly what we were doing and how this was coming together tonight. So there has been a statement made and, to the CAO?

Elaine Baxter-Trahair: So sorry, yes. Thank you Mr. Chair. Yes, I also did a statement and it was a topic of conversation and one of the town halls that we had with all stuff. We've been doing them regularly throughout the COVID crisis.

Celina Caesar-Chavannes: So I mean, I appreciate the caller coming forward and actually, I feels sort of blindsided here. That we're at a town hall on anti-Black racism and the Region hasn't publicly put out a statement. Is that what I'm hearing? Is there something on your website? Is there something on your website that says solidarity to the community, related to anti-Blackness.

Elaine Baxter-Trahair: I'm looking at the Chair and it's just because it's not top of mind because we did our statements early on; as soon as at the issue became prevalent. We did a statement to staff and I think we also said something publicly, Mr. Chair, if I remember correctly.

Regional Chair John Henry: Again during our council meeting I made a very, I made a very... I made a statement during council meeting to bring the issue to council. What was going on. So, I'm a little bit off guard just because of the timing, but we've done a number of things.

David Mitchell: In fairness, I think Celina is asking based on what the caller and employee is saying. Basically what we heard was she wanted to do something to demonstrate solidarity at this time and going forward and whoever, not necessarily you, within that immediate circle of authority said no, because we have a police department we don't want to offend them because one of the drivers has been obviously the policing situation. So we're just trying to get our heads wrapped around. That's why we were just sort of Googling over here, so I know the Chief did, and we know in other municipalities people have done things or the CaO's made a statement to the all of the employees. So we're just trying to sort of, balance that out.

Celina Caesar-Chavannes: I think David you are being quite generous with time here. It's either they put out a statement or they did not. If you have a community that is that has Black representation in it, or not, there is a global movement around anti-Blackness and did

the Region of Durham put out a statement? And I'm not going to expect an answer because clearly there is... you need to look or confer to your notes. The point I want to make, is back to my original point in my opening statement, Mr. Chair, and to the person that called and I hope to the listeners is that receipts need to be kept from this meeting. And I think it is important when you think about—and I appreciate the town hall—but having things can find that you cannot publicly post on a public space not within here, and maybe a few people hear it and maybe a few people may pick it up, but publicly posts to the people of Durham who look like me, that we do not tolerate anti -lack racism in any form on any day, especially Sundays. Then I feel like there might be a slight problem. I feel blindsided here. That needs to be done is not good enough to just hold a town hall. It's not good enough to just make a statement within these walls. You need to put it publicly and then you need to follow up with action. Maybe I'm wrong here, but I really feel blindsided that that was not public.

David Mitchell: so we were trying to reconcile that. In fact, I live in Pickering. I know when you're coming in North on Altona, there's a big sign there and their sign says Black Lives Matters. And we are against racism like. So that's an actual road sign, a lit road sign was there and actually I was shocked to see it.

Regional Chair John Henry: So there was a number of press releases put out for this evening tonight that put the position forward and I'm...

Elaine Baxter-Trahair: ...And we certainly did extensive communication with all staff across the Region, but there was a public statement.

Closing remarks

Jodi Shanoff: As the moderator, I'm going to jump in at this point because we have come to the end of the discussion that we had planned for this evening, but obviously much discussion left to be had. Channels for other residents to participate in the discussion with the Region. Whether it's through yourvoice.durham.ca or DurhamStrong@durham.ca that's DurhamStrong, all one word at durham.ca; and I'm going to pass things over to our moderator Sean, who's going to wrap up for the evening.

Sean Mauricette: Thank you Jodi. Given the times that we are living in, we have two important choices to make. We can either choose to be reactive and respond to issues once they arise, or we can be proactive, preparing to respond to potential issues in advance. The key here, in my opinion, is to do both. We need to react immediately to the plethora of issues affecting the Black community, but also to take preventative measures for the future. The data is there and can no longer be ignored. It is my hope that the Region of Durham will take the information tonight, that comes to us directly from the people within the Black community, and other communities, and continues to take important strides towards laying important foundations that can build a stronger tomorrow. But the change has to start now. As Doctor King said: have faith. We don't need to see the entire staircase. Just take the first step. Tonight was definitely a step. It was an important step, but it cannot be the only step. I'm hoping that this discussion can continue. On behalf of everyone here, thank you. And Goodnight.

Question

'Will the DRPS reduce its budget so that the Region can build an improved public safety capacity?'

'Why is it taking long to send out the connect invites '

'Goodnight is there any sign up for this platform to become an active member in Durham regarding this situation/topic.'

'Minneapolis police was very progressive but yet George Floyd was murdered Police manage inequality by keeping the dispossessed from the owners the Black from the white the homeless from the housed the beggars from the employed. Police&RCMP can't b refo' 'Minneapolis police was very progressive but yet George Floyd was murdered Police manage inequality by keeping the dispossessed from the owners the Black from the white the homeless from the housed the beggars from the employed. Police&RCMP can't b refo' 'Look at the Minneapolis Police Department which is held up as a model of progressive police reform. The department offers procedural justice as well as trainings for implicit bias mindfulness and de-escalation. And George Floyd was still murdered' 'Beware of community policing and youth policing police gather personal information to further prosecute youth (school to prison) system. MPD150.com for reference'

'DRPS has been a permanent fixture at Pine Ridge Secondary School since 1998. When we were students we knew who they were targeting. Can DRPS commit to leaving all DDSB and DCDSB institutions as a permanent fixture?'

'Several prominent race scholars and community organizers acknowledge that many BIPOC have lost faith in policing as an institution. What community-centric alternatives to policing has the region already explored in attempts to better serve BIPOC? ' 'Something that is clear is that the farther East we move in the region the less anti-racist infrastructure is set up. How does the region plan to provide space and protections for new anti-racist organizations?' 'Did we begin. I don't see anything only the music' 'Is ther a visual' ' How are we equipping our teachers in educating diverse cultures in a respectful manner. My experiences with the Durham schools is filled with bias and racism where things are swept under the rug. Many are young and filled with bias and are teaching bias'

'Will the Region of Durham committ to provide a full line-by-line public disclosure of annual budget allocation to Durham Regional Police Services (DRPS)'

'My apologies are we supposed to be hearing answers? We have not yet heard any responses. Thank you'

'In 2019 there was an increase in mental health related incidents. Yet the budget increase for DRPS was to add 20 police officers on the front line. How many mental health practitioners were added to the front line given the spike in mental health crise'

'The Chief mentioned public involvement in the hiring process. Will individuals from the community be part of the selection for the new chief?'

'What exactly is the definition of systemic racism? Is this something different than individual racism within systems? Thank you for this discussion.'

'Can you please fix the sound? It is incredibly difficult to hear what anyone is saying. ' 'Why does DRPS have a vulnerable sector registry? Who oversees this data? How is it used?'

'What other affirmative action is the region taking To address anti-black racism and racism in all it's forms through the criminalization of mental' 'What other affirmative action is the region taking to address anti black racism and racism in all its forms by the criminalization of mental health?' 'What affirmative action is the region taking to address anti black racism and racism in all its forms through the criminalization of mental health '

'Does the region commit to assembling a team of culturally responsive and clinically trained mental health practitioners?'

'In addition to the call for a minimum 10% divestment from DRPS what other resources (financial included) has the region set aside to support local community organizations? ' 'Why can't I see the town hall? It's just music!'

'Idea: what are your thoughts on leveraging the existing Youth in Policing (YPI) initiative to introduce BIPOC youth to Durham Police and potentially cultivate future interest in a career in policing? ' 'To add to the comments made about the confederate flag - in 2013/2014 a student at a Courtice high school had fastened the flag to their truck and would drive to school with the flag. This is not ok in our community and is something I will never forget.' 'What does "Blue Lives Matter" mean to you in the context of this moment? What is DRPS stance on members of the police force using this phrase as representatives of Durham Police?'

'These are important subjects. Thank you for sharing your stories and ideas with us in all of Durham Region.'

'Will the Region of Durham commit to ensuring that mental health practitioners are a primary response unit to all mental health related calls and not a secondary response unit as it currently stands within DRPS? What steps are the region going to take.'

'Will Durham Region be completing employee audits for marginalized and equity-seeking groups employed by public entities and services that they fund?'

'My question is for the Region: will the Region commit to hiring a third-party research and investigative company to collect race-based data as it pertains to mental health and poverty-related calls made to DRPS? '

'Can you please repeat the answers to the first few questions? We cannot hear the responses.' 'Should we expect future initiatives like private security guards (CDN-Oshawa) with \$100 000.00 contracts as your way to continue policing Oshawa if and when you divest the police? ' 'To the police- Are you willing to open up programs to groups of people that are not in the youth age group? Most of the programs that you run are not available to citizens over 18 or citizens who are not directly involved in Policing. ' 'Does the region plan to assemble an interdisciplinary team of: clinical mental health practitioners harm reduction workers and any other related community outreach workers to create a holistic framework directed toward community safety and alternatives t'

' What is the status of the investigation on soon to be former Chief Paul Martin? And when will the details of said investigation be provided to the public?' 'Are you aware that no one can hear any of your answers to the questions on the live stream??' 'What next steps have been done to make a bylaw against the confederate flag within Durham and Clarington?' 'Many questions are not being answered as you need to do research. When should we expect these answers that were not answered today.'

