

Northern Ontario Symposium on

Diversity Awareness
and Race Relations

February 2 & 3, 2007

North Bay ON

Young People's Press



A National News Service



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Diversity Awareness and Race Relations

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Northern Ontario Symposium

Diversity Awareness and Race Relations

We gratefully acknowledge the participation of the following organizations in the symposium proceedings:

Algoma University College (Sault Ste Marie)
Algonquin Child and Family Services (North Bay)
Blue Sky Economic Growth Corporation (North Bay)
Canada Revenue Agency (North Bay)
Canadore College (North Bay)
Caribbean African Multicultural Association of Canada (Thunder Bay)
City of Greater Sudbury
City of Greater Sudbury Police Services
City of North Bay
Community Builders Youth Leadership (Thornhill)
CTV – Sudbury
Department of Canadian Heritage (Sudbury & Toronto)
Diversity Thrives Here! (Sudbury)
Grand Council Treaty #3
Kenora Police Services
KIISHIK (Red Lake)
Laurentian University (Sudbury)
Ministry of Citizenship and Immigration (North Bay & Sudbury)
Multicultural Association of North Western Ontario (Thunder Bay)
National Coalition Building Institute (Sudbury)
Nipissing University (North Bay)
Nipissing University Women's Centre (North Bay)
North Bay Literacy Council
North Bay Police Services
Northern College (Timmins)
Ontario Human Rights Commission (Toronto)
Ontario Northland (North Bay)
Ontario Provincial Police
Race Awareness and Cultural Education Group (RACE) (Timmins)
Regional Multicultural Youth Council (Thunder Bay)
Sault Ste Marie United Way Campaign
Sioux Lookout Anti Racism Committee
Social Planning Council of Sudbury
Sudbury & District Health Unit
Timmins & Area Women In Crisis
True Self/Debwewendizwin Employment & Training (North Bay)
Union of Ontario Indians (North Bay)
Unity & Diversity (Sault Ste Marie)
Young People's Press (North Bay)

The Land We Share: Our Communities in Northern Ontario



Interesting Facts about Northern Ontario

- Northern Ontario covers approximately 800,000 square kilometres and as such, represents nearly 90% of the entire land area of Ontario.
- Of Ontario's population of 12.6 million, only 7% reside in Northern Ontario.
- Greater Sudbury is the largest city in Northern Ontario, with a population of just over 155,000.

Message from the Symposium Chair

Diversity Awareness and Race Relations

This symposium evolved from a conversation I had with Donna Vendramin, Project Officer with Canadian Heritage, based in Sudbury.

She told me about a symposium held a couple of years back in Sioux Lookout for groups in Northwestern Ontario, and we both recalled the first and last one held in Northeastern Ontario, a dozen years earlier at the Sportsmen's Lodge near Sudbury. We were both there.

"Wouldn't it be great to get everyone involved in race relations in Northern Ontario together?" That's Donna talking. "Sure," I said. "Let's do it."

The goal was to share our projects, network with like-minded people in Northern Ontario, and see if we can move ahead as a united force. Based on the written evaluations, I think we succeeded on all three counts.

From the day the symposium ended Ann Welsh and I started hearing from people who were there, and they were still excited. Ann even wangled an invitation to visit Red Lake this summer to experience some incredible fishing.

Everyone who completed an evaluation form wants to do it again and most want to do it every year. I hope someone is thinking about playing host and preparing a grant application.

On behalf of Ann, Tara Gillies and Ken Sitter at Young People's Press, and of course, Donna, who made it all happen, I hope you find this report informative and helpful. It is available for downloading on our project website at www.debwewin.ca Thanks for coming to North Bay and I hope we will all meet again to keep the energy going.

Don Curry

Chair
Northern Ontario Symposium
on Diversity Awareness and Race Relations

Northern Ontario Symposium



Northern Ontario Symposium on Diversity Awareness and Race Relations
North Bay, ON | February 2 & 3, 2007

AGENDA

All conference events are held at the Best Western North Bay
700 Lakeshore Dr. North Bay

THURSDAY, February 1

7:00 p.m. – 9:00 p.m. Meet and Greet – Informal networking session

FRIDAY, February 2

8:00 a.m. – 9:00 a.m. Registration and Continental Breakfast, Best Western Ballroom

9:00 a.m. – 9:30 a.m. Opening Remarks: Don Curry, Conference Chair

Opening Remarks: Grand Chief John Beaucage, Union of Ontario Indians

Official Welcome: North Bay City Councillor Sarah Campbell

9:30 a.m. Community Presentation #1: North Bay – 1) Susan Church

2) Marla Tremblay

10:00 a.m. Community Presentation #2: Thunder Bay – Pauline Fogarty & Martin Zhang

10:30 a.m. Nutrition Break

10:45 a.m. Community Presentation #3: Sioux Lookout – Pierre Parsons & Don DeGenova

11:15 a.m. Ontario Human Rights Commission: Chief Commissioner Barbara Hall

Canadian Coalition of Municipalities Against Racism, 10 Point Plan

12:15 p.m. Lunch

1:00 p.m. Police Chief Ian Davidson, Greater Sudbury Police Service

Introduction by Police Chief Paul Cook, North Bay Police Service

2:00 p.m. Community Presentation #4: Sault Ste Marie – Susan Garrett, Miranda Mayhew, Dawn Elmore, Amy Boyer, & Meghan Boston

2:30 p.m. Nutrition Break

2:45 p.m. Community Presentation #5: Sudbury – Heather Campbell, Paul Pasanen, Georges Bolduc, Eileen Nemzer, & Scott Fisher

3:15 p.m. Community Presentation #6: Timmins – Joanne Lacourciere

3:45 p.m. Community Presentation #7: Kenora – Rhonda Kelly, Dan Jorgensen, & Stephanie Landon

4:15 p.m. Community Presentation #8: Red Lake – Kaaren Dannenmann
5:00 p.m. Adjourn

Northern Ontario Symposium

SATURDAY, February 3

8:00 a.m. – 9:00 a.m.	Continental Breakfast, Best Western Ballroom
9:00 a.m. – 9:30 a.m.	Multiculturalism Funding Opportunity: Canadian Heritage—Donna Vendramin & Rocky Serkowney
9:30 a.m. – 9:45 a.m.	Elements of a Northern Ontario Strategy
9:45 a.m.	Breakout groups
11:00 a.m.	Group reports
12:00 p.m.	Working Committee named
12:30 p.m.	Lunch
1:30 p.m.	Adjourn
1:30 p.m. – 3:00 p.m.	Working Committee meets

Welcome to All

Symposium Opening

Don Curry

Young People's Press

North Bay

www.ypp.net

www.debwewin.ca

Don Curry – Welcome everyone to the symposium, despite the snow, which appeared to be falling only in North Bay. More than 80 people registered for the symposium from across Northern Ontario and no one cancelled due to the weather.

There was a similar symposium in Sioux Lookout a couple of years ago, and a blizzard restricted attendance. One had been held at Sudbury about a dozen years ago, but this is the first for all of Northern Ontario.

There is a real mix of people attending — some who have been involved in anti-racism work for years and some who are new to the topic. Some had an opportunity to meet at the networking session last night.

We're not here to talk about the problem — we all know racism is an issue in Northern Ontario. Aboriginal people bear the brunt of racism because there are so few visible minorities in the region. Municipalities are trying to change that, by encouraging secondary migration of immigrants to the



Don Curry

North from the Toronto area. If they are successful we will have broader issues to deal with.

We have the results of studies in Thunder Bay, Sudbury, Sault Ste. Marie, North Bay and Timmins, and possibly others, that all say the same thing—that aboriginal people, due to their numbers, are the main targets of racism in the North, but visible minorities also experience it.

We have copies of a newspaper insert on the North Bay, Timmins and Sault Ste. Marie studies we did in 2005 that appeared in the daily newspapers in the three cities. There are enough for everyone at the resource table.

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But today, and tomorrow, we are here to talk about solutions. People across the North are doing good work, and we want to hear from them. The police service in Sudbury is doing good work and we will hear about that. The Ontario Human Rights Commission is championing an international anti-racism program for municipalities, and we will hear about that.

Today we get the information. When we have had a chance to digest it, we will talk about a Northern Ontario strategy to move forward. That will come tomorrow. As conference chair I will be looking for a working group to meet tomorrow afternoon and then touch base by email after that. Its task will be to formulate a follow-up strategy to this symposium that will work for Northern Ontario municipalities. Ideally, I would like one person from each municipality to join the working group. I will be happy to represent North Bay and facilitate the work of the group. So please discuss this with those from your municipality today and appoint one person to represent you tomorrow afternoon.

Following the symposium we will send you printed copies of the proceedings, which will also be posted on a project website at www.debwewin.ca

Ken Sitter will be writing articles on each session and you will see Ann Welsh taking photos. Ann took care of a lot of the organizational details for

this event and communicated with many of you by email and telephone. She did a wonderful job and I would ask her to stand and be recognized.

