



MINUTES – INTERNATIONAL DECADE FOR PEOPLE OF AFRICAN DESCENT COMMITTEE

March 21, 2023, 5:02 P.M.

ESQUIMALT NATION ROOM, CITY HALL, 1 CENTENNIAL SQUARE

**The City of Victoria is located on the homelands of the Songhees and Esquimalt People
Meeting conducted electronically via Microsoft Teams**

PRESENT: Kenny Panza in the Chair, Barbara Hudlin,
William Goldiet, Natalie Justin, Dr. Christian O. Kumi

ABSENT: Dominique Makay, Hissein Idriss

STAFF PRESENT: A. Galiev – Equity Diversity & Inclusion Lead, S. Mangué – Equity,
Diversity & Inclusion Coordinator, S. Stoltz – Committee Secretary

Welcome and Land Acknowledgement – Acting Chair

Acting Chair Kenny Panza called the meeting to order at 5:02 p.m. and acknowledged that the City of Victoria is located on the homelands of the Songhees and Esquimalt First Nations communities.

Approval of Minutes

- a. Minutes from the Oct. 4, 2022 Meeting**
- b. Minutes from the Oct. 5, 2022 Meeting**
- c. Minutes from the Oct. 12, 2022 Meeting**
- d. Minutes from the Feb 21, 2023 Meeting**

The Committee, by unanimous consent, approved the following minutes:

- Minutes from the Oct. 4, 2022 Meeting
- Minutes from the Oct. 5, 2022 Meeting
- Minutes from the Oct. 12, 2022 Meeting
- Minutes from the Feb 21, 2023 Meeting

Discussion: Potential workshop topics, format, audience, etc.

Committee discussed the following:

- *Systemic thinking, and how the relationship between resources, rules, relationships, and roles in a system can produce certain outcomes or results*
- *Key actors in the City of Victoria, such as the Business Hub and other advisory groups*
- *The need to frame and address a problem through these workshops; understanding the root cause of a problem and the desired outcome*

- *Workshop ideas, such as:*
 - *A workshop with the City of Victoria*
 - *A workshop for business owners of African Descent*
- *The need for consultation within the community*
- *The fact that a workshop could be a good opportunity to establish relationships with people working at the City of Victoria and elsewhere*
- *The fact that 'results' can be quantified in different ways*
- *Ideas for outreach, such as conducting surveys in the community*
- *The fact that the Committee has until the end of 2024 to conduct the three workshops*
- *Benefits of facilitating more introductions and interactions between City staff and the Black community*
- *Being able to combine ideas and resources through systems of thinking*
- *Proposed plans and ideas for workshops to be discussed next meeting*

Closing Remarks – William

The International Decade for People of African Descent Committee Meeting adjourned at 6:30 p.m.