'Are you able to address the comment posted on "share your story" page re: Uxbridge residents looking to ban all symbols of hate and racial intolerance?' 'What community centric alternatives to policing has the region already explored? ' 'What community centric alternatives to policing has the region already explored?'

'Will the region of Durham and elected officials commit to the reallocation of a minimum 10% of Durham Regional Police Funding back into community centric programs and alternatives to policing?' 'Will the region of Durham and elected officials commit to the reallocation of a minimum 10% of Durham Regional Police Funding back into community centric programs and alternatives to policing?' 'Can Sean's mike be smoother? It is fuzzy' 'How can Black residents hold the Durham Police accountable for misconduct against BIPOC?' 'Where can Black female entrepreneurs like myself find more funding for my company in Durham Region?'

'Will the region be establishing any type of anti-racism unit within the region to address long-term solutions to these on-going?' ' Will the region be establishing any type of anti-racism unit within the region to address long-term solutions to these on-going?'

'What steps are being taken here in durham for the police force to be transparent have video cams' 'Why do we need to raise money I pay 6000 in taxes. This can be used to provide programs to help them be equipped to be able to obtain jobs so they don't have to travel to Toronto. for Our youth young adults' 'That previous question is for minorities people ' 'Why do we need grant when we have tax payers monies. How is my 6000 being used to help the minority resident Get the same kind of jobs here as they can get in Toronto' 'They're was a black man that was recently arrested at Taliz store for no reason. What consequence did they police that were involved have' 'There have been a lot of derogatory slurs painted in brooklin- how have you dealt with that'

'Durham Regional Police have announced they are collecting race-based data. Who/How will this data be used effectively and purposefully?'

'Is the Region looking into policy demands from the BLM movement including calls to redistribute funding to better respond to community social issues?'

'How has the region addressed the cover up regarding DRPS and D.Miller' 'What is the region doing to increase hiring of more visible minorities' 'Why was the chief permitted to Serve in various capacities despite being under investigation for alleged internal corruption and criminal conduct'

'Does DRPS have data that is not available to the public? If yes why is this data not public information?' 'Does DRPS have data that is not available to the public? If yes why is this data not public information?'

'Durham Regional Police have a known reputation for outwardly bias visible minorities - education and training is widely available but are stats available to demonstrate how these training have been effective? If not whats the plans' 'Where are the ally's - white people built our system on white privilege - but why is it up to visible minorities to unravel what white people have benefited from? Chair Henry thank you for sharing your successes but can you acknowledge it's still not eno'

'Question for Police Chief Paul Martin: You mentioned plans for "training" - could you please elaborate by providing details?'

'Can you address the issues with hearing the answers to the questions??'

'I was watching on you tube and all is frozen at 25 minutes?' 'Why can I not access all of a suden'

'What role can the region have in educating community members on what systemic racism is? There is such an intense & clear among residents. How can meaningful policies get implemented when our own residents do not agree on the definitions of racism?' 'What role can the region have in educating community members on what systemic racism is? There is such an intense & clear among residents. How can meaningful policies get implemented when our own residents do not agree on the definitions of racism?'

'What were the changes that has taken place since the last DRPS community event which happened in 2016?' 'Where can we expect to see the transparency of these changes of these? Will there be budget reports or any records published?'

'What is the collection of race-based information going to lead to? This information is already available. What is the timeline and steps to the change this will lead to?'

'Is Chair Henry willing to immediately stop attending events by local chambers of commerce until they get serious about anti-Black racism including transparent reviews of their activities policies and staffing and zero-tolerance policies for racism?'

'Will there be some kind of independent body created to investigate and handle issues of anti-black racism that occur in the Region? Or will it go through the current systemic structures that have led us to this point?'

'As public officials what are you intentionally doing become aware knowledge and competent understanding what Anti-Black racism is how it manifests and how the ingrained biases and stereotypes about Blackness infect your decision making and policies?'

'What learning and training are the White members of government (including Durham Regional Chair John Henry as well as Chief Paul Martin) participating in to combat Anti-Black Racism themselves?' 'What learning and training are the White members of government (including Durham Regional Chair John Henry as well as Chief Paul Martin) participating in to combat Anti-Black Racism themselves? '

'There has been growing concerns around police in secondary schools. Has there been a discussion around the school resource officers programs within the DDSB? '

'Are you aware that the live stream is playing three different voices?' 'Sorry tech issues on my end all good now'

'Could the region of Durham provide more free after school programming for youth? Black youth and youth in general could benefit greatly from this. '

'I see comments from people opposing BLM and have witnessed anti black racism in my community - how will the region participate in educating Durham residents on race issues to attempt to curb racism and educate regarding BLM and the myths about the movement.' 'Celina makes a great point. Can Durham business be compelled to issue anti racist policies.?''

'I work in Toronto and see all the opportunities they have for minorities in sports. Here in Durham Region there are not enough opportunities for minorities in sport. At the Para games I only saw one black female as a volunteer. How can we change that?'

'Has the DRPS examined the way anti-black racism impacted the way their officers investigated the Dafonte Miller case? If so what were the findings? Have any changes been made as a result?'

'June 5th 2020 during an Uxbridge #BlackLivesMatter peaceful stand-in our families experienced a hateful act involving the Confederate Flag. Will Durham Region take action to prohibit visible symbols of hate and racial intolerance?' 'My question names that that flag is here. We presented on June 22 and are taking steps to ban the flag and other symbols of hate in Uxbridge. I am happy to share on behalf of our group our collective presentation to others. ' 'Follow-up (not to share publicly) your voice submission includes link to our presentation and call for action. <https://yourvoice.durham.ca/durhamcavirtualtownhall/stories/uxbridge-residents-looking-to-ban-all-symbols-of-hate-and-racial-intolerance>' 'There are a few of us who would like to present this call to action at the next Durham Council Meeting. '

'This may be beyond the scope of this townhall however I would like to know if there is anything that can be done to promote anti-black or anti-racism on a whole in private companies operating in Durham Region?'

'Will you be defunding the police?' 'Will the region bring the concerns of adding curriculum that shows the work of Black people in our society? Black history isn't just in February.'

'Black brown and indigenous people of colour are frequently expected to educate and provide emotional labour to anti-bias initiatives how is the region financially compensating black brown and indigenous people of colour for their contributions?' 'Would the region consider releasing diversity figures for public service workers annually going forward?'

'How will the Region hold Oshawa to account for hiring a security firm known for racist behaviour to police unsheltered people? '

'Who is listening to parents about concerns about school?' 'Who is keeping the police accountable for their actions ' 'We have no voice with police and they scared to call them ' 'When it come to black history in my son school it is all up but are they teaching it no when I ask my son grade one teacher she replied that they are to young they will not understand ' 'I agree 100 % with the caller with the three son this needs to be stop'

'What can be done about not-for-profit organizations such as the Whitby Chamber of Commerce who are not only racism but more specifically black racism.'

'I would be interested in knowing what the Durham Regions plans are moving forward with regards to Long-Term Care for more homes and the inclusivity for Black Seniors and People of colour. Since Retirements Homes expenses are extremely high in cost. Long-Te'

'Is there a plan to look at creating a transparent public board or adding diversity to the police services board' 'Can the police board not reach out to the black community groups to encourage black youth to enter policing' 'Comment: I am the President of a Local union that is tired of hearing "there is no racism in Canada". I have told several stories about my personal experiences with racism. We need all board rooms and institutions to reflect our communities.'

'What are you going to do about providing support to the white community to help them identify their bias/racial outlook and to reform their outlook and behaviour. Prevention is better than cure. Focus on cause and root of racism. Where is it starting ' 'A change needs to start in the cradle. Change the programs and awareness in the class room. Have zero tolerance for racism in schools especially with the teachers/principal. Walk the Talk and dont let this fall off the radar.'

'As mentioned earlier Ajax is the fastest growing area for black people yet Ajax does not have an indoor turf for residence to practice soccer football track and baseball like Pickering Whitby and Oshawa has. How will you help to get a dome in Ajax? ' 'Are youth are the future. What are we doing in the region to help create viable programs for youth from our minority communities?' 'Is the Durham Region leveraging the Black North Initiative and/or the Black Chamber of Durham for help with diversity issues?'

'When you apply for a position 17 times in long term care home.How are sure that everyone are treated equal.When is the type we getting.Just look at the workers in long term care home.You will see it is all white.How are we sure that change will come '

'What outreach/programs have the DRPS created to reach our black youth-- since our youth do not trust the police and with good reason.'

'As a Whitby resident I believe black businesses in the downtown area can be better promoted to serve the public as other businesses. How can the Town address the lack of interest and/or support within the community?' 'As a Whitby resident I haven't witnessed anti-black racism rallies in the town unlike other towns. Has this been discussed to bring awareness?'

'checked your website and do not see any statement in support of Black lives'

'How can I share my experiences on the phone since my phone battery died?'

