Present: Roo Alvi, Gurpreet Dipak, Tyrone Childs, Aslam Dar, Chrisroy Garwood, Leslie Longman, Cindy Sue Montana-McCormack, Jovaune Rhodes

Absent/Regrets: Marcia Davidson, Deborah Gateby, Gordon Gross, Mohamad Husam, Sharon Laffrenier, Claudia Montan, Tariq Nasim Siddiqi, Rebecca Xu

Also Present: Maxine Carter, Councillor Art Samson, Gay Walton

1. DECLARATIONS OF INTEREST
None declared.

2. Review & Approval of AGENDA
Agenda amended to add Draft Report on Symposium.

3. REVIEW & APPROVAL OF MINUTES

Item 6. CABE – Add that Gurpreet and Tyrone expressed interest in attending the conference to the approval of the Committee Against Racism.

(Gurpreet/Tyrone)
That the minutes of April 26, 2005, be accepted and approved as amended. CARRIED.

4. BUSINESS ITEMS

4.1 Steve Hahn, Hamilton Police Services
Not present at meeting.

4.2 Workplan Discussion
Report back on the work done by:
Gurpreet on Recommendations 1 and 3
Cindy Sue on Recommendations 1 and 3
This information will be emailed to Maxine to incorporate into the workplan.

Tyrone will get a copy of the Board of Education’s list of Anti-racism, Diversity & Inclusivity Awards program and will pass on to Gurpreet.
Cindy Sue suggested that the Symposium, scheduled for October 2005, be put on the agenda as a recurring item.

Tyrone requested a report back on the April 30, 2005 Education Summit from Bill Torrens, HWDSB at the June 28th, 2005 meeting.

Tyrone requested an update on the progress of the Equity Policy at monthly meetings.

Tyrone submitted documents from the Education Summit to Gurpreet. Also submitted documents from United African Canadian Committee of Hamilton to Gurpreet.

Leslie – Recommendation 2: Participating Democracy
Leslie would like to add to the committee’s responsibilities that there is an increase in the participation of racialized/minorities in suitable employment and local government.

Recommendation 5: Leslie has been reviewing the local funder’s criteria and priorities. Leslie noted that more of this funding should go to grassroots organizations/committees to alleviate poverty and not to institutions or established agencies.

Tyrone shared the 1988 Report of Fire Chief’s Advisory Committee about participatory democracy in Hamilton with Leslie.

Jo joined Leslie to work on these recommendations.

Recommendation 6: Chrisroy Garwood
Gathering information from Community Organization and individuals on reports of racism and the subsequent addressing of these issues and complaints.

Chamber of Commerce – To get to employees, Chrisroy will meet with the Chamber of Commerce and their members to discuss the development of anti-racism policies.

Maxine shared the draft report that she prepared on the recommendations from the Symposium that Council had referred to A&E for a followup, outlining implementation strategies to achieve short-term and long-term objectives.

(Rhodes/Garwood)
That the Committee Against Racism accept the “Follow-up to the Anti-Racism Symposium Report to Council”, Appendix ?. CARRIED.

4.3 Membership – New and Status of Current Members
Membership update. Congolese Association – new application to be submitted in June 2005. Resignations from Ronald Berenbaum, Deborah Lee Gatenby, Claudia Montan. Staff to send a letter of thanks to past members and a letter of note to those who resigned.
4.4 Issues and Concerns of Community – M. Dar
Defer to next meeting. Aslam Dar requested that the Committee Against Racism contact the President of Hamilton Cab after all information has been collected from cab drivers. Taxi Cab invitation to be added to the outstanding item list.

(Tyrone/Jo)
That the Committee Against Racism invite Mervin Witter, Director, Canadian Human Rights Commission, to attend Committee meetings, at his convenience, as a resource person.  CARRIED.

The Committee decided to prepare a set of questions that they will send to Mr. Witter prior to his attending the meeting.

5. NEW BUSINESS

5.1 Letter from Catherine Graham respecting the Harassment & Discrimination Policies and Procedures.
ACTION: Maxine to photocopy for all members for the June 2005 meeting.

5.2 Symposium Follow-up
Cindy Sue requested that the committee start meeting to develop the plan for the symposium.
Committee members are: Cindy Sue, Pauline Kajiura, David Jefferess, Maxine Carter
Date of Proposed Symposium: September 28, 2005

6. INFORMATION SHARING

6.1 Report back from Tyrone Childs who attended the CABE (Canadian Alliance of Black Educators Conference) awards ceremony.