Tara Gillies of YPP is here today and she will take care of receipt and reimbursement issues for you.

I would like to thank Donna Vendramin of Canadian Heritage, whose belief in making Northern Ontario a better place to live for everyone made this event possible.

John Beaucage

Grand Chief, Anishinabek Nation

www.anishinabek.ca

Welcome to the territory of the Anishinabek Nation. We are here to discuss important things that affect all of us in one way or another. Racism is insidious, but there are no magical solutions. Prejudice stems from ignorance and leads to racism. The goal of this symposium is to develop a magic cloth.

Sarah Campbell

Councillor

City of North Bay

www.city.north-bay.on.ca

North Bay City Councillor Sarah Campbell told everyone she is an immigrant herself. She welcomed everyone to the City of North Bay and encouraged them to have a positive and fruitful conference.

Celebrating Diversity

North Bay

Susan Church

Blue Sky Economic Growth Corp.

www.blueskyegc.ca

Marla Tremblay

Economic Development Officer,

City of North Bay

www.city.north-bay.on.ca

Susan Church – The International Day for the Elimination of Racial Discrimination project is in its 19th year. The event started in 1989 as a college community event as people came to face the fact that racism does exist. Various partners – Canadore College, Canadian Heritage, the school boards, local media and others, came together to bring the event out into the broader community. It began as a day to celebrate different cultures and to help children understand the evil of racism.

With the school boards, Students Who Make a Difference was created to recognize and encourage youth to be supportive of each other and the community. One child from each grade, as well as youth from Canadore and Nipissing University are recognized for their contribution. A poster campaign was started to focus on racism and diversity. The Human Rights Hall of Fame was founded with no particular criteria other than to recognize those individuals and or-



Susan Church

ganizations that work to make this a better world. A permanent home was set up at the Education Centre as a constant reminder of the good work people are doing to eliminate racism.

All of these activities culminate in the Evening of Applause, which is scheduled as close to as possible March 21, the International Day for the Elimination of Racial Discrimination. On this evening the community gets to see what young people are doing. The event brings the evil of racism to the forefront through a celebration of diversity.

At one time Young People's Press, with funding from Canadian Heritage, ran three- and four-day residential

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anti-racism leadership camps for secondary school students from across Northern Ontario. Many of the youth involved had never had the opportunity to meet someone of a different culture. But at the camp, they would be living together, eating together, working together and playing together. At the end of a camp, they would share how the experience had changed them. The camps were remarkable, not only for the cards and letters they prompted, but for how they empowered youth to change themselves and their world.

Another noteworthy project was the introduction of the game BaFa BaFa. The game was a simulation of what it is like for someone to come into a new community, a new culture and not know what to do or understand what is happening around them. Unfortunately, it's very difficult to keep programs going without money and the latter two programs are no longer running.

(Don Curry interjected that a new initiative under the City of North Bay's leadership involves setting the scene for visible minorities and aboriginal people through resurrecting BaFa BaFa this fall through training senior students at Nipissing University.)

Young People's Press also led the three-city Debwewin Project in partnership with the Union of Ontario Indians and Canadian Heritage, and the support of Unity and Diversity Sault Ste. Marie, and R.A.C.E. in Timmins.

Marla Tremblay – North Bay is one of the few communities in Northern



Marla Tremblay

Ontario that does not have a declining population, but it is aging and it is not growing at a substantial rate. The city still faces challenges as it attempts to grow, retain its youth and offer services to its citizens. North Bay requires an influx of investment for new businesses and to expand existing businesses, and faces a current and looming shortage of labour in certain skill trades. To fill those needs, the city has been attempting to attract people, including new or recent immigrants and visible minorities from other communities to North Bay.

Once they are here, however, North Bay does not have much in place to integrate immigrants and visible minorities into the community. So the city's economic development office has been seeking partnerships with organizations like Nipissing University, Canadore College, the North Bay Literacy Council, Young People's

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Press and others to form the North Bay Newcomer Network. The network's goal is to attract people to and retain people in North Bay.

In the spring of 2006 the city hosted a immigration symposium with community partners and invited local church groups, social organizations, retailers and others to provide input into developing an immigration strategy. An issue that came up is the lack of data and knowledge about the existing immigrant population, and the need for a survey to learn why they came to North Bay, why they stay and what would make the city more attractive to them. The lack of information underlined that there is no existing immigrant or visible minority network and that a settlement office would be helpful. The office could help new immigrants learn about Canadian culture, to find important services, and guide them through government bureaucracies.

Another issue that came up was that if North Bay can't retain the immigrants and visible minorities it has now, why would any new people to the city stay. Attracting people to the city has to be accompanied by an effort to make them welcomed and feel a part of the community. That entails expanding existing attractions; creating a community diversity awareness program to promote diversity; fighting any 'Not in My Backyard' attitude to minorities; encouraging and training the retail and service sectors to be accepting of minorities; and setting a positive public attitude in the media by promoting the good things people bring to the community.

The committee hired an intern, Ann Welsh, with funding from FedNor. She works from the Young People's Press office and is conducting a survey of the city's immigrant population.

A Youth-to-Youth Strategy

Thunder Bay

Pauline Fogarty

Martin Zhang

Regional Multicultural Youth Council

<http://my.tbaytel.net/manwoyc>

Pauline Fogarty – The Regional Multicultural Youth Council was established in 1985 by the Multicultural Association of Northwestern Ontario as a legacy of International Year of the Youth. The council links youth in small isolated communities to promote equality and social justice, and use a youth-to-youth strategy to empower themselves.

Because youth should have a voice, RMYC is involved in Thunder Bay City Council's Race Relations Committee, Thunder Bay Chamber of Commerce's Community Issues Committee, The Community Advisory Committee on Race Relations to the Thunder Bay Police Service, the Lakehead Public and Catholic School Boards' Anti-racism Policy Development Committees, the Thunder Bay Violence Prevention Action Committee, The Thunder Bay Aboriginal Inter-agency Council, the Community Coalition for the Protection of Children and Youth, and Diversity Thunder Bay.

RMYC efforts have earned it numerous awards including: the Lakehead Social Planning Council Award for



Pauline Fogarty

Equality and Social Justice, the J.S. Woodsworth Award for Social Justice, the Royal Commonwealth Youth Service Award, the Canadian Race Relations Foundation Award of Distinction, three individual recipients of the Lincoln Alexander Award, and one individual recipient of the Canada Council Award for Multicultural and Intercultural Education Youth Award.

Martin Zhang – The recently completed Youth for Safer Communities project was developed from youth focus groups, workshops and a regional youth conference.

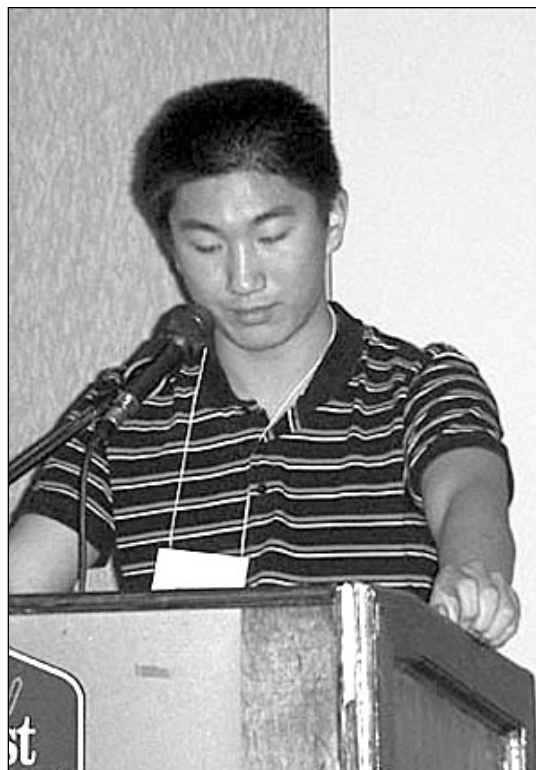
Among the findings were:

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- Most racial incidents in Northwestern Ontario are between aboriginal and non-aboriginal people. They include racial slurs, racial jokes, name calling, racist graffiti, abuse, assaults and out-right discrimination;
- In schools there are often divisions between native and non-native students. There is not much mixing, while name-calling and bullying are common. When fights occur, aboriginal students are generally blamed for taking matters into their own hand; and
- Racial minority youth feel different treatment by those in authority. They do not get as prompt service as their white peers in stores and are watched as if they were there to steal. This pattern extends to housing, employment and opportunities in team sports.

There is a strong difference between aboriginal and non-aboriginal families that could perpetuate widespread stereotyping. Aboriginals who come to Thunder Bay to go to school are not accustomed to the urban and more diverse setting of the city. They lack experience and are unfamiliar with certain social situations. They don't know how to react to the racism they face, and may turn to gangs that in turn increase the conflict between races.