'How will the region ensure students at elementary and high schools are not stereotyped as lower performers because of race. This happened to my daughter. What will be changed with teachers and school principals to change this'

' I appreciate this conversation but we are a society with short term memories. I want to know that there is an accountability piece built in to the work being done now.. Black North Initiative may be a committee to join and make formal promise/commitment' 'Thank you Celina well said!!!!!!' 'ACCOUNTABILITY!!!!!!'

'What about transparency for investigations? Such as the the elder black elderly gentleman attacked by durham police and then the policebofficer getting witnesses to destroy video footage'

'To the panelists as a Black Canadian Women I just want to know if any of you experience Anti- Black Racism throughout your careers and how did you handle it and what did you do to overcome the event(s) . '

'To the panelists as a Black Canadian Women I just want to know if any of you experience Anti- Black Racism throughout your careers and how did you handle it and what did you do to overcome the event(s) . '

'Will the region of Durham and elected officials commit to the reallocation of a minimum 10% of Durham Regional Police Funding back into community centric programs and alternatives to policing?'

'Many of us have heard the statement a person will only do what My question is what is the Region doing to address the racism that is being directed at black business owners in the Region? '

Will the discussions questions and answers be posted online so that people who are unable to attend? I think It's important that if people take the time to participate their questions are answered

Are there any plans for police education in terms of their training brutality etc? There are many stories regarding police brutality on black people when me as a white person would have never received it.

My concern is access to housing. On a waiting list for more than 10 years. Black people they are always asked to move to Oshawa south. Other people get housing while we wait. They don't tell you what you need to know to navigate the system.

Concerned that with BLM conversation is being taken over without proper prospective of what is happening. Community with no outside influences is what is important. My black friends are getting pulled into political atmosphere. I followed in the news about Dafonte Miller. I had a concern for him. When I first read the judgement about the officer I found it was fair. Heard from POC it wasn't enough. I spoke to a POC friend to gain more perspective and think outside my box

are there any plans in place in strengthening relationship with black community especially young men and boys and the Druham Police?

We the public demand that the Region produce action items with accountabilities names and dates that come from the comments stories and questions from this event?

Question: About reports based on race. Wants race based demographics. wants clarification

Son-in-law is black and he lives with her. He says people treat him badly but she can't understand that skin has anything todo with it.

Comment: Why it is that it seems that people are stirring the pot. Not any racism in Durham region. Just stirring the pot. Groups just to collect money. He played in a band and thinks there are opportunities for everyone.

Not only Blacks or Aboriginal but also mentally ill are discriminated against and aren't treated well when police are involved. Have mentally ill in our family. Need better training and not overdo it.

Let's all get together and have a bbq true problems will come out. Comfortable and back to earth. Been twenty years.

I have nothing against Black people. Police are doing an excellent job and defunding them would be a mistake. We really respect the police.

I think Black Lives matter it's unfortunate that police hurt minorities for no reason. Rather than fighting the system why don't minorities try to conform to the system? That would reduce tension and maybe hate. Lets teach change rather than hate.

Why is everyone jumping on the band wagon with the stuff going on in US? It is not black lives matter or racism. This is treasonous racism from the rich stealing from financially poor. The racism is against indigenous and poor. There was no slavery here.

We had police come to my highschool they stopped kids going to the bus.

However they only stopped the black kids and none of the white kids.

Believes that racism is taught in the home. Schools need to be stronger teaching children so they will go home and teach their parents. Children should not be taught to hate based on skin colour. Schools should bring parents in and tell them.

Believes that racism is taught in the home. Schools need to be stronger teaching children so they will go home and teach their parents. Children should not be taught to hate based on skin colour. Schools should bring parents in and tell them.

There are a lot of other communities that face this issue. We should all talk collectively to come up with a solution.

Native and LGBT: Advice about Psychiatric people to deal with. Kindness.

Understanding. Level Head.

Comment - Does not think that we will be able to get rid of racism. Thinks that "Blacks" create their own racism.

Employment of policemen firemen for Durham Region - is that reflective of the population

I don't believe in Black Live Matters My family is from El Salvador. Do Spanish people's lives matter? I had some black people call me "Racial Slur". " I've been screwed left and white - I'm disabled and white. BLM no more than everyone else Hello to Mr. Henry. This problem is not specific to Durham region what collaboration is going with other jurisdictions to try to unify and strengthen the message?

Comment: Aboriginals have been struggling for a long time. Why is the focus on black people?

Question: Not just Racism against blacks. What about other minority people?

Story/Concern to share: State of policing in Durham region.

Can Durham Region pass a bylaw or support the municipalities to make sure symbols of hate are not displayed in any public / private space ex. Confederate flag

What is the Chief of Police saying about the last caller's question/comment??

Comment: What is the difference between humans -- why are people being treated differently?

1) What is region doing to deal with racism in the classroom. Work in school board. Subtle racism towards black children. How are we dealing with this. 2)

Affordable housing that is not government housing that is birth of crime

Question - can you please elaborate on what you mean by training? Wanted to thank everyone for holding this panel tonight.

It seems that a lot of people are putting out their opinions but not offering solutions. To unify not divide. Police need to get into the community Can't marginalize. BBQ or sports figures.

Had a bus driver refuse to have certain races on the bus. In Durham region. Was also told by the bus driver that she should not be hired based on her race.

Refer people to very good book - White Fragility by Robin Diangelo. It helped me understand my own racism.

the Federal government is responsible for fixing this problem. It should be taught to every child starting in kindergarten. Federal government has the power but has passed this on to the municipalities. They are the ones responsible for immigration.

Wanted clarity from durham regional police re: violence. Also does the council recognize that there is systemic racism in durham region especially with DRP?

My son's are all very academic. We came to Canada and it took a while for them to speak/be understood. When my 3rd son came he was stigmatized/labeled as having a problem in school. We have had to move him from a french immersion to another school.

Today is 75th anniversary of Hiroshima. We should be looking at these people based on the color of their hearts not their skin. A bad person is a liability to our community. Our community is profoundly racist and we need to act. We have to walk the talk.

Is anti-racism and anti-black racism training mandatory for every employee of every service funded through the region? If no why and how will it be addressed?

Recently there was a motion that was passed by our politicians how is the region going to be supporting grassroots organizations further who started and created this framework? we were not cited in this motion

Developing policies and changing police culture needs to start with new complaints process. Had problem and was directed to complaint system. Was told she wasn't an actual victim so there was no mechanism for dealing with realities. Question/Story: For the police will they undergo sensitivity training/additional training re. racism?

To Chief Martin - Are the police services prepared to take steps towards facilitating the access to the raw data collected by the police department? Question and story: What affirmative action is the region taking to combat racism in all its forms through the systemic criminalization of mental health? Story is re. personal experience and police inaction. I have been hearing that the police force is getting training on the anti-black racism. What does that training entail? I find myself seeing a police connect with the eyes and they give an intimidating glare. Then they drive up and down the street. Story to share in relation to micro aggression and police intervention and its impact on mental health.

Trustee District school board - I'd like to put it out there to gentleman who had the complaint who has the 3 sons. Can he be given my email address please? Why is there no representative from the school board on the panel tonight? Were they asked to participate and decline to take part? Story: Professional experience with racism. Durham must implement programs to help stem systemic racism for black youth - like into schools black focus programs post incarceration programs for black youth. Wes Hall created Black North Initiative to get Black people into executive roles and on board of directors to a level of 3.5%. Over 300 CEOs have signed on. Is Durham considering making similar changes to the the executive and board levels. There has been lots of talk about defunding but nothing is happening. What is The Region of Durhams plan to reallocate funds from the poice to social services that need support?

What will the funding allocation look like in the future? The increase in funding for police services and decrease in funding for other services that help people Technical question: Using a flip phone with limited minutes. Needs to sign up with an ID and Password -- is there a way he can listen online without creating an account? Question: Can listeners be given examples of systemic anti-black racism in the community?

Question about Oshawa in general and what is happening in the area of where GM used to be. Has this been turned into job generating distribution area?

Comment: Applaud John Henry and his staff for taking on equality for all. He watched Book of Negroes and was appalled at how black were treated.

Is it fair to hire based on race and race quotas rather than a merit-based system? In my schooling I have never received any type of racism. I think we should be learning about this earlier.

Questions about the disproportionate amount of prejudice given to black students in schools and the repercussions given by police force
Re what chief said about defunding the police. What can the public do to help the current mental health organization take over the role for the police and do mental health checks?

Has the region of Durham thought about what they are willing to do to support our school systems with regards to supporting programs for anti-racism
When Chief said he's implementing a new policy for police complaints is that new service going to be operated by the police? Wouldn't it be better if OPRD was operated by non-police personnel? What are police doing to stem racism on the force?

Question about systemic racism against the black community but also needs to be address towards Latin Asian and Indigenous - all other minorities. Native community needs to be listened We are on their land.

Story/Comment. Mary is from Africa. She has a story about how she is treated unfairly because of how her voice is heard as a black person.

Can the panelists give examples of how they have witnessed systemic racism in their departments?