Cindy Sue will forward the links to the event.

6.3 Report back on the Education Summit from Bill Torrens, HWDSB, for the next meeting.
6.4 Neighbourhood Community Garthering at Café Adonai, 40 Kenilworth Avenue. (Jo Rhodes)

6.5 Ontario Human Rights Commission – release of the Racism and Discrimination Policy by the Commission. coalition of Cities Against Racism – OHR & UNESCO

7. ADJOURNMENT
On motion, the meeting was adjourned.
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MINUTES: Committee Against Racism
City Hall, 71 Main St. W., 6:30 p.m. Room 219
Tuesday, June 28, 2005

Present: Cindy Sue Montana-McCormack, Gurpreet Dipak, Jovaune Rhodes, Mohammad Dar, Leslie Longman

Absent/Regrets: Chrisroy Garwood, Sharon Laffrenier, Tariq Siddiqi, Mohamad Husan

Also Present: Maxine Carter, Jane Lee, Bill Torrens, Bob Kalala

1. DECLARATIONS OF INTEREST
None declared.

2. REVIEW & APPROVAL OF AGENDA
Agenda amended to add Draft Report on Symposium.

3. REVIEW & APPROVAL OF MINUTES
Letter will be sent to Mr. Merv Witter

Invite Steve Hahn to next meeting Cindy Sue to contact.

(Dipak/Longman)
That the minutes of May 24, 2005, be accepted and approved. CARRIED.

4. BUSINESS ITEMS

4.3 Membership
Resignation of Rebecca Yanyan Xu. Cindy Sue to confirm.

(Rhodes/Dipak)
That the Committee Against Racism accept the application for membership of Bob Kabola. CARRIED

4.5 Symposium
Cindy Sue concerned about the Sept 28/05 date and suggested that it be moved to another date later in October, 2005. Need to increase subcommittee members. Right
now Pauline Kajuria, Cindy Sue, Maxine Carter, Bob Kalala. Next meeting of subcommittee July 5, 1:00 pm, SPRC. Jovanue indicated he was available evenings & weekends only.

Possible dates for Symposium - October 26, 27; November 2, 9; 3, 10. Bill Torrens, HWDSB to confirm that these dates are available at the Board of Education to hold the symposium.

4.6 Update on the Staff Report on the status of Recommendation of The Symposium Report on “The Reality of Anti-racism Work in the City of Hamilton”.

Jane Lee updated committee on the comments from Corporate Management Team (CMT) about the report. Some concerns from CMT with respect to responsibility of public education campaign. The felt that SHCI should be taking the lead on this initiative. Jane Lee & Maxine Carter to meet with the Co-Chairs of SHC, PHCS GM, Jo-Anne Peril, and SISO’s representatives concerning the Resource Centre.

Maxine informed the committee that she had met with Madina Wasuge, Program Coordinator and lead on the Civic Centre project about the recommendation of a Resource Centre focusing on anti-racism training, research, advocacy and community support for those experiencing racism and discrimination. SISO at that time felt that the two projects are sufficiently different but complementary to each other.

CMT also stated that we needed to look at alternatives to these recommendations. Access and Equity felt that during the development of the community campaign and resource centre plan the alternatives would be developed at that time. The committee stated that they want to partner with SHC and other stakeholders not duplicate anything already existing in the community. We want to work together. The committee felt that the cost would be investigated and reported during the development of the plan.

Jane Lee stated that she expects to have the report back to (CMT) by September 05 and the revised date for the report to get back to Council is Oct 05.

Education Summit – Bill Torrens reported back.

Approximately 300 participants
One of the sessions focused on anti-racism and equity in which a lively discussion was generated. The recommendations that came out were that the board should:

1) Plan and execute an anti-racism summit
2) All staff & students receive anti-racism & diversity training
3) Settlement workers in all schools that have the need

Other initiatives:

The board is in the process of implementing the anti-racism policy and the first phase of training for:
-leadership development where all leaders received anti-racism training
Next on the training list are managers/principals, supervisors, then all staff (next year 2006)
Implementing the anti-racism policy – 2007. There must be evidence of change which will be captured in ongoing evaluations. Validation of anti-claims policy occurred early in June 2005. Next validation session will be the fall of 2005. September will see the drafting of the supporting guidelines for Sexual Orientation Policy. The committees will begin to look at this policy in September 2005.

