



**National Secretariat on Hate and Racism in Canada**  
**(NSHRC)**  
**Meeting of July 30, 2004**

**Participants:** Charles Smith (Facilitator), Dianne Corbiere (IBA), Margaret Froh (IBA), Anita Bromberg (B'nai Brith League of Human Rights Canada), Anand Tansig (Council of Agencies Serving South Asians), Mannie Dick (Canadian Ethnocultural Council & National Council of Trinidad & Tobago Organizations in Canada), Avvy Go (National Anti-Racism Council & Metro Toronto Chinese & Southeast Asian Legal Clinic), Victor Wong (Chinese Canadian National Council – National Office), Michael Kerr (National Anti-Racism Council), Karen Mock (Canadian Race Relations Foundation)

**Regrets:** Margaret Parsons (ACLC)

**Facilitator:** Charles Smith

**1. Opening Remarks**

Dianne Corbiere opened the meeting with an overview of the he spring Hate & Racism conference which was a huge success. To follow-up on the conference, direction was given to the IBA to set up a Secretariat. The IBA notes that Canadian Aboriginal groups are typically not actively involved in this type of coalition work on hate and anti-racism and looks forward to working together on these issues with Secretariat members into the future. The IBA has contracted Charles Smith as facilitator of this process with the assistance of Margaret Froh. On behalf of the IBA, as President, Dianne is giving this file her personal attention and is looking forward to doing some significant work.

**2. Terms of Reference**

Several issues were discussed regarding the proposed Terms of Reference. These were:

1. That this group not duplicate the work of NARC or any other national organization. For example, some work identified in the Terms of Reference is work that NARC is currently involved in. All organizations here are involved in

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anti-racism and anti-hate activities in some form or another. To avoid duplication, the NSHRC will need to ensure that the activities we undertake don't duplicate but rather build on activities already underway.

2. It's good to have all of these organizations involved because it will strengthen the work and the coalition – each group has various things to contribute. It is important to avoid duplication.
3. Terms of Reference begin in a general way but get specific; the specifics are then further set out in the Action Plan.
4. As the Secretariat will be attempting to secure funding, funders will be concerned about requests for funding duplicating the mandates of organizations like CRRF and NARC. Need to be more specific to show NSHRC is not duplicating work of others. For example, while the Terms of Reference describe mission and mandate of CRRF, but breadth of CRRF would be different than this group if, say, we were bringing together resources on victim resources, etc.; that is different from CRRF. Regarding concern that funders may feel Terms of Reference or Action Plan is too vague, it was noted that the key funder of the conference and Secretariat, the Department of Heritage has these documents and will raise concerns if they have any.
5. Terms of Reference tend to be very broad – question is what is the work plan. The Terms of Reference say what the mandate of the organization is, but does not provide specifics. To help clarify the specifics of the Terms of Reference and workplan, all participant organizations should send objects and mandates to CS to ensure avoid having to compete for funding and being seen as duplicating effort. We should allay these concerns of duplication from the start by amending the terms of reference and action plan to avoid duplication.
6. Chances of overlap are inevitable, given the commitment across these groups to address these issues on an ongoing basis. It is anticipated that the frequent contact/meetings of the Secretariat will assist in avoiding duplication because of clear lines of communication. We also need to be aware of the broad communities which this Secretariat seeks to serve; many organizations serve very specific communities
7. There may be a need to build specializations in to the work of the Secretariat, as we move forward we can identify where specializations should develop.
8. The IBA conference was unique because it brought together groups that are not usually working together. This Secretariat is particularly helpful to participating organizations as it provides an opportunity to do anti-racism work with the Aboriginal community. NARC acts in solidarity with Aboriginal communities, but does not have members from Aboriginal communities participating directly. This is where this Secretariat will be most valuable as most anti-hate/anti-racism networks, while sometimes crossing several communities, tend not to include Aboriginal communities.