What does the panel think employers can do to support the black community? I am in hospitality

I'm indigenous woman who was trafficked ultimately my trafficker was apprehended by police then my children were taken from me because of accusations made by the person who trafficked me. To this day I am still fighting for my children.

Story - pulled over by DRPS and nearly shot and killed because of racial profiling. Very traumatic experience. For the Chief what's being done to ensure there won't be a George Floyd here?

I want to know what the region is doing to assist black people in regard to rental of apartment. We are often turned away/not replied to when they find out we are black.

Relative to the school system I am wondering what sort of programs will be offered and if we will put our focus into the younger generations rather than older generation that seems to have set ways.

STORY TELLING TOOL

WHITBY PUBLIC LIBRARY IS ANTI-BLACK.

I was falsely acused and then banned with malice by Whitby library of promoting business because I'm seen as "Black"
. This library refuses to hire Black men in their staffing.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

racism in kindergarten

My child is in Junior Kindergarten, and attends school in North Oshawa. She was distinctly told by one of her peers that she couldn't invite her to her party because she was black. This is a reflection of the parents and the feeling of hatred in the community. How do you explain to your 4 year old what racism is? That her skin color will cause her to be slighted

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

BLM - Both sides of the story

My concerns lie with the other side of the BLM movement that is not being shared. The hate filled, discriminative, violent protest groups that are causing more divide than unity amongst our community, even going as far as to support defunding our police. Myself and MANY other parents believe that BLM has NO place in our schools and we will stand up against it. BLM is a self proclaimed dangerous Marxist group that has very little evidence of supporting any local black initiatives at all. A co-founder of Black Lives Matter Toronto argued that white people are "recessive genetic defects" and reportedly mused about how the race could be "wiped out," amongst other incredibly inappropriate comments. This is not a peaceful movement. Anyone who speaks up or out about BLM and how they are handling anti black racism gets labeled a racist and white supremacist and attacked, myself included. People have been violently attacked (physically as well for using the term All Lives Matter to promote unity. Now the DDSB suggests it would like to teach my kids to NOT say All Lives Matter and then try to explain to them that they don't understand the term and are being insensitive, instead of realizing these kids/parents AREN'T RACIST and this is ridiculous. Parents, like myself, raised their kids on ONE LOVE and they don't see colour when it comes to helping anyone, unlike these disgusting 'teaching tools' suggest like the burning house analogy. Please let us know how you plan to show ALL sides to the BLM movement to our communities so that people know 100% what it's ALL about so they can make informed choices about supporting it and how it's taught to our kids.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Include Black history in schools- not only in February & not only slavery

Black history did not start with slavery. Educate the teachers on Black history so that they can educate the children. Share the culture, talk about the great Black Leaders, before, during and after slavery. This will help children understand the history and the value and contribution of Blacks throughout the world. Also BLM is not the only movement surrounding anti Black racism. Let us teach our children to see colour and the beauty in our differences, but treat each other with love and respect because we are all from one race- the human race..

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

I saw my privilege

I was once out in a parking lot with a couple of friends after our sports group ended. One, another white woman like myself, the other a black man. He was showing us his awesome pick up and we sat in the back seat, he in the drivers seat, and we hung out there for a few minutes. As a car pulled in I heard my friend remark that she was going to give us the look. I asked "what look?" And he told me she is going to check to make sure you are not in need of help. And when she got out of the car in fact she did. We smiled and nodded we were fine and she walked away. This COULD be an example of a woman who has been victimized or has a heightened fear of victimization of women; but what told me otherwise is that my friend called it. This means he has experienced it so many times in his life that either a he has learned to pick up cues or b he has learned to just expect it. Maybe even both. It did not surprise me that there is that kind of racism... assumptions like a black man hanging out with a couple of white women means he is up to no good (a problem I recognized, but I was not surprised, I know racism exists... what really shocked me was that point I made above... he called it, he knew it was coming, and this is just life for him. I was hurt for him. And it isn't fair that he or anyone lives with that

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Minding my own business

I was standing outside of a business in downtown Oshawa and someone drove by shouting all lives matter and gave my friend and I the finger.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

School board

Please listen parents are at the end of racism and our kids are losing because teachers don't listen and principals just make it up as the teachers are having a bad day. Racism is real and durham school board needs to be put to the same standards as they vision for all the students. It is that they say it but they don't do it. I cry at night when my six year old tells me they don't like me and the teachers don't care. STAND UP AND DO THE RIGHT THING " BLACK LIVES DO MATTER "

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Moving in

Our first day moving into our new home, the neighbors asked my husband if we were just the movers. She was visibly disappointed that we are the new neighbors. A couple months later they moved out. Being asked "what are you?" "Where are you from?" "you can't be from around here?"

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Bi-racial POC and have experienced racism all my life.. .

The notion that Canada is better off than our "neighbors" to the South, or that we simply don't have systematic racism is entirely incorrect. Unfortunately, the current racial tensions have opened the floodgates for emboldened racists to let their ideologies and opinions be known. Loud and clear. In fact, I have not experienced as much overt and not-so-overt racism in my life, as I have since June 2. It is getting worse. White family members, bosses, coworkers, random strangers, all feel that they are entitled to racist behaviors and opinions which are shared out-loud. As a bi-racial POC I am fearful for the safety of not only my family and friends, but also my community members whom I continue to see exposed to police brutality, systematic oppression and daily discrimination. I am an educator and the level of ignorance that I have seen within the school system and it's educators is truly appalling. There is so much to be examined, and a lot needs to change. Let's start with our youngest generations who will carry forward new and acceptable ethics and values. EVERYONE, young and small should have access to proper ethnic sensitivity training and culturally diverse teachings. After all all these years of having European culture shoved down our throats. White people need to start taking accountability for their race as a whole, and stop pawning off the actions of others as that. You have a responsibility to play your part!Ashley Gayle

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Unconscious bias towards black people continues and prevalent in the educational system

My son was an A+ student from grade school right through to high school and I'm an advocate for education and one of two rules I've raised my children to be respectful to all people, environment and property and obtain an education. In grade 5 my son was accused of swearing at a white girl on the school bus, which he didn't do. My babysitter who was watching my daughter at the time immediately believed my son did this including her son without any investigation but listening to a white girl accusing my son of such an incident. The father of the little girl accused my son of always getting into trouble and always at the office. I advised him that all black boys do not look alike and the boy he is referring to is not my son. I walked the neighbourhood for an hour to speak to kids that were on the bus to find out what happened. Three of the children along with my son accompanied me to this little girl's house as I knew I couldn't let this go because being a single mother and my son unjustly accused of something he didn't do, he would have been suspended from the bus and I wouldn't have been able to work. The father was angry and asked his daughter to confirm that my son is who swore at her and she nodded yes. Then he asked his son who was younger if my son swore at his sister and I'm so happy to say the little boy said the truth and said no that my son never swore at his sister but that his sister swore at my son and called him very inappropriate names. My point here is that this happened 20 years ago and we continue to see this level of behaviour in our community. The principle of the school at the time was Lincoln Alexander P.S. treated the black children differently, they were more in trouble, and in grade 8 my son with asthma was put in a portable and I advised the principle that my son's asthma will be impacted if he is in the portable as he was tested for allergies and mold was a big one and we know portables then were covered in mold. He refused to put my son in the class in the school. I fought for weeks and also presented a letter from my doctor when he refused to make adjustments. He already moved 8 white family kids into the school but refused to include my son. After letting him know that I will take my issue up to the Superintendent he changed his tone. My son had a horrible year as the teacher took this out on my son and treated him poorly, she couldn't affect him with grades because he was brilliant. This lasted the full year and she was white and so upset that her class had 35 students. I advised her my son's health is more important and that there was an opportunity for the principle to move students who did not have a health issue to relieve her from such a sizeable class and to not take this out on an incident child. I pray that we change policies and hold school administrators accountable for the differences in how they treat black children. We are not asking for special treatment but that we are treated fairly as white people are and that we are included in the "All" in all lives matter.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

The comments!?

