



	REPORT No.: 2018-68
MEETING DATE: NOVEMBER 15, 2018	DATE PREPARED: OCTOBER 29, 2018
SUBJECT: THUNDER BAY ANTI-RACISM AND INCLUSION ACCORD	

RECOMMENDATION

THAT with respect to Report No. 2018-68 (CAO's Office), we The District of Thunder Bay Social Services Administration Board, support the Thunder Bay Anti-Racism and Inclusion Accord;

AND that the Chief Administration Officer is directed to sign the Accord on behalf of the organization.

REPORT SUMMARY

To present The District of Thunder Bay Social Services Administration Board (TBDSSAB or the Board) with information related to the Thunder Bay Anti-Racism and Inclusion Accord.

BACKGROUND

A letter dated September 25, 2018, signed by City of Thunder Bay City Manager Norm Gale and Fort William First Nation Chief Executive Officer Ken Ogima, extends an invitation for TBDSSAB to join the Thunder Bay Anti-Racism and Inclusion Accord. Established on June 19, 2018, representatives from the following organizations became the original signatories to the Accord:

- City of Thunder Bay
- Fort William First Nation
- Thunder Bay Police Services
- Thunder Bay Public Library
- Matawa First Nations Management
- Lakehead University
- Confederation College
- Lakehead Public School Board
- Thunder Bay Catholic District School Board
- Thunder Bay Regional Health Sciences Centre
- St. Joseph's Care Group

The letter was sent further to a meeting that Bill Bradica, Chief Administrative Officer had with Mr. Gale on September 19, 2018.

The Accord seeks to address systemic racism and injustice through a unified approach. Signatories to the Accord commit to establish goals and report on successes; acknowledge that Thunder Bay is built on the traditional territory of Fort William First Nation, signatory to the Robinson-Superior Treaty of 1850; recognize Thunder Bay's ethnic diversity; aspire to create a protective and inclusive environment for all; acknowledge that colonization contributes to systemic racism against Indigenous and racialized communities; and understand that racism threatens the welfare of all community members and is compounded by intersectional discrimination based on sex, gender, age, creed, ability, sexuality, and family status.

The Accord makes two specific calls to action.

- 1) Address racism against Indigenous and racialized persons by setting short and long-term goals to meet the calls to action or recommendations in one or more of the following investigations:
 - Seven First Nation Youths 2016 - Inquest - Office of the Ontario Chief Coroner
 - National Inquiry into Missing and Murdered Indigenous Women and Girls
 - Truth and Reconciliation Commission of Canada.
- 2) Support an ongoing process of truth and reconciliation throughout their organization and in our community by developing and maintaining respectful relations with Indigenous governments, organizations, and individuals.

COMMENTS

The aims and commitments of the Thunder Bay Anti-Racism and Inclusion Accord are in alignment with TBDSSAB's Vision of providing "quality services within the context of a commitment to social justice" as well as the objective of reflecting the community in our staffing, as stated in the TBDSSAB 2020 Strategic Plan. Moreover, actions such as the provision of cultural sensitivity training to all staff corresponds to recommendation 57 of the Truth and Reconciliation Commission of Canada, namely:

To provide education to public servants on the history and legacy of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.¹

¹ Truth and Reconciliation Commission of Canada: Calls to Action (2015):
http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_Action_English2.pdf
Rev(6/18)

Although the Accord is focused on the City of Thunder Bay, it is anticipated that the document may well serve as a model and framework for similar commitments made by other communities in the District of Thunder Bay to address systemic racism and injustice against Indigenous and racialized persons.

FINANCIAL IMPLICATIONS

None.



CONCLUSION

It is concluded that the Thunder Bay Anti-Racism and Inclusion Accord is consistent with TBDSSAB's Vision and 2020 Strategic Plan, and should be supported.

REFERENCE MATERIALS ATTACHED

Attachment #1 [Letter of Invitation to join the Thunder Bay Anti-Racism & Inclusion Accord](#)

Attachment #2 [Thunder Bay Coalition for Anti-Racism & Inclusion Draft Certificate for Partners](#)

PREPARED BY:	Saku Pinta, Supervisor, Research and Social Policy The District of Thunder Bay Social Services Administration Board
APPROVED / SIGNATURE:	
	William (Bill) Bradica, Chief Administrative Officer The District of Thunder Bay Social Services Administration Board
SUBMITTED / SIGNATURE:	
	William (Bill) Bradica, Chief Administrative Officer The District of Thunder Bay Social Services Administration Board



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September 25, 2018

The District of Thunder Bay Social Services
Administration Board
William Bradica
231 May Street South
Thunder Bay, ON P7E 1B5

Dear Mr. Bradica:

RE: Letter of Invitation to join the Thunder Bay Anti-Racism & Inclusion Accord

The City of Thunder Bay and Fort William First Nation would like to invite your organization to join the Thunder Bay Anti-Racism & Inclusion Accord.