Lack of awareness of other cultures and traditions leads to reliance on stereotypes which contributes to racism. People in authority do not reflect the racial diversity of the community and often lack understanding of the cultural background of other races. There is a lack of communica-



Martin Zhang

tion between races leading to isolation and a lack of understanding

RMYC initiatives to create a racism-free environment include:

- Encouraging school board to incorporate multiculturalism in the community and to hire staff that reflect the diversity of the school and the community;
- Working with schools to encourage and support students in activities that celebrate diversity and promote racial understanding;
- Recommending school staff receive cultural sensitivity training and are familiar with policies on race relations and racial harassment;
- Encouraging staff to mix students in working groups and working with

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student councils so that they are inclusive;

- Promoting peer mediation;
- Sensitizing government, business and institutions to be inclusive in hiring practices;
- Recommending that governments consider social justice as a part of our overall security, provide funding to promote policies and community programs that enable everyone to have equal access and opportunity; and
- Engage society in dialogue with marginalized groups, racial minorities and new immigrants on services and supports they need to integrate and minimize alienation.

RMYC primarily targets children and youth. The current focus is on schools because education plays an important role in shaping a collective vision of social justice and equality.

Pauline Fogarty – Diversity Thunder Bay completed a study, A Community of Acceptance: Respect for Thunder Bay's Diversity, about four years ago.

The study revealed that business establishments had the highest number of racial incidents, followed by schools, workplaces, recreational facilities, college and university, health services and government services.

As a follow-up, Diversity Thunder Bay has been working on the following initiatives:

- Implementing diversity in the police service by doing a policy review and analysis on bias and barriers;
- Developing a video specifically aimed at aboriginal police recruits; and
- Developing training initiatives and materials to better equip officers with diversity skills.

Other anti-racism initiatives include:

- Working with the new Thunder Bay City Council to review the city's race relations/anti-racism strategy;
- Following up with the Thunder Bay Chamber of Commerce to display decals on businesses promoting status cards;
- Promoting March 21;
- Developing an aboriginal settlement and relocation assistance services committee;
- Liaising with aboriginal agencies to create a place of safety, Meno Wakiagun; and
- Working with the Northern Ontario Municipal Association to provide a voice on diversity in the region.

Respect Our Differences

Sioux Lookout

Pierre Parsons

Don DeGenova

Sioux Lookout Anti-Racism

Committee

www.slarc.ca

Pierre Parsons – Sioux Lookout, an isolated community of about 5,000, calls itself the Hub of the Northwest. While the community's population is approximately 50 per cent aboriginal population and 50 per cent non-aboriginal, the town is also the major centre for 21 First Nations communities in the region, home to about 21,000. Many people move to the town for a few years and then leave.

The Sioux Lookout Anti-Racism Committee (SLARC) was formed in 1989 by town council as an incorporated non-profit organization with one council member on the board. SLARC is dedicated to help everyone respect and celebrate our differences and the foremost objective is to end all racism in the community. To that end, the committee attempts to start dialogues that reduce tension and promote harmony.

SLARC runs five main programs: for elementary schools, a youth centre, youth empowerment, an annual music and arts festival and REsolve. REsolve trains people in conflict resolution and has had great suc-



Pierre Parsons

cess. Approximately 20 per cent of the population has been involved to date in the two phases of training.

Pis-ka-pii-win focuses on elementary school-age children by enhancing their self-esteem and increasing their cultural understanding through in-school, after-school and out-of-school activities. The program is based on the teachings of the Seven Grandfathers.

The Multicultural Youth Centre provides a welcoming atmosphere with pool, air hockey, videos, and music and art studios for youth up to 19 years of age. It is a place for at-risk youth to go to to be safe. The centre supports youth-oriented community

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events like coffee houses, dances and concerts. Staffed by 25 trained youth volunteers, it handles more than 3,000 visits annually.

Youth Empowerment attempts to engage youth in the broader community, by getting them involved in positive community building activities, breaking down negative stereotypes of youth, and improving communications between youth and adults. It includes the Sioux Lookout Youth Council, which produces Zines and provides a forum for youth to address youth issues.

The Sioux Mountain Music and Cultural Festival is a family fun event that attracts the entire population of Sioux Lookout to share the things they enjoy, such as music and food representing every style and taste.

REsolve is an effort to build and nurture a conflict-resolving community. The process involves training people in workshops in mediation and facilitation, to break down barriers and get along with each other. REsolve was launched in January 2005 with 20 participants in the first five-day workshop. Their job is to go and train others in REsolve. Participants share the same core feeling about the program – it brings them together and bonds them.

Don DeGenova – The initial REsolve training was provided to 59 people in three sessions in Sioux Lookout and another 10 at Lac Seul First Nation. But participants said they wanted a little more training, so REsolve 2 was



Don DeGenova

developed with the help of YOUNCAN (www.youcan.ca).

The training was offered to students at Queen Elizabeth and Pelican Falls high schools and is as inclusive as possible. A Community Dialogue Training Seminar was also held to help the community create a safe place where people can express their thoughts.

SLARC is seeking sustainable funding, approximately \$125,000, to continue the REsolve program and introduce new elements, including additional YOUNCAN training for youth and create a youth justice committee. The effort has secured substantial in-kind donations from the community, but funding must be secured or the momentum will be lost.

To Advance Human Rights

Barbara Hall

*Ontario Human Rights Chief
Commissioner*
www.ohrc.on.ca

Barbara Hall – The role of the Ontario Human Rights Commission has grown significantly since being created to enforce, promote and advance the Ontario Human Rights Code.

When created 15 years ago the code only prohibited discrimination on the basis of race and religion, but today the code prohibits discrimination on 15 different grounds, including age, gender, disability, place of origin, colour, sexual orientation, marital status, ancestry, family status and the receipt of public assistance. As well, the area of enforcement have expanded to include not only government services, but employment, accommodation, and contracts. Though the Commission receives ongoing complaints about racism against the Aboriginal and black communities, the greatest number of complaints are about workplace discrimination on the basis of ability.

The bulk of the work of the Ontario Human Rights Commission has been in enforcement as its officials respond to approximately 3,000 complaints a year. Promotion and advancement has received significantly less attention. But the nature of the complaints indicate the Commission should shift focus from a role of enforcement to



Barbara Hall

one of public education. As well, while much discrimination is individual, even more discrimination is systemic, built into the operations of government and agencies at a time when the view of human rights and discrimination was more limited.

Since much of the behaviour of individuals and institutions that is discriminatory is not intentional but out of ignorance, there is a substantial amount of denial that problems exist. When the Commission investigated and reported on the issue of racial profiling, the initial reaction was quite negative. But in the profiling issue as with other issues, with time people and institutions are willing and able to

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go beyond their immediate reaction and deal substantively with the issues that are raised.

A more proactive role by the commission can have very positive results. Bill 107, the Human Rights Code Amendment Act, which received Third Reading and Royal Assent in December, gives the Commission the ability to take a more proactive role in promoting human rights in Ontario. In a year, complaints will go directly to the Human Rights Tribunal, rather than the Commission.

The Commission's role will be to do expanded public education, hold more inquiries on issues that need to be examined, including the ability to intervene in the public interest and the ability to file its own complaints.

The Commission is very interested in the World Conference Against Racism held in March 2004 in South Africa when the United Nations Educational, Scientific and Cultural Organization (UNESCO) came up with the International Coalition of Cities Against Racism. More than 60 municipalities from 14 European countries were the first to sign on to the commitment to fight racism.

A year after UNESCO's call, the Canadian Commission for UNESCO and the Ontario Human Rights Commission formed a working group to study the issue and decided to establish the Canadian Coalition of Municipalities Against Racism and Discrimination to be a part of the international coalition. Kingston, Toronto, Gatineau, Montreal, Calgary, Edmonton, Fort McMur-

ray, Saskatoon, and in Northern Ontario, Thunder Bay have enlisted.

Why municipalities? Because municipalities are the communities in which people live, work and play with each other; where people meet and interact with each other. As well, municipal government is the level of government most in direct contact with and responsive to the people it serves.

Joining the coalition requires the municipality to make a declaration that "We have a responsibility and we are going to assume that responsibility" to fight racism and discrimination in the community. Municipalities must acknowledge that there is a problem and they need to develop a response to the problem. The coalition's 10-point action plan outlines how municipalities should respond.

