

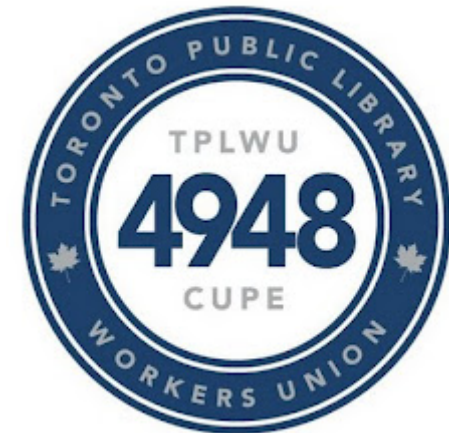


Presentation to the Toronto Public Library Board

RE: Addressing Anti-Black Racism

Monday, June 22, 2020

Toronto Public Library Workers Union, Local 4948



“When reaching out to a new school in my district, one of my [colleagues] remarked (something to the effect of) ‘I don’t know why we have to go to that fucking madrasa’ ”

“I have been asked where my country of origin was... when I was quietly eating my lunch, and when I told them where I was from, [I was asked] if I was “one of those terrorists” by a colleague, a white male in a supervisory position.

When I approached my manager about it, she asked if he was joking...”

“I have had female staff members make comments about my various hair styles:

“How long does it take to braid?”

“How long is your real hair?”

“Is that your real hair?”

“Can I touch your hair?”

“Why don’t you straighten your hair?”

“You have a whole “Motherlands” vibe going on with your hair like that”

“

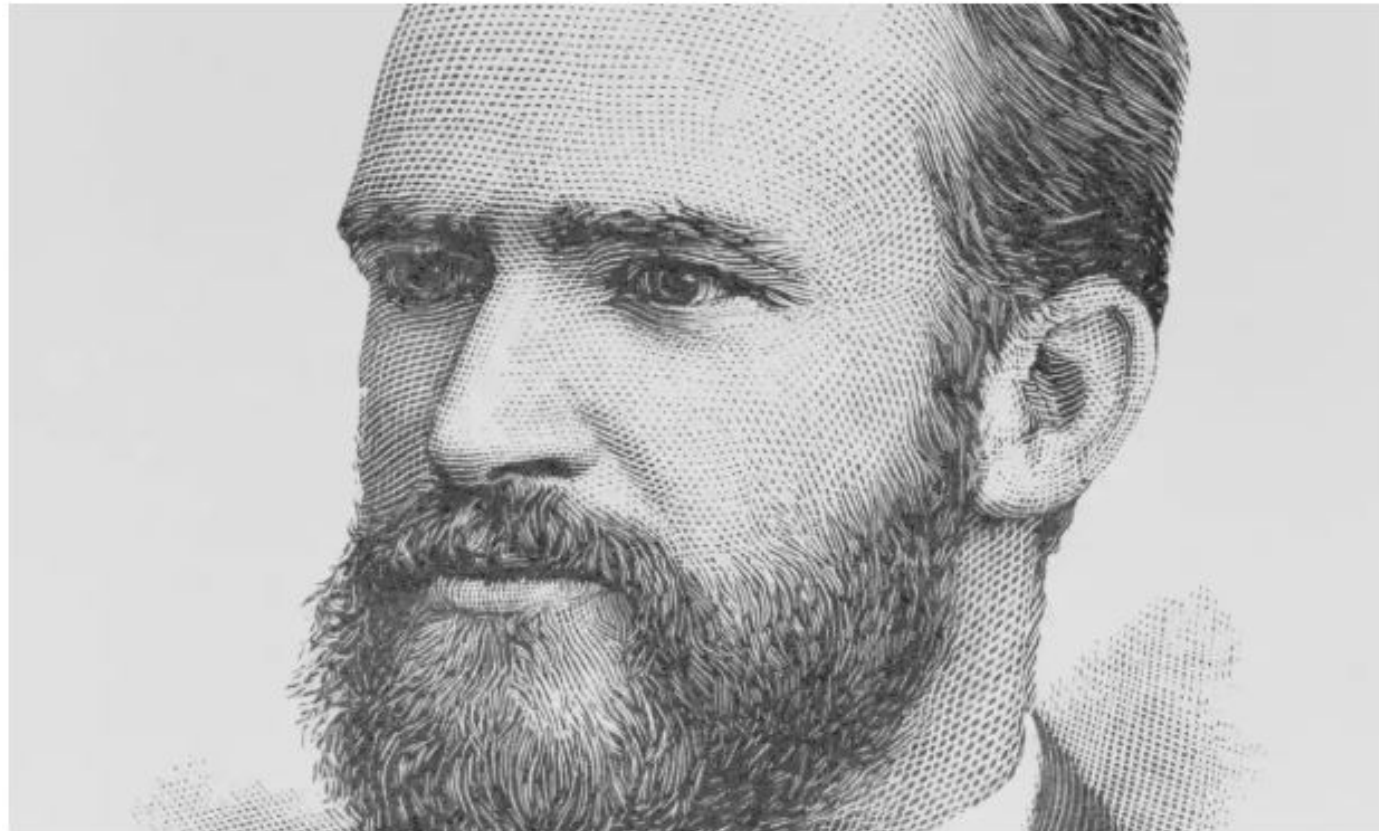
A major concern in library and information science for many years has been developing ways to address diversity within the profession.”