When this Anti Black forum was introduced...the comments on FB were disturbing! So many hateful racists comments condemning this forum. People claiming that racism doesn't exist here? It is hurtful and frightening.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Response to: BLM - Both sides of the story

Hi Concerned Mom, Firstly, I'm a 45 year old black man, born and raised in the GTA. I think something you, as well as others are confusing (or using as a crutch, or poor counterpoint is the difference between the "Black Lives Matter" organization vs. the overall movement and statement that BLACK LIVES MATTER. I sure that the vast majority of people who march, wear shirts, chant BLACK LIVES MATTER don't actually belong to the "Black Lives Matter" organization, or necessarily support EVERYTHING that the organization stands for (I've for one have even never visited their website). My point is, you should separate the point that people are making that BLACK LIVES MATTER from the organization. I could write a lot more, but I'll end with this: I'm assuming that you do not identify as black, if that is accurate, ask yourself if you truly believe that black people are treated equally in society, or if you would like yourself and/or your children to be treated in society that same as black people are...Karl

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

My Son Didn't Learn How to Read Until Grade 4

My youngest who has ADHD was consistently removed from kindergarten because the teacher couldn't manage him as he was always busy, on the move, and would become frustrated and angry because he was not being heard and spent 10% of that year in the class, and the remainder at the principle office. The Administration wouldn't step in, no one would help and I'm a parent of 3 and very connected into how to manage in a very complex red tape environment. It was only through my consistent advocacy that my son has a right to education and its his Canadian right to an education and I will support in any way both the administration and my son to ensure we can have a win-win situation. If it wasn't for a change in administration with a more compassionate, caring and genuinely sincere principle Martine Robinson, my son likely would not have even been able to read by grade 4. She took over Eagle Ridge P.S. in the early 2000's and took an interest in my son, made changes, provided a safe place for him when the class was too overwhelming, supported him with a tricycle and helmet when he needed to release energy he could do so safely in the yard with supervision. She told me that my son is considered a "pillow child" which means, the child that she goes to bed at night thinking of how to support. I'm blessed that we had an opportunity come across Martine Robinson and until this day my son still has fond memories of her support.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Question about the initiatives

I have a question for Chief Paul Martin. You mentioned the various initiatives the DRPS is rolling out. What is the collection of race-based information going to lead to? There are already many sources for this information with the statistics publicly published. What will happen with the information and over the course of how long?

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

What happened to the live stream?

I was watching on youtube and the livestream stopped. How can I listen to the townhall?

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Denial is Dangerous.

Hello, When I got the advanced notice voice recording about this Town Hall I felt a sense of relief. We need to begin somewhere and I believe that tonight is a very important beginning. I am very concerned about the racism, overt and systemic, in our world. I am deeply saddened by the racism and anti-black racism in my own region. The Durham Region is not free from this problem and for anyone to think we are not part of this problem, I believe isn't educated enough about it. When I moved to the region, and considered moving to Whitby, some young people said, "Oh, you mean White-b...". Since living here there has been constant evidence of anti-black racism. So, I would like to put my voice forward, put my receipt on the table and thank you all for being a part of this enormously important town hall session. I would like to share that we have a problem of anti-black racism. I am not blind to it, and I don't know what the next steps are. Thank you for the opportunity to be part of this conversation. This is the tip of a very extensive iceberg. I would like to know what I can do to be part of the movement forward towards positive change. [I have lost my internet feed] Sincerely, Laura Michaluk.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Role Models in Education

I raised both of my children in durham region over the past 18 years. They both have never had a black teacher. I am confused as to why such diversity in Toronto has not translated to durham region. I believe clear transparent changes need to be made now.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Big picture

With black community, some other races also face similar challenges but are quiet. For example, brown people and Asian decents. I support black community, however black community should talk about all coloured people as they have similar challenges like not getting promoted in offices, or not being considered equal. All coloured people's life matter.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

I LOVE DURHAM

I love living in Durham Region. It is a wonderful Community to raise a Family. With all the uncertainty in the world at this time. I am thankful to be living here. Being a person of colour it is even more important for us to be vocal about the things that can tarnish and derail the struggle our fore fathers have endured for decades to get some respect and dignity. It is difficult not to get upset when everything you do is stereotyped or profiled. Our kids need us to be better and not accept the status quo. Racism is completely unacceptable at any level. Durham region should have a higher standard for all Public services in the region. Being black indian, Asian or any visible ethnicity should not affect how one is served or treated. BLM

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Reflection of Black Educators in Durham Region

As a mother of 3 living in Durham region over the past 14 years, there is a huge disparity in the education system as it relates to hiring, as well as a lack of sensitivity towards visual minority particularly black students and immigrants. How can the region not only improve on ensuring it is hiring black educators but ensure that educators are sensitive, respectful and knowledgeable in understanding the schema of students that make up our school communities in Durham?

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Problem With Live Stream

Good Evening:Don't know if anyone can react asap, there are a number of us that have lost the live feed. Can IT deal with this or is there a phone number to call in so we can listen. Very important topic for our Region. Disappointed to not be able to follow the discussion.Thank youWillie Woo

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Mentorship

My husband is a Black professional living in Durham region. He says that he would like to see the success of the next generation. There are many Black professionals living in the region. We believe that there should be ongoing mentorship and networking opportunities that young Black people in Durham Region have access to; potentially online or through community centres when they reopen. We also think youth should be engaged with competitions that reward achievement in areas of interest. Some ideas are music production, game development, or storytelling. What types of initiatives do we have, or are we looking at in Durham Region for our Black youth?

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

SYSTEMIC RACISM

I'll gladly join any fight against systemic racism. If anyone today in the town hall can point to a policy or current law that is put in place that is racist towards Black people, I will join in the fight to change that specific policy or law. It seems that inequity in outcome is based more on a lack of work ethic than the color of someone's skin. Racism is real but systemic racism is just an excuse so people can blame others for the poor decisions they made throughout their lives.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Mental health de-escalation

What is the police force and other authority figures doing to learn how to detect signs of mental illness, and not assuming a black person or person of color is being aggressive? In essence, preventing the use of excessive force by recognizing that a person actually needs support and help and not aggression.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Concern about stereotyping of black youths with Durham Police

Are there plans to train the DRPS on anti-black racism? As my children grow older, I am concerned that my children will wrongfully be accused or stereotyped in a negative light by police because of their skin colour. What actions are the police service going to do to address this systemic racism?

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Creating Fund Resources Does Not Address or Fix Systemic Problems

Since the out-pour of (long-overdue attention the BLM movement has received since George Floyd's murder, I've noticed many organizations rallying to initiate and implement support in the millions with a hyper-focus on Black-only investment, partnerships, fellowships, etc., into cultural and economic development to, "Confront anti-Black racism" in the cities of Toronto, Pickering, and Ajax, to name a few. I'd like to understand the panel's thoughts if these organizations are missing the point. By separating funding channels for various organizations being led by people of colour and whites alike, aren't they just perpetuating the divide even more so and not actually tackling the systemic issues that start from the very top of our organizations and processes? By nature, our organizations have developed a culture of white supremacy through what has become workplace norms and standards. For example: By creating a sense of urgency we do not make more time to be purposeful and inclusive to have thoughtful decision-making Understanding that structure in and of itself cannot facilitate or prevent abuse of power without addressing it and training our workforce Having our organizations be better equipped to get off the agenda in order to address underlying concerns Addressing power hoarding, individualism, and fear of open concept and accountability Recognizing that discomfort is the root of all growth and learning; addressing the belief that those with power have a right to emotional and psychological comfort; scapegoating those who cause discomfort

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Anti-racism

I was watching the live Anti-racism town hall meeting, and the live stream stopped working Out for about 20mins now

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Find non-lethal and excessive force means to de-escalate situations

There have been psychological studies done that people who are not black can assume that a black person is angry or aggressive or even "bad" simply by the way they look and the way we perceive them. This test can be done with the police force and other authority figures to help them figure out if they are inherently racist. Without judgment, what are the police force and other authority figures doing to learn how not to react to black people and people of color in an instantly suspicious or negative manner? For example, a police officer might pull over a black person speeding even though he or she was in the midst of many speeding people who might not have been black, indigenous, or people of color. The police officer might have made a different decision if they were trained how not to be racist.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Talking to children about racism with the police

We recently had a conversation with our children and their friends on what they need to do in case they are falsely accused by a member of the public or a police officer of wrong doing. We asked our children to download an app on their phone that automatically records audio and video in the event they are ever confronted by the police. Most importantly, our children were directed to call their parents immediately and to not speak to the police without a parent present. We are constantly on guard now and apprehensive when we are near any police officers as public trust and credibility is lost. It is sad that this is the conversation we have to have with our children.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Solutions for Addressing Systemic Anti-Black Racism

This is Kirk Mark, a resident of Pickering, and a retired senior administrator with the Toronto Catholic District School Board. I have had the pleasure to know Celina and David, and many thanks to all who are participating. My question for the panelists is as follows: What do you recommend as the first steps for cities and towns in Durham to address Systemic Anti-Black Racism?

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Institution change

How are you going to change the institutional of every sector in Durham Region including the mentality of the police force to reduce Black racism?

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Question

Will the Region be engaging with black youth and looking into how they've experienced racism within academic systems (from jk to post secondary in Durham? as well as with the contact with the DRP...will their experiences and voices help the region to shape future policies and ways various settings and systems attempt to build relationships with them?