The 10-point action plan is:

COMMITMENT 1: Greater vigilance against systemic and individual racism and discrimination;

COMMITMENT 2: Broadening accountability and monitoring racism and discrimination in the municipality and monitoring municipal actions taken to address racism and discrimination;

COMMITMENT 3: Increased support for people who experience racism and discrimination;

COMMITMENT 4: Inform and involve all residents in anti-racism initiatives and decision-making;

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COMMITMENT 5: Support measures to promote equity in the labour market;

COMMITMENT 6: The municipality as an equal opportunities employer, service provider and contractor;

COMMITMENT 7: Challenge racism and discrimination in housing and implement measures to promote diversity and equal opportunity;

COMMITMENT 8: Challenge racism and discrimination in the education sector, as well as through broader forms of learning, and implement measures to promote diversity and equal opportunity;

COMMITMENT 9: Promote respect, understanding and appreciation of

cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality; and

COMMITMENT 10: Challenge racism and discrimination in policing services and implement measures to promote diversity and equal opportunity in policing.

(The draft of the Preliminary Proposal Calling for a Canadian Coalition of Municipalities Against Racism is available for download at

www.ohrc.on.ca/english/consultations/unesco-coalition-of-cities.shtml)

Hall urged Northern Ontario organizations to encourage and support their municipalities to join the coalition.

Give Police the Tools

Ian Davidson

*Chief of the Greater Sudbury
Police Service*

www.police.sudbury.on.ca

Ian Davidson – Governments, individuals and organizations have an obligation to recognize and fight racism and discrimination in all its forms. As society undergoes fast-paced change, so too racism is increasingly mobile and easy to spread.

Because the nature of policing often involves conflict, and conflict tends to prompt and provoke hate responses, relations between police services and minorities, particularly aboriginal communities in the North, are often uneasy and distrustful. There is a lot that society and police services can do to combat racism but it requires a collective and persistent effort.

Police services need to be given the tools, as well as the responsibility to confront racism. Most police chiefs recognize that there are officers who have a tendency to look to race. There is not a lot of denial that it is occurring and that something has to be done. After all we recruit from the human race.

First police officers and society must be mindful of the historic perspective of the treatment of aboriginals; that generations of aboriginal youth were taken from their families and forced to attend residential schools. Once



Ian Davidson

there, they had to abandon their culture, language, religion and hope.

The rate of incarceration of aboriginal people in Canada is five times higher than for non-aboriginal. The rate of suicide for aboriginal people is two and a half times higher than for non-aboriginal. Aboriginal youth are far less likely to complete high school than non-aboriginal, and despite their lower population base, one-third of all homeless children in Canada are aboriginal.

The Indian Act took away their rights and imposed additional requirements, such as the necessity to get permission to travel away from their reserve.

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Aboriginal people became and remain strangers in their own land. With the increase in conflict as aboriginal people exert their rights and seek redress to historic grievances, society and police face an uphill battle.

There are long-standing trust issues between police services and the aboriginal community. As a result police services have a difficult time recruiting aboriginal candidates. Sudbury, a service with more than 200 uniform officers, until recently had one aboriginal officer. That was a failure on the part of the police service. There were too few role models to attract aboriginal youth to policing.

As police chief, he had a lot of questions on how to get young aboriginals interested in policing. With funding from the National Crime Prevention Strategy, a study was completed, including surveys of police officers and the aboriginal community. The result was a recognition that the police service should partner with the community in creating programs for youth ages 12 to 17. The programs visioned engaging police officers with individual youth.

The Police Mkwa Opportunity Circle (www.police.sudbury.on.ca/inside/mkwa.php), a partnership between the Greater Sudbury Police Service, White Buffalo Road, Shki Mawtch Taw-Win En-Mook Curriculum Project, the Rainbow District School Board was created in 2005. The program matched 15 to 20 Grade 9, 10 and 11 aboriginal youth with individual police officers.

The program introduces the youth to the police service with lectures on the

law, a tour of the police station and ride-alongs with their police officer partner. But many young aboriginals, through no fault of their own, know little or nothing of their own culture. So they, together with their police partner, take cultural training from elders and celebrate the end of the program with a sharing feast.

There is a question as to who gets the most benefit from the program, as the youth learn to see officers as people, and the officers learn to see the youth as youth.

Since then the Police Mkwa Opportunity Circle has grown into a four-phase program with 75 youth involved, including a fully accredited high school course of study with criminal justice overtones. But most important is the change in attitude that police and aboriginal youth have toward each other. Police are helping the youth find jobs. And police services across Canada are seeking information on the program.

Creating pathways and opportunities that did not exist before has led to change. Cross-cultural dialogue is necessary to combat racism. And though the service now has more than one aboriginal officer, it is still looking for new creative ways to appeal to aboriginal youth.

(As part of his keynote address Davidson showed two videos, one on the Police Mkwa Opportunity Circle and a second, funded with the support of other municipal police services in Northern Ontario, aimed at making aboriginal youth aware of the career possibilities in policing.)

Honouring the Individual

Sault Ste. Marie

Dawn Elmore

Meghan Boston

Amy Boyer

Algoma University College

www.auc.ca

Susan Garrett

Unity & Diversity

www.debwewin.ca/unityanddiversity.htm

Miranda Mayhew

Sault Ste. Marie United Way

www.ssmunitedway.ca

Dawn Elmore – Sault Ste. Marie has a population of approximately 75,000, about 1.3 per cent are members of visible minorities, compared to 19 per cent overall in Ontario, and six per cent is aboriginal, compared to two per cent overall in Ontario. Major employers in the city include Algoma Steel, the Sault Area Hospital, the Algoma District School Board, and the Ontario Lottery Corporation.

Susan Garrett – Unity and Diversity Sault Ste. Marie is a grassroots, voluntary, non-profit organization that seeks to find common ground (**unity**) while honouring the individual's essence (**diversity**) by building respectful and harmonious relationships through education, celebrations, and interactions. The purpose of the



Susan Garrett

group is to raise awareness and develop understanding toward making the city a more accepting and inclusive community and to help the community move toward celebrating and utilizing its increasingly diverse population.

Projects and events undertaken to achieve these goals include Holocaust Education Week, International Women's Day, Honouring Women's Indigenous Knowledge and the Debewin Project.

Unity and Diversity is also active in the education sector with cross-cultural training opportunities for teachers and students, promoting a greater First Nation presence in the

Diversity Awareness and Race Relations

curriculum and helping to establish aboriginal councils in schools. In the service sector, Unity and Diversity assists the Sault Ste. Marie Chamber of Commerce with cross-cultural training for frontline service workers and managers. The organization also continues to pound on the doors of city hall to get a response to race and diversity issues facing Sault Ste. Marie.

Something new to the organization is an increased emphasis on educating ourselves on each other's perspectives, particularly those from visible minorities. Many of us are white and enjoy a high level of unearned privilege.

Dawn Elmore – Algoma University College started in 1967 and currently has more than 1,300 students. Diversity awareness is very important to the university. Its campus is the former Shingwauk Indian Residential School. Approximately 16 per cent of students are indigenous, and 10 per cent are international students from China, Bangladesh, Japan, United States, India, and other countries. Many Canadian students have diverse ethnic backgrounds.

The university supports the diversity of its student body by providing international and indigenous student advisers; assisting the Shingwauk Aboriginal Student Association, such as in constructing an arbour for traditional ceremonies; creating a Muslim prayer room; establishing an Anishinaabe People's Council to advise the Board of Governors on curriculum, programs, and services; by sponsoring



Dawn Elmore

cultural events; and with its Diversity Advisory Committee.

The university's diversity committee is open to all students, faculty and staff. It provides a safe place for people to express concerns and experiences regarding diversity. The committee reports to the president on matters of policy, support services and cultural events.

Miranda Mayhew – A new initiative of the Diversity Advisory Committee is the First Generation Research Project, which examined the reasons for the non-retention and lack of students from marginalized groups, particularly those students who were the first in their families to attend university. The project produced a 65-page final report to improve retention and satisfac-

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tion among First-Generation students at Algoma.

The United Way of Sault Ste. Marie District is working to transform its image by focusing on providing community solutions. It has identified health, employment, poverty and youth as issues to focus on.

Meghan Boston, Amy Boyer – Algoma University College's Community Economic and Social Development program was designed in 1999 to cater to the needs of small rural

and indigenous communities. Fifty per cent of the program's advisory committee is indigenous as is 50 per cent of its enrolment. CESD delivers off-site courses, as well as offers two spring institutes, and supports a variety of speakers. In addition to its academic component, it has a community-based research component. Completed research projects include the Debwewin Project, Understanding the Strengths of Indigenous Communities, Asopricor, The Working Poor and Evaluation of Homelessness Initiatives.

Revealing Commonalities

Sudbury

Heather Campbell

Paul Pasanen

Georges Bolduc

National Coalition Building Institute

www.ncbi.ca

Eileen Nemzer

Community Builders Youth

Leadership

www.cbyouthleadership.org

Scott Fisher

Diversity Thrives Here!