5. NEW BUSINESS

6. ADJOURNMENT
   On motion, the meeting was adjourned.

   NEXT MEETING – July 26, 2005
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1. DECLARATIONS OF INTEREST
None declared.

2. REVIEW & APPROVAL OF AGENDA
Motion to approve agenda by Leslie Longman/Gurpreet Dipak. Agenda approved. CARRIED.

3. REVIEW & APPROVAL OF MINUTES
Roo Alvi was present at the June 28th, 2005 meeting. Add her name to “present:”
Item 2 amend title of staff report on Symposium Recommendations to “Staff Report on the Status of Recommendations of the Symposium Report on The Reality of Anti-racism Work in the City of Hamilton”.

Minutes approved.

(Gurpreet Dipak/Leslie Longman)

That the minutes of July 26, 2005 be accepted and approved. CARRIED.

4. MATTERS ARISING

4.1 Item 4.6 Update on the Access and Equity Staff Report.
After some discussion the Committee Against Racism (CAR) felt that it would be beneficial to meet with a few organizations in the community that are involved in the same work to learn more about them and their future directions.
Invitations will be extended to:

- the co-chairs of SHCI
- the Executive Director of SISO
- Ann Pearson, Hamilton Interfaith Group

The primary purpose is to discuss commonalities and possible collaborations.

Cindy Sue M. M. will call these organizations and invite them to the September 26, 2005 meeting.

4.2 Steve Hahn, Hate Crimes Investigator, Hamilton Police Service invited to the September meeting for information sharing about his current position, about the issue of hate crimes and the reporting process.

5. BUSINESS ITEMS

5.1 Workplan Update

Item 5

Leslie Longman reported back on Funding Initiatives of the workplan, the 2005 Community Partnership Program. Leslie felt that the grants given to community organizations demonstrates that the racialized and poor communities are not receiving these dollars from the fund. He felt that one of the goals of the Grants committee should be one of employment for racialized groups (or the reduction of unemployment of this group) and perhaps for them to assist with the implementation and monitoring of the grants.

He recommended that the Committee Against Racism meet with the representatives of the Community Partnership Program to discuss concerns and make suggestions to the program’s policies, procedures, criteria and allocation process to create more equitable mechanisms to include marginalized populations.

Maxine Carter will invite the committee to the October 25, 2005 meeting and will provide copies to members of CAR of all relevant documents (Leslie L. to provide a list) from the Community Partnership Program and Grant Sub-committee.

The committee will also review the City of Toronto’s Diversity Grants Program.

Item 9.

Cindy Sue M. M. reported that she is still working with HEDAC concerning the Urban Aboriginal Rights and City of Hamilton understanding of memorandum. She is still meeting with Maxine about the Aboriginal content in the Anti-racism Strategy document and the Anti-racism Framework Handbook.

5.2 Human Rights Issues – Community Complaints
Mohammad Dar informed us that he met with Steve Hahn and felt that Steve Hahn was not able to address the issues and situations that were brought to him concerning hate and racist activities against cab drivers. He further stated that Steve Hahn informed him that these incidents needed to be handled individually. Mohammed also reported other incidents that are racially motivated and that he would continue to monitor and report back at future meetings.

5.3 Symposium Sub-committee – Cindy Sue M. M.
Cindy Sue reported that the sub-committee held on July 7, 2005 had a very low turn-out. Those in attendance were Cindy Sue, Pauline Kajiura and Tyrone Childs. Cindy Sue proposed that we look at postponing the symposium until next year due the short timeframe to plan and execute the event. The committee however felt that we should work hard to ensure the event happens this year.

Cindy Sue asked the committee members to email her ideas for the symposium. The committee then developed a very rough draft of the agenda for the symposium.

**Proposed Agenda**

- Purpose of the symposium
- Report back from community organizations such as SHCI, City of Hamilton, Police Services, etc. on what initiatives they have implemented in the area of anti-racism.
- What was the mandate of previous CAR
- What are the break out groups we need for the symposium
- Who else do we need to invite?

Other suggestions:

- That the format of the final report should assist the CAR advocate to the City with respect to the implementing the recommendations.
- That the committee consider accessibility of location,
- Email to previous participants to recruit them in the planning process of the November symposium.

Suggested date was November 10, 2005. Maxine to contact Bill Torrens, HWDSB to confirm availability of rooms.