Representatives from 11 major organizations signed the Thunder Bay Anti-Racism & Inclusion Accord on June, 19, 2018. This Coalition has committed to establish goals and report on successes by working together to address racism and discrimination in the community.

Efforts to address systemic racism and injustices committed against Indigenous and racialized persons have been examined but, for the purposes of this Accord, we draw particular attention to: (1) the Seven First Nation Youths 2016 - Inquest - Office of the Ontario Chief Coroner, (2) the National Inquiry into Missing and Murdered Indigenous Women and Girls and, (3) the Truth and Reconciliation Commission of Canada.

In joining the Accord your organization commits to:

- 1) Address racism against Indigenous and racialized persons by setting short and long-term goals to meet the calls to action or recommendations in one or more of the Three Investigations listed above.

- 2) Support an ongoing process of truth & reconciliation throughout their organization and in our community by developing and maintaining respectful relations with Indigenous governments, organizations and individuals.

Thank you for taking the time to consider signing onto the Accord. If you have any questions or require clarification please contact Norm Gale at 625-2224 or Ken Ogima at 623-9543 x233.

Your participation would be welcomed and greatly appreciated.

Warm regards,



Norm Gale
City Manager
City of Thunder Bay



Ken Ogima
Chief Executive Officer
Fort William First Nation

Thunder Bay Anti-Racism & Inclusion Accord

Our Shared Future Rooted in the Truth of Our Past and Our Commitment to Mutual Respect, Equal Opportunity and Hope

We, the undersigned, are committed to put into action commitments established by the *Thunder Bay Coalition for Anti-Racism & Inclusion (Coalition)*, which consists of organizations, groups, and individuals in Thunder Bay. This Accord is intended to be a living document that is not a single-time event, but an ongoing responsibility accepted by the undersigned who, through collaboration and mutual respect, commit to establish goals and report on successes.

We acknowledge that Thunder Bay is built on the traditional territory of Fort William First Nation, signatory to the Robinson-Superior Treaty of 1850. It is a city where diverse Indigenous Peoples have taken residence. Immigrants, from multigenerational to newcomer, have also chosen to reside in the city. Thunder Bay has a history that includes European settlement and colonization. In recognition of its diversity, we aspire Thunder Bay to be a protective and inclusive environment for all.

Furthermore, we acknowledge that colonization contributes to systemic racism against Indigenous and racialized communities. Racism threatens the welfare of all community members and is compounded by discrimination that is based on sex, gender, age, creed, class, ability, sexuality, family status, and their intersections. As a Coalition, guided by the *Ontario Human Rights Code*, the *Canadian Charter of Rights and Freedoms*, and international human rights instruments including the *Declaration on the Rights of Indigenous Peoples*, and the *International Convention on the Elimination of All Forms of Racial Discrimination*. Efforts to address systemic racism and injustices committed against Indigenous and racialized persons have been examined but, for the purposes of this Accord, we draw particular attention to: (1) the Seven First Nation Youths 2016 - Inquest - Office of the Ontario Chief Coroner, (2) the National Inquiry into Missing and Murdered Indigenous Women and Girls and, (3) the Truth and Reconciliation Commission of Canada (the "Three Investigations").

We are committed to an inclusive society for all members of the Thunder Bay community, in keeping with the domestic and international human rights instruments named above. Guided by calls to actions and recommendations made by these Three Investigations, we further commit to advancing equity and diversity in the sectors of governments, education, children & youth services, health services, municipal services, emergency services, libraries, and business, as well as at the individual level. This pledge is actualized by the following commitments of action:

- 1) Address racism against Indigenous and racialized persons by setting short- and long-term goals to meet the calls to action or recommendations in one or more of the Three Investigations listed above.
- 2) Support an ongoing process of truth & reconciliation throughout their organization and in our community by developing and maintaining respectful relations with Indigenous governments, organizations and individuals.

Name
Organization

Logo Here



Norm Gale
City of Thunder Bay



Ken Ogima
Fort William First Nation