<http://209.97.218.236>

Heather Campbell, Paul Pasanen

and Georges Bolduc – The National Coalition Building Institute, an international organization based in Washington, has been active in Sudbury for 12 years. The organization holds one-to three-day workshops to breakdown barriers between people for schools, business and government.

People have visible and non-visible identities, both real and socially constructed or preconceived, that can divide us or bring us together. The active and interactive workshops are designed to help people appreciate each individual for who they really are, not who they are perceived to be, by revealing commonalities.

In a brief workshop exercise called Up and Down, symposium members



*Georges Bolduc, Paul Pasanen,
Heather Campbell*

demonstrated how commonalities are found. Everyone who fit a certain modifier – ie. everyone under 25, were asked to stand, and the audience appreciated their presence by applauding. Then people who fit other similar category modifiers – ie. everyone between the ages of 25 and 40, were asked to stand, followed by applause. Followed by another category of the same modifier – ie. everyone between the ages of 41 and 60, followed by applause, and so on until everyone had been recognized.

Eileen Nemzer – Community Builders Youth Leadership is active in the Sudbury area training young leaders to make schools into places where young people can be themselves. That training includes anti-bullying, social inclusion, and conflict resolution, and raises their awareness of racism. The workshops focus on the idea that caring is cool.

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Scott Fisher – Diversity Thrives

Here! was established two years ago in response to a community driven effort to address the issue of racism in Sudbury. It started with a Canadian Heritage funded program to tackle diversity awareness as key to economic growth. It found that diversity is attracted to diverse communities. This is one area seen as a way to attract and retain young people.

The study found that in addition to the city's substantial aboriginal popu-

lation, seven per cent of Sudburians are foreign-born, and 28 per cent are francophone. Nine community focus groups were held, as were community cafes, for public input to create a diversity plan for the city.

The plan includes diversity training, a focus on aboriginal awareness and urban aboriginal awareness for city employees and others, and an immigration portal to be piloted by the provincial government. A media tool kits is being assembled.

Creating a Coalition

Timmins

Joanne Lacourciere

Caleb Lawrence

*Timmins Race Awareness and
Cultural Education (R.A.C.E.)
Committee*

Joanne Lacourciere – The Timmins RACE Committee has been active for several years and is broadly based with churches, non-profit organizations, one school board and individuals. It was a participant in the Debewin project and the results were presented to Timmins City Council.

RACE's latest project is focused on the Canadian Commission for UNESCO's call to create a Canadian Coalition of Municipalities Against Racism with a 10-point plan to combat racism and promote cultural awareness. Despite the challenges of finding time to meet, the committee felt the original plan was too broad and has modified the plan to better suit their community.

The Timmins adapted plan:

1. Set up Research and Evaluation on Anti-Racism through a community holistic approach (acronym REACH) with membership from Education/Service Agencies/Health/Religious Groups/Business/Legal/Police/Activists and others at all levels of government;



Joanne Lacourciere

2. Utilizing the new commitments outlined below, prepare Terms of Reference for REACH and any sub-committees and develop a Work plan with timelines;
3. Develop a process via an Impact Statement for victims of Racism and Discrimination to record their experience. Assign the resolution to the conflict management team;
4. Develop a booklet that explains the legal right of individuals as it applies to discriminatory practices regarding housing, employment, etc. Ensure that the booklet is written in accessible language and is translated appropriately. It must include recourses for support, visual translations and complaint mechanisms;

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5. Prepare and circulate a questionnaire on diversity in the workplace. Request a copy of any existing employment practices or policies that address equal opportunity hiring. The questionnaire should include information on a present review of employees;

6. Using the data collected, facilitate a human resource workshop for employees to address equal opportunity hiring and policy development. Utilize questionnaire data as a report card of the present situation in Timmins;

7. Using the same tool (a questionnaire), request a copy of any policy or guide used by landlords when choosing the suitability of new tenants. Request information on the present tenant makeup as it relates to diversity. Develop an action plan to disseminate this information to the target group and propose policy change(s);

8. Develop a mechanism to analyze the needs of diverse groups to access education, the number presently using the education systems and the number who have been successful in reaching their goals. Document those who did not succeed and reasons why. Develop an action plan to disseminate this information to target group and propose policy change(s);

9. Organize a multi-cultural event that would highlight the many facets of our diverse community and profile the collective memory (history/stories/placards/information/resources) of each diverse group as it applies to their relationship and contribution to our community; and

10. Select members, a sub-committee to act as part of a conflict management team whose role is to record and document the story, address individuals' complaints by pooling resources, providing a referral service; and supporting the complainant by documenting and reporting the outcome and mediation. This three step process ensures that the committee is intact, complete with community support and a community work plan.

Caleb Lawrence – The adapted proposal, however, is not at the implementation stage. Council has done nothing about the plan because supporting the plan is seen as admitting that Timmins has a problem and they don't want the city branded as racist. Among the three cities (Sault Ste. Marie, North Bay and Timmins) surveyed in the Debwewin Project, Timmins reported a highest incidence of discrimination. We're only at the beginning stages of getting people to recognize the need to do something.

Changes Need to be Made

Kenora/Grand Council Treaty #3

Rhonda Kelly

*Justice Co-ordinator,
Grand Council Treaty No. 3*

Dan Jorgensen

Chief, Kenora Police Service

Stephanie Landon

*Justice Projects Support,
Grand Council Treaty No. 3*

Rhonda Kelly – Grand Council Treaty No. 3 encompasses 28 First Nation communities in Northwestern Ontario. I grew up in Winnipeg but became more aware of who I am when hired by the Council, initially as the anti-racism coordinator and later as justice coordinator. There was a lack of aboriginal employees in stores and aboriginal customers were poorly treated. It made me quite angry. I didn't want to raise my child in this environment. Changes need to be made.

The Treaty No. 3 Justice Initiative is a government component in making that change. Police statistics indicate 80 to 85 per cent of incidents involve First Nation people, while they comprise only 10 to 20 per cent of the area's population. The project is to find ways of reducing the number of First Nation people involved in the



Rhonda Kelly

justice system.

Three related projects developed out of the Initiative. The Safety in Kenora project, which ended in September 2006, included a five-week intensive aboriginal perceptions training program for police and other justice system personnel, and a Crown/police presentation to First Nation communities on complaints. A Cultural Awareness Training program, a one-day workshop, was developed and presented to Kenora police officers, legal aid, jail personnel and others. The Treaty No. 3 Community Justice Project was launched, allowing four First Nations to take more responsibility for justice in their communities.

Dan Jorgensen – Criticism and accusations of police are so common that they have a bit of a bunker mentality, as do First Nation people. Communication and co-operation is necessary to change the status quo. If this project hadn't come along, I wouldn't think the way I do today.

And it's important to note that the reality frontline police officers face is very different from that of a police chief. The system needs to help them make connections to prevent and overcome the bias that is part of the human condition.

Police and the justice system should follow the adage, 'seek first to understand, then to be understood.' But for police officers the need to be understood is blinding them to understanding. My biggest challenge is to get people below me to buy in.

Stephanie Landon – The Peace and Justice Coalition was formed in Kenora six years ago and sponsored a series of Cafe Conversations to discuss racism in the community, but it was difficult to get the non-aboriginal community involved. Conversely, the Make Kenora Home Initiative was launched by about 30 mainstream organizations, who then wondered where the aboriginal community was. A new initiative Common Land, Common Ground has been established to attempt to improve relations between the aboriginal and non-aboriginal communities.



Dan Jorgensen

Kenora Powerpoint Presentation:

TREATY #3 JUSTICE INITIATIVE

"Systemic Racism in the Justice System Project"

Funded by Canadian Heritage

Project goal:

Establish a partnership between justice administrators and First Nation leadership to work together to make changes to the way the current justice system negatively impacts the FN people in the Treaty #3 area as a means to reduce their involvement in the criminal justice system.