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Mental Health Support is Needed for Black Youth

How does the Region of Durham plan to provide on-going mental health support, and therapy for black youth that have been victims of racism and discrimination? Ashley Gayle

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Community Policing

Good evening Panel, Chief Martin; thank you for the opportunity to converse with this panel this evening on the issues regarding Anti-black racism within the Durham Region. Let me 1st share a bit of my background with you for perspective. My family (myself, wife and son) moved to Canada from the Caribbean approximately 21 years ago and specifically to the Durham region 19 years ago. My connections with Canada have been through one of this country's largest International Financial institutions with whom I had been employed for almost 28 years, 20 of which I served here in Canada having been given numerous opportunities as a visible minority to develop my knowledge and skills specifically in Information Technology, moving through the ranks of the organization until leaving the company's employ as a senior executive. My son, completed his primary, secondary and tertiary education here in Canada and is now employed with the same FI while my wife assumed employment as a customer Service Representative in two different companies here, after leaving her Caribbean based job as a Senior Flight Attendant with the region's largest airline. After renting for 2 years in Markham on arrival to Canada we acquired our loved home here in Brooklin. In essence I would say that we have been fortunate and privileged. We made a good life for ourselves and one in which our objective was to ensure our son had a broader scope of opportunities available to him career wise but more importantly, a career in which he would be able to give back to his community and/or country. Chief Martin, I do appreciate your opening remarks, from which I gathered that you and your executive team are committed to making the region an all inclusive multi-ethnic, multi-cultural and diverse community. Actually, we should all be striving to make this a commitment across Canada. My concerns surround the recent beating of Mr Miller by one of your police officers and his brother. While I do not condone the behavior of this young man (Mr Miller) and his friends, which seemed to be simply unlawful mischief, this matter was handled unprofessionally, smelt of racism, police bias and as such has in my view, created a perspective of mistrust amongst people of colour in the region, especially as no one, not even the officers who arrived on scene and joined a profusely bleeding Mr Miller as well as unharmed Theriault brothers, have been, in many a public view, disciplined/suspended for inappropriate police action. No report of the incident to SIU was made for months until Mr Miller's Lawyers escalated the matter to the Toronto Police Commissioner, probably hushed by the very fact that Mr Theriault Snr. used his past position and connections in the Durham Police force. This behavior in my view is just downright, openly blatant injustice and needs to be addressed by the Durham Police Force (DPF) and it starts with you sir, as its leadership. Now I will admit that this behavior by the officers is very likely not reflective of the entire DPF as I will be the first to admit that everyone in my family has been pulled over by white and other ethnic officers in Durham and the experience and interaction has always been cordial and professional, though only for minor infractions eg: driving over the speed limit, rolling stops. In this regard we have never had any lack of confidence in any police officer or first responder. Nevertheless, the matter involving the Theriault brothers and Mr Miller disgusts me and is one which has not given me any confidence that there will not be a recurrence and that the relevant officers are not dealt with appropriately. How do you and your executive team plan to address these type issues, sir? One suggestion I do have is that officers need to be disciplined for not performing their duty in the spirit of their oath "To Serve and Protect" everyone, not some, but ALL. As part of the discipline, if officers are found guilty of bad behavior/a crime against the public, their salaries should be stopped from the moment of suspension until any investigation is complete and if not guilty paid retroactively. Additionally, once found guilty and removed from the force, their pensions removed immediately. I have learnt in my career that good behavior is to be rewarded and bad dealt with justly but also swiftly and decisively.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Wellness Checks

Are psychologists and or psychiatrists involved in the training of police staff and are there psychologists and or psychiatrists involved in the de-escalation of crisis situations?

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

You Can Effect Change

During my time on the Regional Council, I always enjoyed my encounters with former Liberal MP for Whitby, Celina C aesar-Chavannes. I never had an opportunity to say how much I admired and respected Celina for stepping down from the Liberal Party after she described what was a "hostile" exchange with the Prime Minister. Listening to today's d iscussion, Celina spoke about a "toxic environment". Sometimes the tone about systemic racism and harassment is set at the top and it flows downstream. We may look south of the border but we have it here. Celina spoke of it happe ning right here in our own Region. My parents were immigrants from China and I have 2 wonderful son-in-laws who ar e men of colour. I am standing up for my family and all those who feel oppressed. You/we all can impact change. The one important tool we all have is our right to cast our vote and vote out those who cannot react to the changing landsc ape and times. I am confident Durham Region will stand up and be counted.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

My biracial 9 year old son!

My 9 year old biracial son has been called the n word 3 times this year in school and was stabbed with a pair of scissors in school. The boy was white and 10 years old and was only suspended for 1 day. How is this called a punishment? My son was then told to use the washroom for one person. My son had to stay in at recesses and I brought him home for lunch. Why was my son the one to be segregated when he was the one that was stabbed? The school system needs to change and educate these kids to let them know this is not ok.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

2019-2022 Grants dedicated to antiblack/antiracist initiatives

Of the almost \$7.5M in grants from the Ministry of the Solicitor General to the Durham Region, how much is dedicated to antiBlack/antiracist initiatives?

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Restaurant owner Experience Racism in Pickering

The restaurant of r. Delicious Cakes establishment was attacked by several individuals spewing racial and hateful language due to music being played. His establish was also thrown ripe bananas etc. How and what will the region of Durham put in place for black business owners to not experience this type of treatment. With the increase in black population, this will also lead to more looking to open their business, racial attacks will discourage from opening businesses in Durham.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Access to Durham Townhall Meeting

This is a great opportunity for our voices to be heard but access to the townhall is very poor. Instructions are very poor for both telephone and online.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Questions

Hi there, I was waiting to receive a call to join the voice call. I didn't get it, maybe because of technical difficulties, so I've typed some of my questions here.

On police responding to mental health calls: Police don't have the years of training that mental health experts have; receiving training is not the same as receiving a degree. This is an issue, not just because of the risk that there will be violence against a person in crisis, but also because even in a situation where police do everything right, they're still not able to give the same quality of service and care that a mental health expert would be able to give. An intervention from an expert has the best chance of turning someone's life around, and if we send police officers instead of experts, we risk depriving vulnerable people of that intervention. We send officers with limited training to respond to mental health calls, instead of having mental health experts with years of education and experience. So my question is this: will the region retask mental health calls to experts who are better-trained to help people in crisis? That being said, I would like to point out that the same racism that exists within the police force also exists within mental health experts, and that we must also examine institutions outside of the police.

On support for youth in Oshawa: In my 4 years of going to high school in Oshawa, and my 12 years of attending public school in Durham, I have not once seen the police come into my school to educate me and my classmates on how to avoid being trafficked. In the past few weeks, I've asked some of my friends, and nobody else can remember being taught how to defend themselves from human trafficking, or how to recognize the signs of someone being groomed for trafficking. Everything we young people know about preventing ourselves from being trafficked, we learnt it ourselves. We taught each other, or we saw it on the internet and social media, but not in our schools. Will the region commit to taking the initiative and working to the DDSB to make sure that young people are educated on how to protect themselves from human trafficking?

On body cameras: I've heard that DRPS has a body camera study (which has been put on hold because of COVID). I would like to raise a point of caution, that the region should be careful not to follow the example that Toronto set. Toronto did not consider implementing penalties for officers who turned off their body cameras. This is counterintuitive to the purpose of body cameras, which is to promote justice and present the truth, to be an impartial witness. But there can't be impartiality if the police have the ability to decide what gets recorded. Another major problem is that Toronto was fully prepared to let body cameras be the end of the discussion about police reform when multiple studies from other cities have shown that the influence of body cameras on police behaviour is negligible. In one Australian study, in 2016, the implementation of body cameras correlated with an increase in use of force incidents. They support transparency and accountability - retroactive justice instead of preventing violence. Maybe Durham will be different. Even if they work in Durham, body cameras are an attempt at an easy fix that won't address the systemic problems within North American police departments. So I ask that the region air on the side of caution when it comes to their body cameras, and that if they do choose to implement body cameras, they be careful to have penalties for officers who turn off their body cameras without good cause.

On Use of Force policies: I'd like to suggest that the region take a look at 8cantwait.org. It's a collection of 8 changes that police can make to their use of force policy, that have been found to result in 72% fewer police killings in cities that implemented all 8 policies. This organization is American-based, but the policies are easily applicable to non-American police forces.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Addressing education needs for black children

Black children need to be at the top of their classes in school. If they have the support from the school and community (meaning funding, they can be given more attention and support in order to be extremely successful in school and have greater opportunities post-high school to do well in society and continue these changes for ridding our society of anti-black racism. The black community do not receive the respect and humanity needed to address the (educational) gap between black and non-black children. Teachers, too, might be racist and give less time and attention to their black students. School teachers and administrators can be trained not to be racist. Is there funding to make sure that black children excel from kindergarten on? Scholarships are given to students who are doing well - the students who realize too late how fundamental schooling is for their future will never get a chance to get a scholarship or go to university. This creates a cycle of low education and low income. Start from the youngest age!

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Clear Lack of Black Personnel of Influence on the Side of the Durham Region

Based on what I have noticed in the townhall, there is a clear lack of Black or other racialized senior personnel who truly understood the experiences of the Black or other racialized groups in order to respond to the questions with authority and authenticity.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

BlackNorth Initiative

Wes Hall, Executive and Founder for Kingsdale Initiative has a call to action for CEO's in the private sector, to pledge that they will fill their Boards and Executive positions with 3.5% from the black community. I didn't have a chance to share my story or my position during the call therefore I wanted to ensure I include it here. Will the Durham Region join this pledge which will go a long way in the Black Community? Lastly, Harvard Business Review has a free implicit bias test that can be accessed at <https://implicit.harvard.edu/implicit/takeatest.html> that will help you identify if you have any bias' towards older people, people of colour, race, sexual orientation, and more. They have been collecting data for several years to help us identify the bias' we have without knowing...which we consider unconscious bias. I believe this would be an awesome tool that Durham Region can consider sharing with all of their employees especially the police so that people can better understand and see their blind spots for an issue that has been prevalent for over 400 years. This identifies people's bias' towards black people, indigenous people, LGBTQ community and elders just to name a few. My question: Is this something that Durham Region can consider to include in their diversity and inclusion training for all employees and most importantly the police force? Thank you!

