



## **MINUTES – INTERNATIONAL DECADE FOR PEOPLE OF AFRICAN DESCENT COMMITTEE**

**April 18, 2023, 5:05 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 and in-person**

**PRESENT:** Barbara Hudlin in the Chair, Kenny Panza, Dominique Makay, Dr. Christian O. Kumi, Natalie Justin

**ABSENT:** Hissein Idriss, William Goldiet

**STAFF PRESENT:** A. Galiev – Equity Diversity & Inclusion Lead, S. Mangué – Equity, Diversity & Inclusion Coordinator, K. Black – Business Ambassador, B. Roder – Committee Secretary

### **1. Welcome and Land Acknowledgement**

B. Hudlin assumed the role of Chair and acknowledged that the meeting is being held on the homelands of the Songhees and Esquimalt First Nations communities.

### **2. Approval of Minutes**

#### **a. Minutes from the meeting held March 21, 2023**

**Moved By** K. Panza  
Seconded by unanimous consent

That the minutes from the meeting held March 21, 2023 be adopted.

**CARRIED UNANIMOUSLY**

### **3. Business Hub and Economic Development Overview – City of Victoria**

The Business Ambassador provided a presentation to the Committee regarding the role and function of the City's Business Hub and how their resources can support entrepreneurs, and new and current businesses.

*Committee discussed the following:*

- *Public events and job fairs hosted at City Hall to support entrepreneurs and businesses in Victoria and neighbouring communities*
- *The City does not provide grants to small businesses*
- *Futurpreneur currently provides programs for Black and Indigenous entrepreneurs*
- *Inquired if information on race, and business status, can be gathered when participants register for events*

- *Suggested developing an internal workshop for staff, and a workshop for Black entrepreneurs*
- *Interested in gaining an understanding of whether Black entrepreneurs struggle and how/if they received support when starting their businesses*
- *Suggested that upon submission and/or approval of a business licence, information regarding the Business Hub's resources be provided*
- *Important for the business community to know that the City welcomes them*
- *Important from an equity, diversity and inclusion perspective, that the City adhere to the Equity Framework and support a welcoming environment to business owners of colour*
- *The Business Hub will partner with the Committee to continue improving outreach to businesses*
- *Interested in capturing data of people of African descent reaching out for support*
- *Staff suggested hosting an event with the Futurpreneur's Black program*
- *Noted that there is no Black community business association*
- *Chambers of Commerce is a consideration for small businesses and has a \$400 yearly fee*

#### **4. Discussion: Workshop planning**

Committee member, K. Panza, provided a briefing to the Committee regarding a workshop plan to engage City staff on themes from the International Decade of People of African Descent.

*Committee discussed the following:*

- *Use a workshop setting to raise corporate awareness of the IDPAD initiative, support internal capacity development, and promote collaboration with City departments*
- *The best way for the Committee to get noticed is to continue their work plan and efforts*
- *Importance of collecting race-based data to identify gaps in services*
- *Interested in having a representative from all City departments*
- *Interactive format to collaborate with departments and discuss what is currently being done, and offer advice on how to target people of African Descent in Victoria*
- *Advantages of a virtual versus in-person format, and the timeline and planning practicalities*
- *Target audience could be the City's Community of Practice group that meets monthly*
- *Focus on articulating what the Committee has accomplished, and their specific goal moving forward*
- *Benefit of a system-thinking approach to establish a process for success, rather than a one-time win*
- *Staff will follow-up with the Committee on a workshop timeline and format options*
- *The Committee will develop the workshop content*

*D. Makay left the meeting at 6:20 p.m.*

#### **5. Closing Remarks**

The International Decade for People of Africa Descent Advisory Committee meeting adjourned at 6:30 p.m.