<http://www.accessola.org/web/Documents/OLA/About/oladiversity%20task%20force.pdf>

- Gulati, 2010

Melvil Dewey's name stripped from top librarian award

The American Library Association will rename the Melvil Dewey medal in recognition of their co-founder's racial discrimination and sexual impropriety



▲ Known as the father of librarianship, Melvil Dewey invented the Dewey decimal system. Photograph: Bettmann/Bettmann Archive

TORONTO ACTION PLAN TO CONFRONT ANTI-BLACK RACISM



“A customer came into the branch, was on the express computer. Something on his screen triggered him. He turned to a customer and yelled out “NIGGER”...and repeatedly kept saying “NIGGER NIGGER NIGGER”. I told him to leave. I called security to assist. Before they could arrive he looked into my direction and repeatedly yelled “NIGGER FUCKING NIGGER”.

I wrote up the incident report. I was told [by my Branch Head] “Thanks for writing the incident report i’ll look at it, and by the way I am sorry you went through that”. I later found out the incident report went no where. None of [the] staff seemed to care about the level of hate I experienced, they all continued working and talking to me seconds after as if nothing occurred.”

“I was told by some colleagues that they named [a TPL] branch as Maria A. “Shoot Ya” because there were a lot of ‘black thugs’ in the area.”

“I answered the phone to tend to a customer about their record and after I got off the phone my co-worker said “OH! I am so shocked at the way you talked to the customer. I expected you to talk Ghetto, or with a Black accent”.

“I applied for a supervisory position and went for an interview. Both managers were Caucasian. After looking over the written questions one of the managers asked me if I had a watch to keep the time. I said no (as I had left my watch at home). She held up her wrist, rotated the watch on her hand and said “So.....I can lend you my watch. But understand that this watch has been in my family for quite a while. It has been passed down. It has a bit of Gold in it. I would like it back afterwards”.

She placed her watch on my paper. And as the other manager walked me down the hall I felt like I was walking to a cell in Rikers Island. I kept processing her words. I sat in the room. I looked at the questions. I knew the answers. I looked over at the watch....that manager’s words stung my ears repeatedly. I began to cry. I drew a big X on my paper, gathered my things and walked out.”

“

It is important to have enough librarians of colour so that all the users, regardless of their ethnic and cultural background, can see authority figures (such as librarians, teachers) who look like them, and that the users feel comfortable and affirmed that they are in a place that is right for them.”