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Creating Black youth-focused programs

We've all seen the impact that systemic racism has on Black youth. Systemic racism can increase/affect Black youth crime, increase social marginalization, impact cognitive growth, and cause additional detrimental factors to youth development. Despite the plethora of research that examines and explains the impact systemic racism has on Black youth, especially at-risk Black youth, there are virtually no resources to aide this specific demographic. In Durham Region, there are very few early childhood intervention programs, mentorship programs, training programs, or additional resources that are accessible, long-term, and Black youth-focused. The available resources do not address system racism nor aim to specifically address issues that uniquely affect Black communities. These resources fail to help Black youth to find the culturally and socially-specific things that they experience (e.g. protection from racist co-workers, peers, or institutional policies, coaching on how to interact with police officers, etc.). The lack of programming and Black-focused initiatives is an issue throughout all institutions that come into contact with you including schools, police departments, and community organizations. It is my recommendation that Durham begins to implement programs and resources aimed at reducing systemic racism by helping Black youth to obtain social mobility. These programs should be implemented in all areas of society including, but not limited to, educational institutions, mental health facilities, employment programs, immigration resources, financial aid programs, training programs, and transitional programs (i.e. high school to university, prison reintegration, etc.). These programs must be Black-focused to thoroughly address the racially-specific circumstances that impact Black youth. Not only will this reach our larger goal of increased diversity and reduced anti-Black racism, but this can also positively impact other areas of our community such as reducing youth crime, improving community relations, and strengthening Black youth development.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Driving While Black in Durham

Greetings, thank you to all members on the panel for hosting this very important and well needed discussion and for giving community members an opportunity to engage and share their thoughts and experiences. My submission is in the form of a question in relation to an experience(s) our 21 year old son had with a DR Police Officer during an alleged traffic violation earlier this year, and culminates with thoughts and a suggestion. Our son was driving a company vehicle while working at his part-time job when he was stopped by the officer, who advised him that he was speeding. The exact speed was not given. The officer took our son's information and proceeded to ask him questions - the first question he asked was "Have you ever been in trouble with the Law?" The Officer did not give our son a speeding ticket, but did end up calling his workplace to advise of the alleged offense. Thankfully, because of our son's good reputation and work ethic his superiors did not even address this with him until a much later date, when the phone call was mentioned in passing, during a conversation. Just to put this in context - our son is a respectable, polite and law abiding young man who just graduated from University with an Honors BA in Finance. He is a reputable member of our community and is regarded as a leader and example for other young men. Our son has never been in trouble with the law. I would like to know if this line of questioning is standard for people driving company vehicles, or is it just reserved for young black men? Interestingly enough, the officer was not black, but he was also a racialized minority. We have done our best to raise our children with traditional morals and values. Among those, respecting their elders and authority are highly ranked. We have also done our best to instill within them confidence and self worth. However, when these types of encounters take place, especially at the hands of those they've been taught to respect, this diminishes the work that we've done as parents. With repeated occurrences, not only does this chip away at one's self esteem, it breeds mistrust. My son and his friends are also frequently followed by police officers when driving in Durham. Good young men - none of them have been in trouble with law enforcement. They are not usually stopped, but just followed. Not sure if intimidation is the goal here but if this is unnerving for the average adult, I think most people would agree that for a young black male in this racially charged climate, this practice can be quite worrisome. In my opinion, it would be great to see the implementation of plans/services/training/education in Durham that would facilitate more positive interaction and engagement between Police Officers and the black community (especially young men). I believe this would be helpful in rebuilding the rapidly eroding trust of the black community and also provide an opportunity for Officers to realize that not every black male is a perceived threat and need not be treated like a criminal. Thank you for your time.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Disappointed

I was disappointed to hear the Regions lackluster response to what Ms Caesar-Chavannes reminded everyone, is a global issue. In case you hadn't heard, injustice in its many forms, anti black and otherwise, is no longer going to be tolerated and swept under the rug. Durham has an historic and persistent reputation for discrimination and exclusion of non white people, in general. Take this opportunity to show all the people of Durham, including your growing racialized, tax paying population, who work and raise their families here, that everyone can expect to be treated with respect. Frankly, no organizations get brownie points anymore for simply doing the right thing. It should always have been a basic expectation for the Region, its leaders, and staff. I have made Ajax my home for almost 30 years, I'd like to see my Region land on the right side of history.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Do you really want to help?

I'm a black woman who's a resident of (Dundas) Hamilton, Ontario. Last night your automated machine called me to participate in this Anti-Black racism town hall meeting. My question isDo you really want to help anti black racism?The reason I ask is because I wonder how many other people in other areas of Ontario got the same call last night and hung up as I did due to not living in the "Durham" area. How many actual Durham residents were actually contacted to participate? If you don't know who and where your automated machine is calling to participate in Durham town hall.I may not live in the area but being a born and raised Black Canadian woman I felt I should let the Durham region know of this as I wish for racism as well as systematic racism to end in all of Canada. I have the same stories as every other black person here and choose to focus on the fact that your answering service called a Hamiltonian for a Durham town hall meeting.Hope this helps!

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

STORY TELLING TOOL

Thoughts from a first-time viewer

This post is a bit long, but please read and make immediate changes to durham.ca to more easily access information about these extremely important conversations. This was my first time witnessing a Town Hall meeting such as this. Listening and watching it (after finding the new link when the original stream stopped, was both inspiring and frustrating for me. I have lived in Durham my entire life. I grew up here as a visible minority and I've raised my three kids here for almost 15 years, and I wish for them to grow up in a community where they have every opportunity to succeed. I was inspired when I heard this conversation was happening. As I watched the meeting commence, I couldn't help but initially be disappointed by what I saw overall. This is a time where more people than ever (especially young people are starting to take a deeper interest into how our communities are governed. I couldn't help but think what other first time viewers were thinking when they saw a big dark room with 3 white people on one side and 3 black people on the other side. Perception is a big deal, and regardless of the actual arrangement, this already looked like a debate, with two sides. Not an open and earnest conversation with both sides ready to listen and be vulnerable (which is what you need in order to talk about something as big as racism. If this meeting was to collaborate and raise awareness and find potential solutions to the many deep rooted problems we face, it was definitely missing a lot of dialogue between the actual people in the room. I heard great contributions from Celina speaking on education being such a deep rooted problem, but made solving it seem impossible. A start could be as simple as making world culture a required subject in intermediate grades in public schools and concurrently with the religion curriculum in Catholic Schools. Teaching kids to be curious about other cultures and learning how to understand and respect them. You don't have to tear down the whole system to start making positive change. In fact, education would be most effective to kids if it was refreshed often enough to change with the times. I was inspired hearing another first time attendee call in a question about education reform, and asking if there was a place to find a transcript, recording or even a (unbiased) written recap. I was disappointed when nobody had an actual answer. Only to say this was being "recorded" and that "someone" would eventually write a recap. Is this normal? Having a recording, transcript and unbiased recap that is easily accessible to the public online seems like a really obvious and mandatory thing if the intent is to actually inform and involve the community. Yet days later I see nothing on the main page of Durham.ca that says anything about this past event and its content. It was a relief to see questions about the police force met with sympathy and in some cases remorse. It's great to see those in leadership positions share the concerns of the people in this regard. There was a refreshing exchange when the two sides shared ideas around Youth Police Groups. What was missing were resources for those watching to get more information on the projects and initiatives that were identified as solutions to things like Police Brutality, Police Training and Dealing with mental health. Access to the public brings transparency. Transparency brings accountability. And I don't trust anyone who isn't willing to hold themselves accountable. Many of the answers to community concerns about racism were simply references to either: 1. Funding. But to what end? What specific goals are set out with this funding? What results are we using to measure success and why? How will we keep the community updated to our progress and impact? 2. Committees. But to what end? What are the specific goals of these committees? Who elects the committees? Who are their members, and how can the community contact them and get more involved? 3. It's someone else's job. "It's the SIU who handles that", "the Federal/Provincial Government does that", etc. If it's being brought up as an issue, then SOMEONE isn't doing a good enough job and the issue needs to be brought to the attention of people who CAN do something. Also, standing up against injustice including both blatant and systemic is everybody's job. Now, I understand that the meeting was only scheduled to be 90 minutes, and that there were technical issues on the live stream so the representatives couldn't go into deep details. But this is no excuse for the significant lack of access of information to the people of this community. So although I may be new to politics, I know when I hear an answer that is not an answer. I know when I hear someone pass the buck instead of leading out the re

STORY TELLING TOOL

sponsibility. When Celina mentioned at the start that this is our opportunity to "keep the receipts", I feel like I ended up with a really confusing bill. I believe that everyone is here to do good, and I sincerely hope that this conversation doesn't end here. Things need to change, and change is uncomfortable for most. In Oshawa, a black woman's tires were slashed and the car vandalized with "Black Lives Don't Matter FU". We are going to need all the leadership we can get to make Durham a place where this doesn't happen and it starts with leadership. Identifying the injustices in our communities of any kind, and correcting it, will always be the right thing to do. Thanks very much for reading, and let's all continue to strive to do better.