- ❖ **Action:** Charles will revise Terms of Reference to state a key purpose of the Secretariat to play a coordinating role around communicating strategies to combat hate and racism, bringing together Aboriginal communities with racial minority communities, and ethnocultural and religious communities around issues of hate and racism. Terms of Reference will also include in the purpose addressing hate motivated by 'faith.' Members will e-mail specific comments to Charles.

### 3. Action Plan

The Action Plans build off the Terms of Reference and will need to be linked to the responsibility of Secretariat members. In discussing and developing the Action Plan, members need to consider how we should work? Should we get together monthly and deal with proposals that come from somewhere? Or should members work on various components of action plan to develop strategies and bring those forward to the Secretariat for decision-making and implementation?

In response to these questions, the following were raised:

- Members should work together, with certain members who have expertise taking on specific issues where appropriate.
- We haven't really said "what" of each of the things we will be doing. What kind of advocacy should we be doing? Geared toward legislation? Systemic focused? What type of network – just secretariat? Or broader? How do we work each of these actions in a way we are comfortable with?
- To facilitate a discussion on the specifics of the action plan, it would be good if each group submitted their mandate and mission for circulation to the Secretariat, as well as what initiatives they are already doing. For example, CRRF has a good website. NARC is setting up own website now and listserv. Let's look at what's already being done and identify the gaps.

- ❖ **Action:** All Secretariat members are to send info to Charles information on what each are doing as well as their mission/mandates and/or terms of reference.. From that we can look back at the Action Plans to identify gaps and strengths and determine what is meaningful for this Secretariat to do. Each submission should also include a wish list of what you would like to do but haven't had the opportunity to do and include goals and timelines.

#### 4. Communication Plans:

These will be developed in accordance with the action plans. Some work has already been done to conceptualize 3 tools to serve communication function:

- 1) a listserv for the Secretariat;
- 2) establish links between all participating organizations; and
- 3) an information sharing site, perhaps hosted on the IBA website, where Secretariat members will share:
  - a) news and events,
  - b) research
  - c) current initiatives
  - d) education and training opportunities, and
  - e) best practices in combating hate and racism.

❖ **Action: Each organization should identify in their report to Charles on current activities, the communication and technology tools they use or are developing and how they work. Based on this, the NSHRC will develop the appropriate communication tools based on its needs to enable sharing information with each other on what each organization is doing and to promote each organization's activities publicly.**

#### 5. October Meeting and Seminar

IBA events usually focus on Indigenous issues but this year will focus on establishing the NSHRC. This fall's annual gathering will focus on developing Indigenous economies in Canada. The IBA wanted to take the opportunity to build on the spring conference success and discuss the impact of racism on developing Indigenous economies. The conference is October 15 and 16, 2004 in Calgary. The first panel of the fall conference will focus on these issues. The day prior to the conference (October 14<sup>th</sup>) will have the whole NSHRC meet face to face for the day to continue with this important work. If organizations can find their own funding to attend that would be appreciated, given the limited funding available. Funding is available if needed.

The educational session will explore the economic impacts of racism and the links between colonization, racism and the economic marginalization of Indigenous Peoples, as well as the links between racism and violence. Speakers are Michelle Williams, Director of the Indigenous Black and Mi'kmaq Programme at the University of Dalhousie Law School, and Jeffery Hewitt, General Counsel for the Chippewas of Mnjikaning First Nation. Mark Stevenson will chair the panel and Charles Smith will offer closing remarks regarding the role of the Secretariat and the follow up action plan from the spring conference. The IBA welcomes Secretariat members to stay for the conference and each in attendance will be introduced following the first panel

❖ **Action: Members are to inform Charles regarding their attendance at the meeting and conference and if they are in need of financial assistance.**

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## 6. Environmental Scan

Members were asked to provide information on their current and planned future activities. This will be a regular item on the agenda and will help familiarize/educate each other with the issues they are working on.