Next symposium sub-committee meeting, Wednesday August 17, 2005 at 6:30 p.m. City Hall.

Cindy Sue to send out an email to the committee members to update them on the next steps.

6. **NEW BUSINESS** – No new business.
7. INFORMATION SHARING

- Pakistani Canadina Association – Barbecue
  Sunday July 31, 2005 3 – 6 p.m. Battlefield Park
- August 14, 2005 3 – 9 p.m. Event hosted by Mohammad Dar
- Emancipation Day Event at Griffin House – August 1, 2005
- Access and Equity Youth Focus Groups – call Maxine for dates

6. ADJOURNMENT

On motion, the meeting was adjourned.

NEXT MEETING – August 23, 2005
### OUTSTANDING BUSINESS
**COMMITTEE AGAINST RACISM**

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MINUTES: Committee Against Racism  
City Hall, 71 Main St. W., 6:30 p.m. Room 219  
Tuesday, August 23, 2005

Present: Cindy Sue Montana-McCormack, Mohammad Dar, Chrisroy Garwood, Bob Kalala, Tyrone Childs, Jovaune Rhodes

Absent/Regrets: Sharon Laffrenier, Tariq Siddiqi, Mohamad Husan, Gurpreet Dipak, Councillor Samson, Roo Alvi, Leslie Longman

Also Present: Maxine Carter

1. DECLARATIONS OF INTEREST  
None declared.

2. REVIEW & APPROVAL OF AGENDA  
Motion to approve agenda by M. Dar/C. Garwood. Agenda approved. CARRIED.

3. REVIEW & APPROVAL OF MINUTES  
Item 4.1 Update on the Access and Equity Staff Report.  
Correction: “Cindy Sue to write letters of invitation...” replace with “Cindy Sue to contact the above named organizations and invite them to the September 26, 2005 meeting ...”

Minutes approved.

M. Dar./C. Garwood

That the minutes of July 26, 2005 be accepted and approved. CARRIED.

4. MATTERS ARISING  
4.1 Item 4.6 Update on the Access and Equity Staff Report.  
After some discussion the Committee Against Racism (CAR) felt that it would be beneficial to meet with a few organizations in the community that are involved in the same work to learn more about them and their future directions.
Invitations will be extended to:

- the co-chairs of SHCI
- the Executive Director of SISO
- Ann Pearson, Hamilton Interfaith Group

The primary purpose is to discuss commonalities and possible collaborations.

Cindy Sue M. M. will call these organizations and invite them to the September 26, 2005 meeting.

5. **BUSINESS ITEMS**

5.1 **Workplan Update**

**Item 5**

Maxine Carter reported that she invited the Community Partnership Program Committee and the Grants Sub-committee to the CAR’s October 25, 2005 meeting. She also brought copies of the Community Partnership Program including criteria and application forms that was requested by committee members at the last meeting.

There is no update this month on the Funding Initiatives as Leslie Longman is unable to be at the committee meeting.

There were no other reports and/or updates submitted this month.

The committee agreed that each month there must be a written or electronic report back from individuals who are the lead on each recommendation that is contained in the workplan. Maxine will email the members to remind that they need to prepare a monthly report and submit it to her so that it can be incorporated in the workplan.

5.2 **Human Rights Issues – Community Complaints**

Mohammad Dar is continuing to gather data and will report back at September meeting.

5.3 **Symposium Sub-committee – Cindy Sue M. M.**

Cindy Sue provided a verbal report back from the sub-committee meeting held on August 17, 2005. Cindy Sue will type the notes and forward them electronically.

There were some items to note coming out of this meeting:

- Note-takers will be remunerated if appropriate
- The date of the symposium is November 9th, 2005
• There will only be one session for the day (9:30 a.m. – 4:00 p.m.)
• There will be 5 or 6 presenters – tentatively they are Hamilton Wentworth District School Board, Hamilton Wentworth District Catholic School Board, Hamilton Police Services, Strengthening Hamilton Community, City of Hamilton

Tyrone Childs suggested that the committee use the time to collapse the 9 recommendations into 4 or 5 groups. The groupings are:

i) Education and Training & Formation of Anti-Racism Coalition
ii) Participatory Democracy & Funding Initiatives
iii) Anti-Racism Policies & Procedures & The City Access and Equity Office & Formation of a Resource Centre
iv) Strengthening Hamilton Community & The City of Hamilton and Urban Aboriginal Rights

Cindy Sue M. will email the date, time and location of the next Symposium Sub-committee Meeting.