- Kim, 2009

<http://www.accessola.org/web/Documents/OLA/About/oladiversity%20task%20force.pdf>

Race By Employment Category

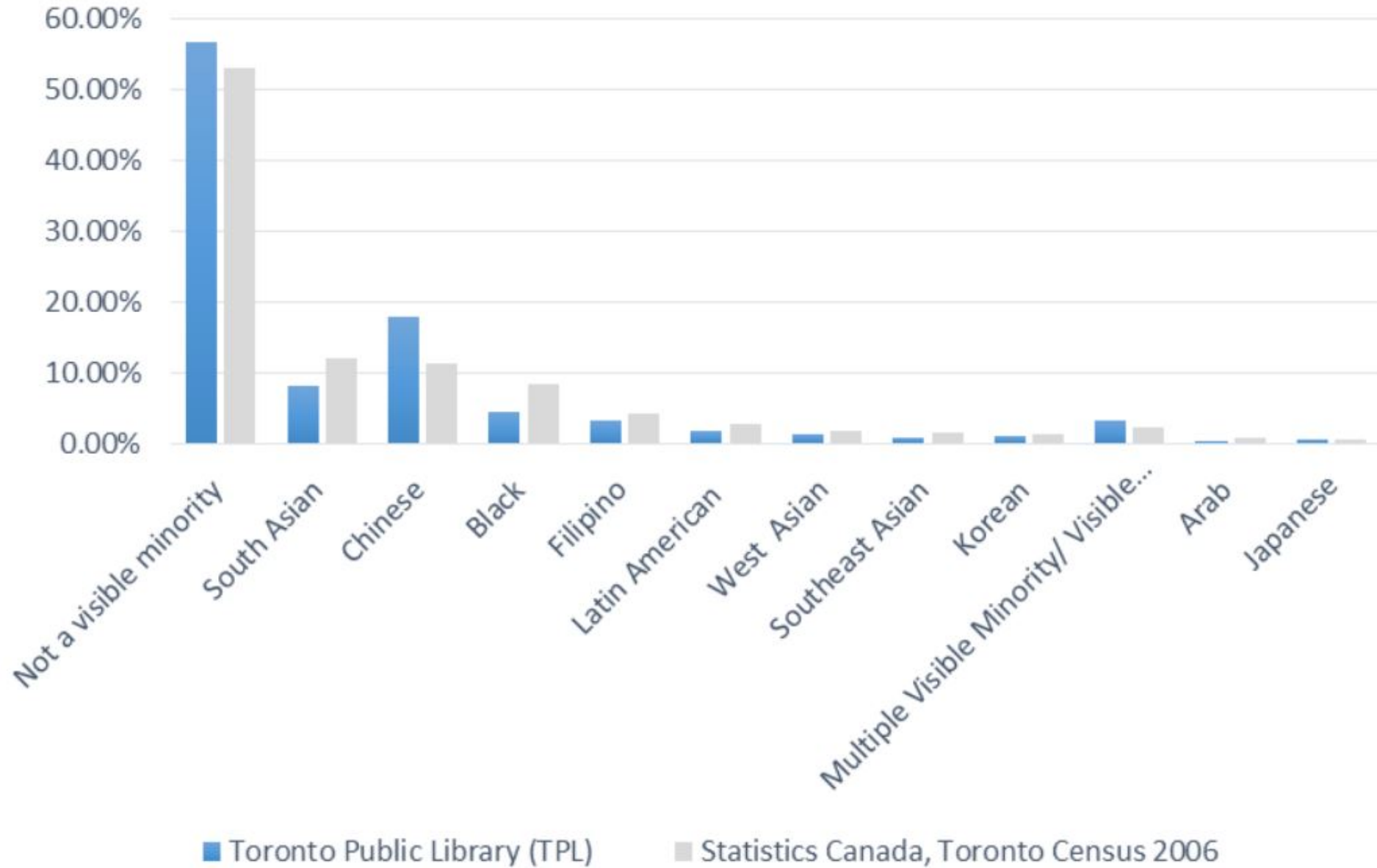
Jobs	Black	Chinese	White	South Asian / Southeast Asian	Other Visible Minorities	Other (no identification)	Prefer not to answer	Total
Management	1.16%	6.98%	80.23%	1.16%	2.33%	1.16%	6.98%	100.00%
Non-Union	0.00%	26.67%	46.67%	0.00%	10.00%	10.00%	6.67%	100.00%
Supervisors	5.14%	13.08%	55.14%	6.54%	5.14%	3.27%	11.68%	100.00%
Librarians	2.68%	8.54%	62.93%	2.93%	4.15%	3.41%	15.37%	100.00%
Assistants	3.84%	16.32%	45.12%	7.84%	7.52%	5.76%	13.60%	100.00%
Page	6.19%	21.56%	35.09%	13.99%	9.63%	5.73%	7.80%	100.00%
Support *	2.86%	20.48%	40.95%	8.10%	9.52%	4.76%	13.33%	100.00%
Grand Total	3.98%	15.71%	48.73%	7.66%	7.06%	4.77%	12.08%	100.00%