- a) The **IBA** has limited resources and a very specific focus. It has no national office and all activities are supported by volunteers. The IBA's focus recently has been on access to justice and impact of racism. It is lobbying for the appointment of an Aboriginal person on the Supreme Court of Canada. The IBA is trying to make the courts more reflective of Aboriginal communities. The IBA welcomes support for this initiative from other organizations.
- b) **B'nai Brith** has been following remarks made by MPs and MPPs. Such remarks might be something that the Secretariat can network around. B'nai Brith is actively working on the Sudan crisis; and is planning a number of Holocaust instructional activities into the fall. The *Taking Action Against Hate* program is continuing on into the fall.
- c) **CASSA** has just produced the documentary *Signals of Hate*. It is doing a large research project soliciting information from South Asian community of incidents of hate and racist activities to be disseminated to South Asian community and community at large. It is also involved in identifying the extent of domestic violence to South Asian women and working on alternative planning measures for the city of Toronto as traditional forms of planning have not addressed the needs of racialized minorities and Aboriginal Peoples. There will be a meeting with City of Toronto on Aug 10 to discuss alternative methods of planning to bring services to all Torontonians and not exclude racial minorities.
- d) The **Canadian Ethnocultural Council** has a general umbrella approach. It depends on individual organizations experiencing hate to bring issues to the floor and develop support.
- e) **NARC** is constructing a new website which it hopes to launch in September to be a key tool to further develop national network of NARC, resource sharing, advocacy and education and training. It is working with Human Rights Internet to build listserves to help with communicating nationally and networking. Also developing an anti-racism analytical tool or framework – this is a key focus of NARC right now. This fall setting up series of local focus groups across 15 Canadian cities to gather information as they build the tool kit which will be relevant for on-the-ground grass-roots advocacy on hate and racism. In late Oct/early to mid Nov will be having an expert roundtable, special invitation focus group for the same purpose. Numbers invited will depend on funding. In terms of campaign-oriented work, it is taking leadership from CCNC which has been long

involved in campaign for redress for Chinese Head Tax. Planning is now underway for a Conference in the fall 2005 coinciding with 20<sup>th</sup> anniversary of s.15 of Charter. Seek help from all organizations on Secretariat to coordinate and participate in the conference.

- f) **CRRF** focus post election is to get action plan against racism back on the rails. A follow up think-tank is being coordinated to push agenda to implement recommendations from UN Special Rapporteur report. This will involve bringing together key representatives from across country who were involved, with regional think-tanks held across country by groups involved. In terms of education and training, work is now being completed on the 7 part course for teachers on anti-racism and equity in education which will be piloted in Toronto and with a national roll-out with generic modules. All organizations on Secretariat listed as resource in the program and the members will receive more information on the course when it is finished. Workshop developed on countering and preventing anti-Semitism and anti-Muslim acts using an anti-racist approach. This is the year for award for best practices focusing on systemic change and this year the awards will be introducing categories such as education, corporate, etc. Youth is one of those categories. The national antiracism youth conference will focus on youth initiatives. There is also effort underway for strategic planning/restructuring which may include a new role on advising organizations on how to fundraise.
- g) **CCNC** is working on 3 year project to organize Pan-Asian Canadian network to fight racism. This is 2<sup>nd</sup> phase of project. Short term basis – working to support groups, for example those in favor of same-sex marriage rights. It is also ramping up the ‘head-tax’ redress campaign through the fall and NARC will assist and support this campaign.

## 7. Next Meeting

Meetings of the Secretariat will be held on the last Friday of each month at 1 PM Eastern Standard Time.

***The Next meeting is scheduled for August 27<sup>th</sup>, 2004 from 1:00PM-2:30PM EST. Agenda will include a review of the Secretariat work plan in light of the information submitted from organizations. Will use the same call-in information for future teleconferences.***

***The call-in numbers are:***

- ***From Toronto: (416) 343-2651***
- ***Toll Free: 1-866-8926***
- ***Conference ID (Pass Code): 9055451***