Systemic Racism Our working definition of "systemic racism" (source unknown)

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Structures, policies, or procedures within a system which intentionally or unintentionally discriminate against certain groups based on race, ethnicity, gender or other inherent characteristic

Project Management Team

Chief Wayne Smith,
Naicatchewenin First Nation and
Treaty #3 Chief Responsible for Policing and Justice

Brian Angus,
Area Manager, Probation and Parole Services

Dan Jorgensen,
Chief of Police, Kenora Police Service

Jennifer Carten,
Director, Kenora Legal Aid/Kenora Community Legal Clinic

Katherine Kinger,
Superintendent, Kenora Jail

Rupert Ross,
A/Crown Attorney, Kenora

Anita Cameron,
Executive Director, Kenora Area Health Resource Centre

Don Copenace,
Executive Director, NeChee Friendship Centre

Rhonda Kelly,
Justice Coordinator, GCT#3

Mary Alice Smith,
Community Justice Project, GCT#3

Stephanie Landon,
Justice Projects Support, GCT#3

Project - Phase 1

October 1, 2004 to March 31, 2005

Goals and Accomplishments

1. Forming the PMT
2. Hiring qualified project staff
3. Defining systemic racism

Project Phase 2

April 1, 2005 to March 31, 2006

Goals and Accomplishments:

1. Institutional Analysis: Review of policy and procedures
2. Employment System Review
3. Relationship building of PMT

Project Phase 3

April 1, 2006 to March 31, 2007

Goals

1. Evaluating project results
2. Anti-racism training
3. Forming partnerships to act on
4. Document process
5. Plan to share experiences and lessons learned
6. Secure long-term funding

Setbacks we experienced

Maintaining project momentum e.g. hard to accommodate everyone's schedules

Project condensed to 2 years due to Project Coordinator change

Project Coordinator working on setting up other justice projects and going to law school

Staff re-allocations but GCT#3 decided to work as a justice team instead of individual projects

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Public awareness conference was not funded by Cdn. Heritage and other proposals declined

Not every rep from justice system sitting regularly at PMT table

Project criticized as being too Kenora focused rather than Treaty #3 wide

Not having enough awareness of project and issue of systemic racism known in justice system and Treaty #3 area

Future plans

Immediate future:

Forum with PMT and superiors to seek commitment for 1) making change, and 2) funds to keep project going

Conference with general public and front-line justice administrators and workers to learn what the PMT has done and hopes to do re making changes to how the justice system is dealing with FN people

Project accomplishments

Working definition of systemic racism

Completed the Employment Standards Review which has resulted with awareness of the issue in the justice system and there has been some acting on the report recommendations

ESR (found funds within budget to complete)

Overcame negative perception of the project within the team

PMT feel comfortable with one another – feel like a team

Shifts in individual perspectives which was gradual through increased communication

PMT members look at issues with a broader understanding and new perspective

Realization there are different ways to achieve the same goal

New appreciation of the different environments, roles, and challenges each experience

Secured additional funds for complementary projects e.g. Safety in Kenora, Cultural Awareness Training, Treaty #3 Community Justice Project

Complementary projects

Safety in Kenora (hate crimes project)

Perceptions Training

KPS-Crown info session re complaints

Presentation to Ontario Hate Crimes Community Working Group

Identify new strategy (advocacy and complaints office)

Funded by MAG-OVSS

Cultural Awareness Training

Developed a one-day Treaty #3 specific cultural sensitivity training
PMT involved with content & structure

Held sessions with

Legal Aid & Kenora Women's Centre

Kenora Jail

LOW Hospital & Saakate House

Funded by Community Mobilization Project

Treaty #3 Community Justice Project

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Secured long-term diversion project
for 4 FNs

Funded by DOJ, MAG, MCYS

What helped us get there:

Held meetings in different environ-
ments e.g. Legal Aid office, FN

Initial project involvement with
Thunder Bay Project Coordinator

Project built in processes for us to
learn about one another

Spirit of goodwill, cooperation, and
commitment

Future Plans

Select a team project to collectively
address a specific area of the institu-
tions for change e.g. hiring policies

Schedule regular meetings of PMT
to maintain momentum with or with-
out funding

Developing and implementing a
communication strategy

Secure long-term funding

How to get there

Need to target the support of justice
institution higher ups for project buy-
in and commitment for partnership
funding

Hold the public conference

Commitment to follow through to
continue to work together and set
priorities

Succession planning to maintain pro-
ject momentum and PMT team

Value what has been built

Establish concrete action plan

Individual perspectives

Rhonda Kelly, Justice Coordinator,
GCT#3

Initially thought a great project but
after talking to justice representatives
became worried timing may not be
right

Not sure real cooperation would
happen

Knew had to look internally to enter
project non-judgmental

Dan Jorgensen, KPS Chief of Police

Participation in this project has rein-
forced the importance of:

Building relationships and trust

Looking inward with a really open
mind

Developing mutual understanding

Stephanie Landon

Involved in other initiatives in Kenora

Unpacking Privileges

Red Lake

Kaaren Dannenmann

Kiishik Foundation

www.nwconx.net/~rllib/kiishik.html

Kaaren Dannenmann – The Kiishik Foundation was started about 18 months ago in the Red Lake and Big Trout Lake First Nations area thanks to the support from fashion designer, motivational speaker and former Red Lake resident Linda Lundstrom. Kiishik offers cultural awareness education for aboriginal youth, Undoing Racism workshops and other initiatives.

Dannenmann led the symposium in Unpacking the Knapsack, an exercise written by Peggy McIntosh to graphically illustrate the privileges and security or lack of privileges and security that society bestows on people of different heritage. (The original text is available at <http://seas.stanford.edu/diso/articles/knapsack.html>.) The exercise requires participants to take a step forward, large, medium or small, based on how well a statement read by the moderator applies to them.

Unpacking the Knapsack is not so much an exercise in cross-cultural training, but it forces people to think about the different realities of every day life for people of different cultural heritages.



Kaaren Dannenmann

Aboriginal people should be consulted when non-aboriginal communities plan economic development initiatives, such as attracting new immigrants or promoting tourism, that will affect them. For example, an initiative to promote the Red Lake region to tourists increased pressure on traditional lands and disrupted traditional hunting, trapping and fishing by the aboriginal community.

In Undoing Racism workshops, aboriginal participants are trained how to come up with a “life-giving response” to comments and items to which they would like to respond but don’t know how. In addition to developing a response, participants role play the re-

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sponse to give them practice and confidence. Toward the end of the workshop, participants are told positive “ally stories,” about non-aboriginal people who have seen their responsibilities and acted upon

them. Two examples: a coach who changed the name of his hockey team and a family that apologized to an aboriginal community for an atrocity committed against it by their ancestors.

Exchanging Ideas

Round table results

Group 1

Holly Amber Brown – The language we use is important. Racism scares people and municipalities are afraid of being labeled racist. Language should be used in a positive manner. Using words like progressive and empowerment gives a proactive spin on a sensitive topic.

There should be a coordinator in each municipality to promote diversity and anti-racism. Someone representing all municipalities could develop a presentation, that could be customized to each municipality, that shows both the social and economic benefits of moving forward. It would be a practical tool for small towns and centres lacking resources to use.

The coordinator's role would include facilitating between the municipality and community organizations at no cost to the city, and should be seen as an ally of both.

We should take the presentation to the Northern Ontario Municipal Association and seek their support for diversity and anti-racism initiatives.

Group 2

Maurice Switzer – What we're looking for is a way to respect the individualities of the communities but also to network and support each other. Each group should continue to do the type of work it feels the community requires. You're closer to your community. No one is closer to your community than you.

Using a circle diagram segmented into eight pie pieces. While each group continues its own work, at the centre of the circle is the working group, comprising one representative from each municipality.

The Working Group's role is public education, sharing best practices, lobbying to champion the Canadian Coalition of Municipalities Against Racism, and laying the foundation for the future through youth mentoring and using their ideas.

The group also needs to work on a funding proposal to help cover expenses, such as travel, for the first year. The money would not go to a full-time position, but would augment what the groups are contributing.

Group 3

Scott Fisher – Given the variety of communities represented, there needs to be recognition that each community, large and small, faces unique local challenges that they need to address. But the consensus

was we continue to move forward in a collaborative process to common goals, such as public education/awareness in the retail sector on status cards.

The Little NHL back in Sudbury this year after a long absence. It had left due to negativity in community that has taken a great deal of effort to overcome. Changing attitudes is a long-term process, and perhaps the REsolve project could be used throughout the North to get that change going.

A working group should create a stronger, unified voice to support the Canadian Coalition of Municipalities against Racism and get municipalities to acknowledge that problems exist and need to be dealt with.

We should be the change we want to see in the world and a collaborative effort is the way to start that.

Group 4

Ann Welsh & Shirley Honyust – The table agreed that all the groups should continue their own work in their own way with the support of each other. The group, however, was not 100 per cent in support of the 10-point Canadian Coalition of Municipalities against Racism plan, and that a working group needs to find out which municipalities want to move forward with it.

The working group needs to acknowledge the different issues between Northeastern and Northwestern Ontario. That in the Northwest,

concerns are focused on the aboriginal/non-aboriginal divide, and in the Northeast, while the aboriginal/non-aboriginal issue remains, there is a growing element of multiculturalism. The group should also acknowledge that Northwestern organizations have already made progress on working collaboratively.

Finally, whatever is undertaken, should be done in consultation with aboriginal communities.

Group 5

Donna Forget – Whatever Table 2 said ditto. We had a very similar discussion. The Working Group should have representation from the Union of Ontario Indians and Grand Council Treaty No. 3 to ensure their views are considered. The group discussed the possibility of creating full-time positions in each community. The table also discussed the possibility of co-operating to create a publication for distribution across the North, and possibly the south.