RACE

Race	Toronto Public Library (TPL)	Statistics Canada, Toronto Census 2006
Not a visible minority	56.73%	53.05%
South Asian	8.16%	12.05%
Chinese	17.84%	11.42%
Black	4.55%	8.41%
Filipino	3.33%	4.14%
Latin American	1.74%	2.68%
West Asian	1.32%	1.72%
Southeast Asian	0.91%	1.50%
Korean	1.13%	1.38%
Multiple Visible Minority/ Visible minority, n.i.e.	3.27%	2.27%
Arab	0.46%	0.90%
Japanese	0.56%	0.48%

*Note: "n.i.e." refers to "not included elsewhere" in the classification.

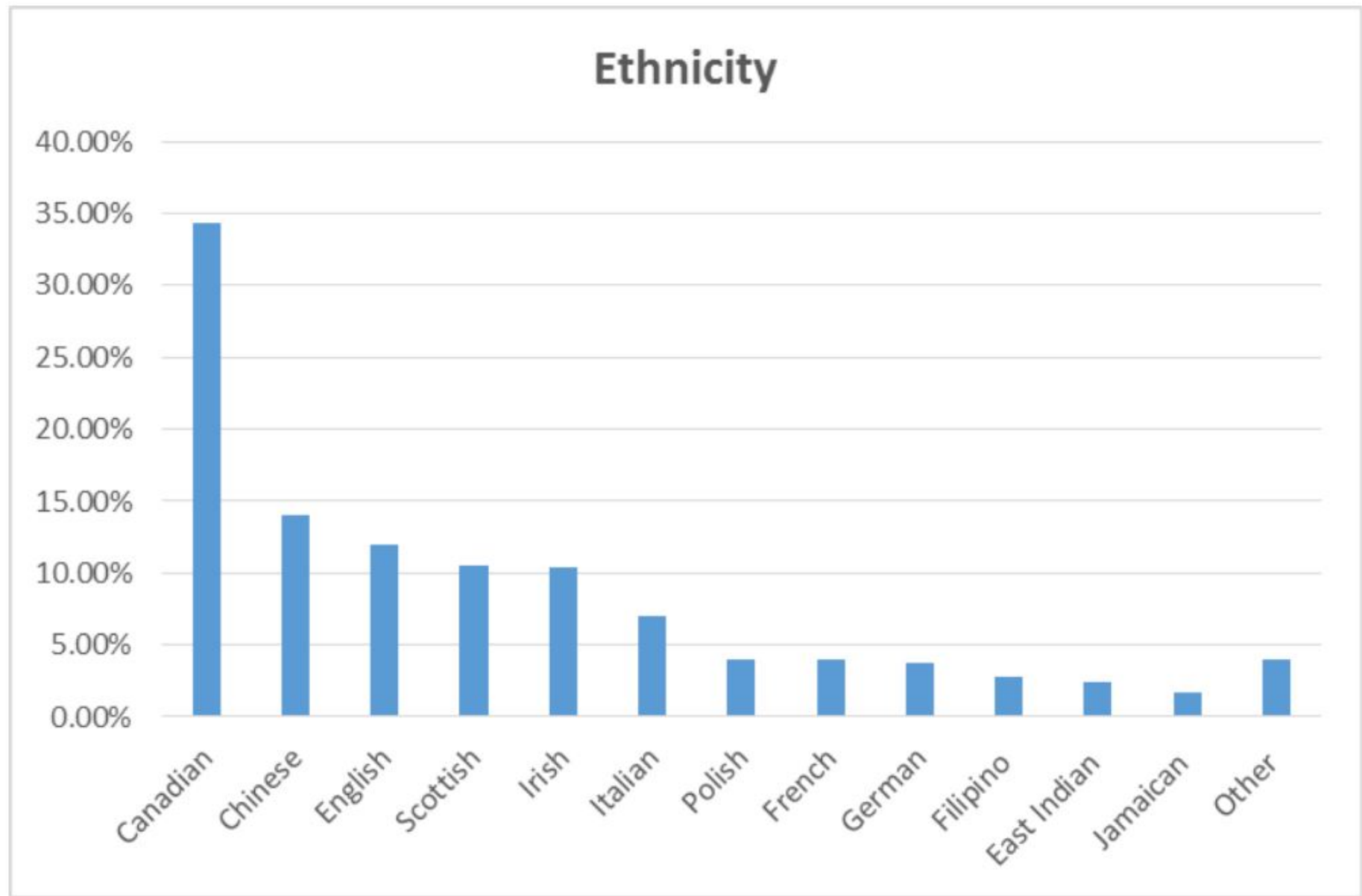
Race



ETHNICITY

Ethnicity	Toronto Public Library (TPL)
Canadian	34.29%
Chinese	14.00%
English	12.00%
Scottish	10.52%
Irish	10.42%
Italian	7.00%
Polish	4.00%
French	4.00%
German	3.75%
Filipino	2.72%
East Indian	2.42%
Jamaican	1.68%
Other	4.00%

**Note: Some staff identified themselves in more than one (1) ethnicity category. Therefore, this chart exceeds 100%



Definitions:

Ethnicity: Cultural origins of the respondent's ancestors

TEMPORARY MANAGEMENT ASSIGNMENT

Posted internally and externally at the same time

POSTING #: EXT-09-107
POSTING DATE: March 11, 2009
CLOSING DATE: March 30, 2009

JOB TITLE: Manager, Human Resources – Diversity Program
LOCATION: Human Resources Department
Toronto Reference Library, 789 Yonge Street
*The Human Resources Department is currently located at
Northern District Library 2nd floor.

STATUS: Temporary Full-Time - EXEMPT (for approximately twelve [12] months)

JOB SUMMARY:

Reporting to the Director, Human Resources, the Manager will contribute to Toronto Public Library's strategic goals by developing and planning diversity strategies, objectives and goals.

DUTIES AND RESPONSIBILITIES:

- Develops and plans diversity strategies, goals and objectives to ensure that the Library's human resources practices promote and advance diversity in the workplace and in the Library workforce.