5.4 Business Planning/Budget Submission

The committee reviewed the budget submission document and made some changes to the suggested budget. Based on the fact that the committee would like to follow-up on the recommendations coming out of the symposium they will develop an educational and awareness campaign to promote the overall goals and objectives of the CAR and will promote the outcomes and recommendations from the symposium. This could include public forms, town halls, flyers, pamphlets and a report. Budget document attached.

6. NEW BUSINESS – no new business

7. INFORMATION SHARING

• Cindy Sue attended the press conference for the newly formed committee named Hamilton For Progressive Development
• October 2, 2005 is the launching of Hamilton Celebrates – a new initiative by the Mayor’s Office to celebrate the people, diversity and spirit of Hamilton.

8. ADJOURNMENT

On motion, the meeting was adjourned.

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MINUTES: Committee Against Racism
City Hall, 71 Main St. W., 6:30 p.m. Room 219
Tuesday, September 27, 2005

Present: Cindy Sue Montana-McCormack, Roodaba Alvi, Gurpreet Dipak
Leslie Longman, Bob Kalala, Jovaune Rhodes

Absent/Regrets: Tyrone Childs, Mohammad Dar, Chrisroy Garwood,
Sharon Laffrenier, Tariq Siddiqi, Mohamad Husan

Also Present: Erica, Student – SPRC
Steve Hahn, HPS – Hate Crimes Unit
Jane Lee, Maxine Carter, Councillor Samson – City of Hamilton

1. DECLARATIONS OF INTEREST
None declared.

2. REVIEW & APPROVAL OF AGENDA

Item 6. Presentations moved up to beginning of agenda.

6.1 Detective Steve Hahn – Hate Crime Unit Presentation
Two new positions with HPS: (1) Hate Crimes Investigator; (2) Anti-terrorism Investigator.
Detective Chris Kircopolosis will take over from Steve Hahn in January 2006.
Each year in February release of new hate crime statistics.
Canadian Centre of Justice Report 2003/4 was referenced for committee’s information.

Hate Crime Data collection by: Age of suspect, time of day, who, what, where,
perception (perceived/actual) motivation.
Mandate: Conduct investigation, arrest offender and prepare case for court
Please see the attached powerpoint submitted by Steve Hahn.

6.2 Jane Lee
Presented a draft document on “Recognition of Religious Observances”. Jane asked the committee to review the recommendations in the report and provide feedback to her to include in the report.

Discussion:
A majority of committee members were in favour of getting rid of mountain sign and post an electronic sign near City Hall. This suggestion was made last
year at a CAR meeting by one of our members. Another member had question about why we need signs to remind us about Christmas. Recognize as many of religious faiths as possible. Recognize the changing face of Canada. Acknowledge and greet people during their religious observances. Need the electronic sign in City Hall. Perhaps use the electronic sign to advertise business – help to shoulder the cost. According to Stats Canada (2001), 17.7% did not identify religious affiliation. Will some of these individuals object to religious signage? Electronic sign could also have a message of peace between various religious observances. Mountain sign was fine – no opinion as to whether it stays or is removed. Newspaper recognition good idea. Display cases for specific religious observances also good idea. Calendar on City’s website should be part of information sharing & awareness. Should go beyond just religious observances – include cultural information & celebration. Signage should not be limited to religious observances – open it up. Get back to CCAR (Community Coalition Against Racism) re the progress of this issue – ask for input from them as well. Also get this information back to the community Ensure there is an educational background preamble to the particular religious observance on the web, in the showcase. Give out information to participants at the Anti-Racism Symposium and ask for written feedback on a form. Give them a timeframe. Report the recommendations back by press release to community & media. Use CHTV lunch hour program to get community feedback. Electronic sign needs guidelines for use. The Committee thanked Jane for the followup report and asked to be kept in the loop.

3. REVIEW & APPROVAL OF MINUTES

(Dipak/Rhodes)

That the minutes of August 23, 2005 be accepted and approved. CARRIED.

4. MATTERS ARISING FROM MINUTES

5. BUSINESS ITEMS

5.1 Budget Update
Completed at August meeting.

5.2 Workplan Update
All members were asked to send their workplan updates to Maxine. She will update the workplan and email it out to all members.
5.3 Symposium Subcommittee Update
Next subcommittee meeting October 4, 2005, 6:30 p.m., City Hall.