Summary

General consensus among the group was:

- To create an Interim Working Group with representation from the eight present municipalities;
- To invite participation from the Union of Ontario Indians, Grand Council Treaty No. 3, NAN, Indian Friendship Centres, and the Metis Association;

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- To have a coordinator for North-eastern Ontario and one for North-western Ontario and they involve all communities;
- To encourage post-secondary involvement – use student interns, student projects, and community studies;
- That the Working Group in its first year lay foundations by defining the

issues it will target and creating a process to achieve them;

- That the Working Group seek and identify possible sources of funding;
- That the Working Group lobbies city councils; and
- Canadian Coalition is still being developed. Amorphous. UNESCO Canada has strong research arm.

Evaluation and Feedback

To gauge the value and success of the symposium, an evaluation form was provided to all participants at the end of Saturday's session. Thank you to all who provided feedback. Your comments were overwhelmingly positive and included many constructive suggestions for future sessions. The following is a concise account of the response we received:

- 76% rated the symposium as very good to excellent overall;
- 73% said that their opportunities for networking were very good to excellent;
- 81% considered the quality of information shared very good to excellent;
- While 70% believed that they had very good opportunities to share information;
- 100% agreed that they are likely to use the symposium website and the resources provided;
- When asked if we should do this again, 66% thought that we should do it annually, while 29% mentioned meeting every two years. Overall, everyone (100%) supported the idea of having another symposium in the future;
- 74% also advocated the idea of rotating our symposium location around Northern Ontario, particularly between Northwestern and Northeastern Ontario;
- 94% felt that a formalized information-sharing network would be beneficial and of those, 69% proposed the use of email to share ideas and information.

Suggestions for improvement

While many provided great ideas for future meetings, we are including only the ones that were consistently mentioned.

- 33% of respondents commented on the length of the community presentations and suggested that they be shortened.
- 23% indicated that more time was needed for breakout group discussion. It was suggested that a full day should be dedicated to discussion and planning.
- Other suggestions included more interactive presentations, better focused presentations, choice of workshops/presentations. Many recommended that the symposium be lengthened.

General Comments

“Exceeded my expectations!”

“It was very informative and a great opportunity to network!”

“I found this conference to be interesting and informative. Learned a lot and met quite a few Movers and Shakers from the North. Meegwetch!”

“This was a very good idea!”

“Good start on the development of a network. Lots of work to be done. All the best of luck to everyone.”

“Loved the symposium. So glad I came. Great work! Thanks.”

“Work on a common vision for the North with clear goals and objectives while acknowledging unique needs of certain communities. Many thanks for the great work in putting the symposium together. It is refreshing to connect with like-minded human beings.”

“Great opportunity for Northern Ontario to network and learn from each other.”

“Great to meet others involved in similar work and seeing and hearing about all their wonderful accomplishments.”

“It would be important to make this more accessible to young people by having it be more active.”

“Keep it all but we need more time. Extend the time to two full days or three days.”

Resources

The response to the symposium was tremendous and the overwhelming majority of those who participated agreed that this is worth doing again in the future. According to the evaluation forms, many indicated that this should be a yearly event. In that spirit, we have decided to include this section for those who take on the task of organizing and hosting this conference in the future.

In the following pages, you will find examples of templates created to accommodate the specifics of this event. Useful tips are also included to assist the potential organizer in the subtleties of event planning. However, since not all resources could be included here, you can also access these and other forms on the symposium website.

Planning an event that brings together people from across Northern Ontario can be a daunting task so begin by creating a system that YOU can work with! Personalizing your approach will help you feel comfortable with your data and will enable you to remember specifics. The templates outlined here are suggestions only – feel free to reconstruct, merge, remove, or expand on anything you see here.

First Steps – It is important that you generate some interest and excitement for your event. Using your own resources, compile a list of people who share similar goals and commitment to the ideas you will be addressing. Construct promotional materials, including media releases, emails, posters, and anything else you feel would help get the word out. We have included here the news release that was drafted for this conference (see Resource A, pg. 46). You may be surprised at how quickly other media outlets contact you for information once you put out the initial release. Although there are many methods available for spreading information, email seems to be the most effective. However, it is important to keep in mind that much of Northern Ontario is remote and you may need to consider other options for reaching certain communities.

Tip #1

“Snowballing” is an effective way of reaching like-minded people. Ask your contacts to continue forwarding the information along to their contacts – you will very quickly reach many people who share common interests

Registration & Contact Information

– Developing an effective spreadsheet to hold your contact information is crucial. This is the one spreadsheet that drives everything you hope to accomplish. It is your “storage shed” for all relevant information about your attendees. This database, if configured appropriately, can be reworked numerous times to provide you with specific information at particular times. Since this form develops into a rather massive collection of information, it is too large to share here. However, here is the list of things to consider including:

- Name
- Organization
- Mailing address
- Phone & Fax numbers
- Email address
- Website address
- Travel requirements
- Accommodation requirements
- Special restrictions (dietary, medical, etc)
- Registration form received
- Registration fee received
- Comments

Tip #2

Familiarize yourself with the basics of a spreadsheet program, such as Microsoft Excel. Knowing how to manipulate data in this type of program is crucial to keeping organized.

Budget & Expenses – When your budget allows for coverage of travel and accommodation, it is crucial that

you develop a method to track those expenses. It is useful to create a system that will not only keep a running total of expenditures, but will also continuously recalculate the remaining budget. As well, you will want to create a way to easily compare the information in this database against the information in your registration database to ensure that you have not duplicated or missed anything. A simple idea is to include a column in both spreadsheets that will count the number of attendees requiring accommodation. If the numbers do not match, then something has been overlooked. You will find an example of what was used for this event here (Resource B, pg. 47). The Excel formulas used to generate the data are also noted.

Tip #3

Update your contact database whenever you receive new information. Keeping this information continuously up-to-date will assist you with all other aspects of your planning. If you fall behind here, you risk overlooking important details, such as room requirements.

Attendance/Check-In – Once you have everything under control, you will want to build an “attendance” sheet. This will allow you to keep track of everyone as they arrive. Ask that participants check-in before the conference begins. Not only will you know who is actually in attendance, but also you will be able to collect registration fees owing and issue reimbursement cheques for those who have travelled (if applicable). You can use this sheet to note each person to whom a cheque was given and the amounts issued per cheque. See Re-

source C (pg. 48) for the template of the check in sheet used for this event.

Tip #4

Finalizing and printing off this list should be close to the last thing you do prior to the event. You want to ensure that you have the most recent list – however, leave extra rows, just in case!

Registration Form – Creating an event registration form is rather straightforward; however, listed here are some things to consider when developing your own.

- Include the location of the event
- Note any applicable fees (i.e. registration fee)
- Allow room for specification of special requirements
- If accommodation is provided, request indication that it is required (and for which nights, if more than one)
- Note the deadline for receipt of registration forms
- Ensure logo of funder(s) is included!

In this section, you will find a copy of the registration form we created (Resource D, pg. 49).

Tip #5

Make sure that the location staff are aware of any special requests or dietary needs. Ensure that they are able to accommodate these requests.

Evaluation & Feedback – An event is not successful if the participants did not find it valuable and useful. This is why it is important to ask for com-

Diversity Awareness and Race Relations

mentary and input from those in attendance. Providing an evaluation form allows for positive and negative feedback, both of which are very helpful for future planning. For your consideration, we have included a copy of the evaluation form we developed (Resource E, pg. 50). To see the results from our evaluation, please refer to the Symposium Evaluation (pg. 40).

Tip #6

Develop a good working relationship with the event location staff. These are the people who will drive the success of your

event, so make sure that every relevant detail has been discussed (and double-checked) with them.

Just a concluding note – As the response to this initial meeting was so positive, we are anticipating many great conferences to come. The foundation has now been laid and the organizational framework is in place. We hope that the information and materials provided here will assist those who choose to take on the future planning of this event.

Northern Ontario Symposium

Resource A –Promotional Material



374 Fraser Street
North Bay, ON P1B 3W7
(705) 495-8887
(705) 495-6747 (Fax)
ypp@onlink.net
www.ypp.net

NEWS RELEASE

North Bay hosting diversity symposium

Young People's Press of North Bay is hosting a Northern Ontario Symposium on Diversity Awareness and Race Relations at the Best Western Hotel Feb. 2-3 for people from across Northern Ontario with an interest in the topic.

"We have people coming who have been active in race relations in their communities of Kenora, Red Lake, Sioux Lookout, Thunder Bay, Sault Ste. Marie, Elliot Lake, Manitoulin Island, Sudbury, North Bay and Timmins attending," said YPP's CEO Don Curry.

Curry said he is pleased to have Sudbury Regional Police Service Chief Ian Davidson and Ontario Human Rights Commission Chief Commissioner Barbara Hall as presenters. As well, representatives from each community will make brief presentations on what they are doing to promote diversity.