- Develops policies, procedures, programs and other initiatives to support diversity in the Library workforce.
- Develops policies and practices that foster a culture free of discrimination and harassment, and one that promotes respect and equal access.
- Through verbal and written reports and presentations, communicates proposed diversity strategies to senior management.
- Works with staff at all levels to foster a culture that welcomes diversity.
- Establishes a timetable and evaluation criteria for the implementation and achievement of diversity objectives and goals.
- Audits existing policies, procedures, rules and practices, and labour-management issues to determine that they are in conformity with, and complement, the diversity goals of the Library; and recommends evaluation criteria for review of future policies, procedures and practices.

Employee and Labour Relations Committee – Diversity Plan

Date:	May 10, 2010
To:	Toronto Public Library Board
From:	City Librarian

SUMMARY

The purpose of this report is to provide an update and overview of the actions taken to date in the development of a Diversity Plan for Toronto Public Library (TPL), to identify the next steps in creating the plan and to present the Employee and Labour Relations Committee’s recommendation for approval by the TPL Board at the May 10, 2010.

The development of a Diversity Plan is part of the TPL Strategic Plan, 2008 – 2011. The Diversity Plan will support a sustainable Library through the development of its staff resources. The plan will develop the diversity and expertise of library staff to ensure the delivery of excellent and responsive library service now and into the future.