7. NEW BUSINESS

8. INFORMATION SHARING

Leslie Longman announced a fundraising dinner/dance for the soccer team sponsored by Sport Hamilton, Waterhouse & SISO.

Joe Rhodes – Racist comments made by host & guest on CHML – Adler on Line. The comments were specific to racial profiling of Muslims in relation to terrorist activity. Host & guest were making reference to a Hollywood movie that portrays the white guys as the terrorist while the viewers perception is that the Muslim passengers were the terrorist. Councillor Samson suggested that a the committee request a copy of the tape for review. Maxine to contact 900 CHML to ask for a copy of the tape of Charles Adler on Line for Monday, September 26, 2005.

Ghandi Peace Festival – Maxine to email the flyer.

Hamilton Celebrates – Send package to Committee.

Validation of Equity Policy – Anti Racism classes on Social Equity. October 13, 2005, 7 to 9 pm, Hamilton Art Gallery.

9. ADJOURNMENT
On motion, the meeting was adjourned.

NEXT MEETING – October 25, 2005
<table>
<thead>
<tr>
<th></th>
<th>Issue</th>
<th>Date Action Initiated</th>
<th>Lead</th>
<th>Request</th>
<th>Due Date</th>
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<tbody>
<tr>
<td>A</td>
<td>Consultation for the Workforce Census &amp; the Policy Framework for Employment Systems Review.</td>
<td>Mar 22/05</td>
<td>Mark Amorosi, Human Resources</td>
<td>Committee asked to be included in the consultation for the Workforce Census &amp; the Policy Framework for Employment Systems Review.</td>
<td>Ongoing</td>
</tr>
<tr>
<td>B</td>
<td>Community Relations Co-ordinator</td>
<td>Mar 22/05</td>
<td>Maxine Carter</td>
<td>Collect pamphlet about Community Relations Co-ordinator roles &amp; responsibilities from Sandra Wilson.</td>
<td>Completed Apr 26/05</td>
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<tr>
<td>C</td>
<td>Local Hamilton awards programs that focus on anti-racism and diversity.</td>
<td>Mar 22/05</td>
<td>Gurpreet Dipak</td>
<td>Search for existing local Hamilton awards programs that focus on anti-racism and diversity.</td>
<td>Ongoing</td>
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<tr>
<td>D</td>
<td>Completion of Workplan Task List</td>
<td>Apr 26/05</td>
<td>All</td>
<td>Review task list &amp; choose one or more items on list to work on. Prepare &amp; bring to May meeting.</td>
<td>Ongoing</td>
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<tr>
<td>E</td>
<td>Human Rights Issue regarding transportation</td>
<td>May 24/05</td>
<td>Islam Dar</td>
<td>Dar to keep committee updated.</td>
<td>Ongoing</td>
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<tr>
<td>F</td>
<td>Symposium Follow-up October 2005</td>
<td>See past minutes</td>
<td>Cindy Sue M. Maxine C. Pauline K. David J.</td>
<td>Cindy Sue to host an information gathering meeting on either July 5th or 7th.</td>
<td></td>
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<td>G</td>
<td>Letter sent to Mervin Witter, Canadian Human Rights Commission to the committee</td>
<td>July 26, 2005</td>
<td>Cindy Sue M.</td>
<td>Request Mr. Witter to be a resource to the committee</td>
<td>Awaiting reply</td>
</tr>
<tr>
<td>H</td>
<td>Membership</td>
<td>June 28, 2005</td>
<td>Cindy Sue M.</td>
<td>To confirm with Rebecca Xu of resignation.</td>
<td>Awaiting reply</td>
</tr>
<tr>
<td>I</td>
<td>Invitation extended to SHC, SISO, Interfaith Group – Anne Pearson</td>
<td>July 26, 2005</td>
<td>Cindy Sue M. M.</td>
<td>C. M. M. will call to invite them to Sept/05 mtg.</td>
<td>Awaiting reply</td>
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<td>June 28/05</td>
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<td>Invite to September meeting for presentation on Hate Crimes Unit’s roles and responsibilities</td>
<td>COMPLETE – Sep 27 2005</td>
<td></td>
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<tr>
<td>K. Religious Observances Final Report</td>
<td>Sep 27/05</td>
<td>Jane Lee</td>
<td>Jane Lee to send a copy of final report to Committee.</td>
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