Canadian Heritage is funding the event, through its Northern Ontario office in Sudbury. Curry said he attended the last Northeastern Ontario gathering about a dozen years ago and it was decided to include all of Northern Ontario for this event.

He said groups in Northern Ontario are at various stages of development and the symposium will share information, create a network and move toward a common approach across the North.

"Studies done in most centres showed the retail and education sectors were the two most prevalent sectors where racial incidents took place," Curry said. "Policing was mentioned in some surveys but it did not emerge as a major issue. Still, it is gratifying to see solid support from that sector at the symposium."

Police chiefs from Sudbury, North Bay, Kenora and Thunder Bay are attending, along with at least eight OPP officers from various detachments.

The event is open to anyone and the \$55 registration fee covers two continental breakfasts, two lunches and nutrition breaks. To register contact Young People's Press at 495-8887 or e-mail Ann Welsh of YPP at annwelsh@ontera.net as soon as possible.

Councillor Sarah Campbell has been active with the North Bay Newcomers Network and will welcome participants to the city. Marla Tremblay, of the Mayor's Office of Economic Development, is also active with NNN and will co-present on North Bay's initiatives with Susan Church, representing the International Day for the Elimination of Racial Discrimination organizing committee.

For further information please contact Don Curry at YPP, 495-8887.

Northern Ontario Symposium

Resource B – Expense Template

A	B	C	D	E	F	G	H	I	J
2									
3	Expenses Template: Travel & Accommodation (created as a spreadsheet in Microsoft Excel)								
4									
5									
6	Community A	# of attendees	Cab	Gas/Park	Air	Travel Total	Rooms (\$/night)	Room Total	Total
7	Attendee Name(s)					=SUM(C7:E7)*B7	=SUM(100*B7)	=SUM(G7*H7)	=SUM(F7+I7)
8	Chris Landon	1	-	\$100	-	100.00	\$100.00	\$200.00	\$300.00
9	Jane Smith, Julie Goulais	2	\$30	-	\$550.00	1160.00	\$200.00	\$400.00	\$1,560.00
10	Community B								
11									
12									
13									
14	Community C								
15									
16									
17									
18	Community D								
19									
20									
21									
22	TOTALS	=SUM(B7:B21)				=SUM(F6:F21)		=SUM(I6:I21)	=SUM(J6:J21)
23						\$1,260.00		\$600.00	\$1,860.00
24									
25									
26									
27									
28	Additional Expenses								
29	Allowable expense #1								Total
30	Meeting room	1		\$125					\$125.00
31	Gifts	2		\$120.21					\$120.21
32	Total:								\$245.21
33									
34									
35							Allowable Budget:	\$25,000	
36									
37							Total Spent to date:	\$2,105.21	=SUM(J23+J32)
38									
39							\$\$\$ Remaining:	\$22,894.79	=SUM(I35-I37)
40									

Northern Ontario Symposium

Resource C – Check-In Template

[illegible]

Resource D – Registration Form

Northern Ontario Symposium

Resource D – Registration Form



**YOUNG PEOPLE'S PRESS presents the
Northern Ontario Symposium on Diversity Awareness and Race Relations
North Bay | February 2&3, 2007**

Please download this form and return by regular mail or fax.

Symposium Registration Form

Please note that this is how you will be identified on your name badge.

Name _____

Organization _____

Mailing Address _____

City _____ Province _____ Postal Code _____

Phone _____ Fax _____

Email _____ Website address _____

Do you have any special requirements (i.e. wheelchair access)? _____ Yes _____ No

If yes, please specify: _____

If traveling from outside of North Bay, will you require overnight accommodation?

_____ Yes _____ No

**limited accommodation will be provided at no charge on a first come, first serve basis for those who are traveling from out of town.*

SYMPOSIUM FEES

Includes two continental breakfasts, two lunches, and three nutritional breaks

Per Participant \$55

METHOD OF PAYMENT

_____ Cheque _____ Money Order _____ Cash

Please make cheques and money orders payable to Young People's Press.

DEADLINE

Please have your completed application with payment in to the Young People's Press office no later than **Jan. 19, 2007**

Symposium Location
**Best Western
North Bay**
700 Lakeshore Dr
North Bay, ON
P1A 2G4

Young People's Press | 374 Fraser St. | North Bay, Ontario | P1B 3W7
Phone: 705-495-8887 | Fax: 705-495-6747 | Email: doncurry@ontera.net



Canadian
Heritage

Patrimoine
canadien

Northern Ontario Symposium

Resource E – Evaluation Form

SYMPOSIUM EVALUATION

1. Overall, the symposium was: 1=Poor; 2=Fair; 3=Satisfactory; 4=Very good; 5=Excellent

1 2 3 4 5

2. My opportunities for networking were: 1=Poor; 2=Fair; 3=Satisfactory; 4=Very good; 5=Excellent

1 2 3 4 5

3. The quality of information shared was: 1=Poor; 2=Fair; 3=Satisfactory; 4=Very good; 5=Excellent

1 2 3 4 5

4. The opportunities to share information were: 1=Poor; 2=Fair; 3=Satisfactory; 4=Very good; 5=Excellent

1 2 3 4 5

5. My chances of using the symposium website and its resources are: 1=Non-existent; 2= Unlikely; 3=Likely; 4= Very likely; 5= Certain

1 2 3 4 5

6. We should do this again. 1=Never; 2=In 10 years; 3=In 5 years; 4=Every second year; 5=Annually

1 2 3 4 5

7. If we do this again what parts of the symposium would you keep and what would you eliminate?

8. If we do this again should the event be rotated around the North or held in a central location? Where?

Diversity Awareness and Race Relations

9. Did you pick up ideas that you would like to introduce in your home community? If yes, what are they?

10. Would you like to be part of a more formalized information-sharing network? If yes, how would you like to communicate? What would you be prepared to contribute?

11. Do you have any further comment

THANKS FOR COMING!

Diversity Awareness and Race Relations

Northern Ontario Symposium on Diversity Awareness & Race Relations | Feb 2007 | North Bay, ON

Contact List

KENORA

Kenora Police Service - Police Chief
Grand Council Treaty #3
Grand Council Treaty #3
Grand Council Treaty #3

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NORTH BAY

Algonquin Child and Family Services
Blue Sky Economic Growth Corporation
Canada Revenue Agency
Canadore College
Canadore College
City of North Bay - Councillor
City of North Bay
Ministry of Citizenship & Immigration
Nipissing University
Nipissing University Women's Centre
Nipissing University Women's Centre
North Bay Literacy Council
North Bay Police Services - Police Chief
Ontario Northland
Ontario Provincial Police
Ontario Provincial Police
Ontario Provincial Police
Ontario Provincial Police
Ontario Provincial Police
True Self/Debwewendizwin
Employment & Training

Name
Gingras, Carol Ann
Church, Susan
Truchon, Robert
Kerr, Laura
Thomas, Mélanie
Campbell, Sarah
Tremblay, Marla
Loiselle, Caroline
Strang, Karen
Brown, Holly Amber
Don, Caitlin
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705-474-3461 ext.4312
705-494-9416
705-497-5582
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Commanda, Jane

Diversity Awareness and Race Relations

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Algoma University College	Boyer, Amy	Amy.Boyer@algomau.ca	705-949-2301 ext.4357
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Sioux Lookout Anti Racism Committee	Jacques, Bertha	bertha.jacques@kpdsb.on.ca	807-737-1501
Sioux Lookout Anti Racism Committee	Jewell, Terry Lynne	jewell@gosioxlookout.com	807-737-2831
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Diversity Awareness and Race Relations

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Social Planning Council of Sudbury	Savage, Marianne		
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Diversity Awareness and Race Relations

OTHER

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Department of Canadian Heritage
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OK, that was fun. What now?

By Don Curry
Symposium Chair

After lunch on the Saturday a group of us met to discuss where we go from here. Present for the discussion were: Dawn Elmore, Scott Fisher, Lawrence Angecone, Pauline Fogarty, Maurice Switzer, Ann Welsh, TerryLynne Jewel, Stephanie Landon, Dan Jorgensen, Ted Shaw, Marla Buist, Rocky Serkowney and me.

We decided to submit a project grant to Canadian Heritage to enable us to communicate further, possibly expand the group, and meet face-to-face and establish a mission, goals and objectives for what we termed the Interim Working Group. We vowed to keep everyone who attended the symposium informed of our progress.

We also decided that due to the great distances in the North, that we establish one overall working group and two sub-groups, one for Northwestern Ontario and one for Northeastern Ontario.

Work on the project grant application has begun and we hope to have our first short-term project completed before the end of 2007. We are also attempting to determine if we left anyone out of the symposium. If you are aware of communities or individuals doing good work in the North, and they were not at the symposium, please let me know. The next step will be decided by the group, with input from everyone, and could take the form of a multi-year project.

Keep an eye on your email inbox and www.debwewin.ca for further news.