RECOMMENDATIONS

Anti-Black Racism Is a Public Health Crisis and It Demands Urgent Action: CUPE Ontario

businesswire

BUSINESS WIRE

June 10, 2020
3:33 PM EDT

Filed under
Business Wire News
Releases

Comment

TORONTO — The Government of Ontario must immediately declare anti-Black racism a public health crisis, says the Canadian Union of Public Employees (CUPE) Ontario, echoing a [call](#) by a coalition of Black community health leaders.

“Anti-Black racism has undeniably harmful effects on Black Ontarians,” said Fred Hahn, President of CUPE Ontario. “We need to name what happens to Black people when it comes to policing, workplace discrimination, the stress it causes, and so much more as a public health crisis requiring urgent and comprehensive action.”

CITY HALL

Anti-Black racism a public health crisis, says Toronto’s board of health



By **Francine Kopun** City Hall Bureau
Mon., June 8, 2020 | 3 min. read



Op-ed: It’s time for public institutions to heed demands on anti-Black racism

Canadian governments and institutions need to proactively find solutions to the national public health crisis of anti-Black racism

By *Nigel Barriffe* June 20, 2020 11:49 AM

“One thing I’ve been taught by my peers at TPL is that if you speak your truth, address problems, and report microaggressions, it will negatively affect your future at TPL.”

2018 Employee Engagement Survey

Bottom 10 Results	TPL Overall (Strongly Disagree + Disagree)
I believe that Managers and Directors have a good understanding of the issues employees face	47%
Decisions are usually made by consulting the people who have to live with them	35%
Overall, my workload is not stressful	34%
TPL does a good job of communicating to staff any organizational changes, challenges, and priorities	34%
TPL does a good job of managing change	33%

2018 Employee Engagement Survey

Bottom 10 Results	TPL Overall (Strongly Disagree + disagree)
I believe TPL has a culture that is open to feedback/suggestions for change	31%
Overall, I am satisfied with career development opportunities with TPL	30%
Overall, my job is not stressful on my personal life	29%
Overall, I am satisfied with my level of involvement in decision-making processes in my work area	29%
TPL recognizes groups/teams that work effectively together	28%

CHARTER OF INCLUSIVE WORKPLACES & COMMUNITIES

Discrimination in all its forms threatens our country's rich social fabric, including the workplaces of union members and the communities in which we live. Dividing people because of race, religion, ancestry or any other difference that undermines human rights serves only to weaken our unions and our society.

We commit to standing up for the rights and dignity of everyone in order to promote inclusive, just and respectful workplaces and communities.

THAT IS WHY WE AFFIRM THAT:

- Islamophobia, anti-Black racism and all other forms of racism, xenophobia, anti-Semitism and bigotry have no place in our workplaces or communities.
- Discrimination and acts of hate against union members and others in our communities marginalizes individuals and groups and excludes them from participating fully in our union, workplaces and their communities.
- The dignity of every member is essential to a healthy and vibrant union and workplace.
- As a labour movement, we will work with all levels of government, Indigenous peoples, civil society and communities to develop policies, programs and initiatives to reduce and eliminate racism, hate and bigotry in all its forms.
- By working together, we can nurture inclusive workplaces and strengthen our shared commitment to our union's shared values of equality, respect, justice, and dignity for all.



Poll finds 43 per cent of Chinese-Canadians faced threats over COVID-19

The Canadian Press

3 hours ago • 1 minute read



Racist graffiti was scrawled on the Chinese Consulate General wall in Calgary last month. AZIN GHAFFARI/POSTMEDIA

“

Diversity is an essential component of any civil society. It is more than a moral imperative; it is a global necessity. Everyone can benefit from diversity, and diverse population need to be supported so they can reach their full potential for themselves and their communities.”

- A.C.R.L., 2012

<http://www.accessola.org/web/Documents/OLA/About/oladiversity%20task%20force.pdf>

Moving from Awareness to Action...

- Meaningful consultation
- System-wide analysis of racism from library incident reports
- Promoting career opportunities for marginalized library workers
- Investing in the human capital of TPL (the staff!)
- Promoting diversity and creating more inclusive spaces
- Open communication, measurable goals, long-term solutions

Brandon Haynes

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