Visitors 0	Contributors 1	CONTRIBUTIONS 1
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No Responses

BETTER POLICE PRACTICES AND CULTURE: BETTER FOR BLACK COMMUNITIES, BETTER FOR EVERYONE

WRITTEN SUBMISSION FOR THE DURHAM REGION ANTI-BLACK RACISM TOWN HALL

AUGUST 6, 2020

I grew up in Oshawa and Courtice as an adolescent/teen and young adult. I returned to live here again a few years ago, no longer a young adult.

I know what it is like to be a young black driver who is arbitrarily detained by DRPS in a baseless investigation on Simcoe Street. I know what it is like to have a parent racially profiled in a grocery store in the Eastdale neighbourhood, and subject to anti-black racist comments and attitudes from co-workers at major employer in Whitby.

I have appeared in courtrooms on many occasions to cross-examine police officers on their investigations and raise issues about their conduct.

But I have also been a teen who benefited from the goodwill and unselfish actions of DRP officers, and I have seen how many new black residents have been able to enjoy life in the new neighbourhoods of Oshawa.

I have a lot of ideas about anti-black racism and the role the Region and black communities themselves can play in addressing it. However, for purposes of this forum, I have chosen to focus on some ideas about anti-black racism and policing that may not necessarily be raised by other participants.

Recognizing that questions of jurisdiction sometimes exist, below are 6 (six) ideas that I urge the Region to consider:

- Mandatory use of electronic recording with continuity
 - Adoption of body worn cameras across the DRPS with more consideration for making it more difficult for individual officers to discontinue recording. Not because body-worn cameras are a “magic pill” for improving police conduct, but because access to more objective evidence might affect behaviour in some situations and, more assuredly, can enhance after-the-fact assessment and accountability
 - Ensuring low-visibility interactions between police and the public are consistently subject to audio-visual recording at roadsides and in police cars, sally ports or garages, booking halls, cells and police wagons
 - Requiring police officers to carry and use digital audio recorders when speaking to witnesses and taking statements in the field when audio-visual recording is impossible
 - Ensuring the entire statement-taking process for regular witnesses and suspects is comprehensively video recorded in the manner explained by the Supreme Court of Canada in *K.G.B.*;
- Mandatory adherence to the best practices for pre-trial identification procedures, the ones long recommended by the *Sophonow Inquiry Report* to mitigate against the risk of wrongful

From:
To: [DurhamStrong](#)
Cc:
Subject: My story
Date: August-05-20 10:53:10 PM

Working for Durham Region for more than 10 years and one event that occurred hurt me at the time and still hurts today. I went to my supervisor to ask for vacation to take my daughter to the UK for university. I asked way in advance because I knew I had to go with her as I am a single mother and she had no one else to accompany her. My manager snickered and said "why does all black children have no fathers?" I was both shocked that said that and completely hurt. I found myself trying to defend my position and circumstance. I have since played that event over and over in my head and the pain of the insult just never seem to get better. I wanted to tell it 1. It was not true; 2. It was not ok for her to say that. 3 that it is a myth that sticks and stones hurt my bones and words will never hurt me, because they do, and long after the wounds of sticks and stones. I pray for her and hope she never says that to another black person, or another black employee.



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John Henry
Regional Chair and CEO

October 5, 2020

Chief Todd Rollauer
Interim Chief of Police, Durham Regional Police Services
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Dear Chief Rollauer,

RE: Anti-Black Racism Town Hall Follow Up

I am writing today to follow up on the Regional Anti-Black Racism Telephone Town Hall held on August 6, 2020. The purpose of the event was to hear from residents about how we can address systemic anti-Black racism in our community. We were pleased that Chief Paul Martin joined the discussion.

The Anti-Black Racism Telephone Town Hall was attended by 7,257 guests and 148 questions and comments were received during the live event. In addition, there were over 3,500 visits and an additional 55 stories shared through email and the Your Voice Durham online engagement portal.

The 55 submitted stories were reviewed with an internal staff working group and specific recommended follow-up action items were identified. Many of the action items will be included in the development of the Region's Anti-Racism Framework and Action Plan with an initial focus on Anti-Black Racism. Some of the feedback and recommendations apply to police services. We have summarized the feedback below for your consideration.

Key themes include:

- Personal experiences of anti-Black racism occurring within the community and during interactions with DRPS

- Public organizations (including police services) and businesses need to change hiring practices to ensure that staff at all levels reflect the community
- Recognizing that Black lives matter is a philosophy that is distinctly different from Black Lives Matter as an organization
- DRPS initiatives and data collection need to be open and transparent

Recommendations:

The internal staff working group discussed the following potential recommendations:

- Development of a comprehensive public education and engagement campaign to ensure the public is aware of systemic racism in our community. It is not always overt or purposeful, but it is real. The Black lives matter philosophy highlights that anti-Black racism is unique and needs to be addressed.
- Black History month is celebrated in February each year, but to improve education and public perception, Black history should be celebrated throughout the year. Black history consists of more than slavery and should focus on Black achievement.
- Improved training programs across all levels of DPRS and other public service organizations. Residents have witnessed examples of how DRPS treat Black people—especially Black males—differently. Training to identify and address systemic bias should be implemented.
- Review internal hiring policies, implement training and ensure that the face of DRPS (at all levels) reflects the diversity in the community.
- Develop new partnerships to address the root concerns of the Black community. Consider partnering with the post-secondary institutions to undertake research and pilot new ideas.
- Highlight role models through various programs, including: engaging youth in policing through a broader youth in policing program; developing an ambassador and/or mentorship programs.

We recognize that the DRPS Plan of Action on Systemic Racism will capture some of these recommendations. The internal staff working group supports the immediate implementation of the action plan to address community concerns.

All of the stories can be found in the [Environics Report](#) posted on durham.ca. We look forward to continuing to work together to ensure that the policies and practices are in place to address systemic racism in our community.

Yours truly,

John Henry
Regional Chair and CEO



October 5, 2020

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Dear Directors,

RE: Anti-Black Racism Telephone Town Hall Follow Up

I am writing today to follow up on the Regional Anti-Black Racism Telephone Town Hall held on August 6, 2020. The purpose of the event was to hear from residents about how we can address systemic anti-Black racism in our community.

The Anti-Black Racism Telephone Town Hall was attended by 7,257 guests and 148 questions and comments were received during the live event. In addition, there were over 3,500 visits and an additional 55 stories shared through email and the Your Voice Durham online engagement portal.

The 55 submitted stories were reviewed with an internal staff working group and specific recommended follow-up action items were identified. Many of the action items will be included in the development of the Region's Anti-Racism Framework and Action Plan with an initial focus on Anti-Black Racism. Some of the feedback and recommendations apply to school boards. We have summarized the feedback below for your consideration.

Key themes include:

- Personal experiences of anti-Black racism occurring within the community and in our schools
- Public organizations (including schools and school boards) and businesses need to change hiring practices to ensure that staff at all levels reflect the community
- Recognizing that Black lives matter is a philosophy that is distinctly different from Black Lives Matter as an organization

Recommendations:

The internal staff working group discussed the following potential recommendations:

- Development of a comprehensive public education and engagement campaign to ensure the public is aware of systemic racism in our community. It is not always overt or purposeful, but it is real. Education material should be aimed at families and children. The Black lives matter philosophy highlights that anti-Black racism is unique and needs to be addressed.
- Black History month is celebrated in February each year, but to improve education and public perception, Black history should be celebrated throughout the year. Black history consists of more than slavery and should focus on Black achievement.
- Black history and education about systemic racism should be embedded into the curriculum.
- Improved training programs across all levels of the school board and other public service organizations. Residents have shared stories of Black children being treated differently in the classroom. Training to identify and address systemic bias should be implemented.
- Review internal hiring policies, implement training and ensure that the face of the school board (at all levels) reflects the diversity in the community.
- Develop new partnerships to address the root concerns of the Black community. Consider partnering with the post-secondary institutions to undertake research and pilot new ideas. Suggestions include examining the lower enrollment of Black students in post-secondary education.
- Develop and expand programs for Black students to identify role models in the community. Programs could include developing an ambassador and/or mentorship program.

If you require this information in an accessible format, please contact the Accessibility Coordinator at 1-800-372-1102 ext. 2009.

We recognize that the school boards may already be implementing these suggestions through your plans to address systemic racism. The internal staff working group supports the immediate implementation of these plans to address community concerns.

All of the stories can be found in the [Environics Report](#) posted on durham.ca. We look forward to continuing to work together to ensure that the policies and practices are in place to address systemic racism in our community.

Yours truly,

John Henry
Regional Chair and CEO