



Diversity & Inclusion

ADVISORY COMMITTEE



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FACT SHEET

Hello and welcome to the Metroland Diversity and Inclusion Advisory Committee. We appreciate your willingness to participate and feel confident that we will be able to do great things together!

As all of us are new to this, we thought it would be helpful to share some information.

OUR COMPANY

Metroland is the publisher of more than 70 community newspapers and dozens of websites across Ontario. It is the community arm of Torstar Corporation, which publishes several daily newspapers including The Hamilton Spectator and The Toronto Star.

COMMITTEE MANDATE

In June 2020, after the killing of George Floyd by a Minneapolis police officer, and in response to seven calls of action from the Canadian Journalists of Colour (CJOC) and the Canadian Association of Black Journalists (CABJ), we formed a Diversity and Inclusion Committee to identify gaps in our staffing and our coverage, and to come up with strategies to improve the diversity in our newsrooms and in our print and digital products. The Community Outreach Subcommittee was formed to build relationships with underserved communities and create this first-ever D&I Advisory Committee. The goal of the committee is to encourage community engagement with local news media through discussion and feedback on published content and projects in the works, and to provide a temperature check on how we're doing in terms of amplifying diverse voices in our various print and digital products.

TIME COMMITMENT

- 2-3 meetings a year, 90 minutes each
- Suggested commitment: two years
- Meetings will be online: Platform TBA

COMMITTEE EXPECTATIONS

Members will:

- Register with their local Metroland media site, to keep on top of community coverage in that market.
- Come prepared to meetings, reviewing any documentation sent in advance, and participating in the robust exchange of ideas, offering feedback, suggestions, and constructive criticism.
- Abide by the rules of engagement. All communication must be respectful. All ideas will be heard but are subject to committee consensus and must adhere to Metroland policies and our journalistic and ethical guidelines. What is said during meetings will not be shared outside the committee or with members of the public without prior consent.

CONTACTS

Members of the Metroland Community Outreach Subcommittee will participate in all advisory council meetings. Other D&I Committee members may also attend.

Feel free to reach out to these folks anytime:

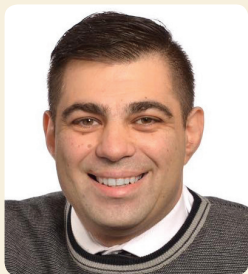
Zeelaf Majeed (she/her) – zmajeed@toronto.com

Roger Belgrave (he/him) – rbelgrave@metroland.com

Pamela Steel (she/her/they/them) – psteel@metroland.com



COMMITTEE MEMBER BIOS



Peter Athanasopoulos

Peter (he/him) is the director of public policy with Spinal Cord Injury (SCI) Ontario, where he has worked for more than 20 years. He launched his career with SCI Ontario in 2001 as a provincial peer support coordinator. In 2008, he assumed the role of SCI networks and services manager and shifted to working with people with spinal cord injuries, service providers, researchers and other stakeholders to improve the planning and delivery of services to Ontarians with spinal cord injuries.

In his current role, he works with communities across Ontario to address systemic barriers that reduce the quality of life for people with spinal cord injuries. He also uses a wheelchair and has spent much of his life advocating on behalf of people with disabilities.



Mohamad Fakhri

Mohamad (he/him) is a Lebanese-born Canadian. He moved to Canada at 23 years old, alone, and with only \$1,500. He is now the founder and owner of Paramount Fine Foods and has been named Business Person of the Year and Newsmaker of the Year in Mississauga.

His community work is extensive and includes aiding Syrian refugees, raising funds for local food banks, fundraising for victims of the Quebec mosque shooting and starting the Canada Strong campaign to raise \$1.5 million for the families of Canadians killed when a Ukrainian airliner was shot down by Iranian military. He has also successfully launched legal actions against hate speech.

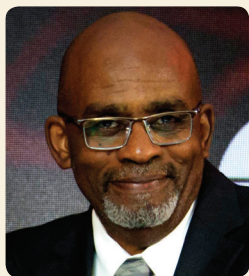


Jody Harbour

Jody (she/her) introduces herself as an urban Indigenous woman, whose great grandmother was of the Cayuga Nation of the Haudenosaunee Confederacy/The People of the Longhouse, also known as Six Nations of the Grand River Territory. She also acknowledges her Romanian and English heritage from her mother's lineage. As an Oakville resident for over 25 years, and a parent, her passion to bring Indigenous culture to the community began with a parent involvement grant received in collaboration with the Catholic and public school boards in 2018. This developed into the creation of the Halton Learning Lodge in collaboration with HCDSB and Grandmother's Voice, of which she is a co-founder.

Her journey continues to inspire other community relatives and cousins towards learning and reconciliation. As an Eagle Feather Carrier, her responsibilities are to the healing of our nation and to encouraging a Community of Practice from Indigenous ways of knowing.

COMMITTEE MEMBER BIOS



Mike Jarrett

Mike (he/him) is a writer, editor and public relations strategist. He has practised journalism both in Jamaica and Canada as a news reporter in radio and television, covering business and parliamentary affairs. He started his own public relations firm in 1985, focusing on corporate communications consultancy, and has been the editor-in-chief of international maritime business and port management magazines since 2007. He is the author of "All in the Same Boat" (2014) and edited "A Personal History of Post-War Jamaican Music" (2015). He is also an award-winning photographer and sits on the board of the Wasaga Society for the Arts.

He is excited to participate in this initiative that seeks to foster and promote peace, understanding and goodwill, and is eager to share insights gleaned from a lifetime of experiences gained from growing up in a multi-racial society and having interacted with different cultures in 27 countries on three continents and the Caribbean.



Zobia Jawed

Zobia (she/her) is a faculty lead for engineering design and policy projects at McMaster University, and research lead on the following projects: COVID-19 tracking via wastewater; tracking and tracing contaminants in Chedoke Creek via smart systems; connecting families during COVID-19 with their loved ones in long-term-care facilities; and design of LEED and passive housing building for the MacForest Project. She runs her own consulting firm, Zenviro Consulting Inc., which provides technical expertise across Ontario. She is also an equity/diversity lead, chair for Healthy Youth Network and a board director for Conservation Halton.

Zobia speaks multiple languages, has lived in different countries and is a proud Muslim Canadian woman. She is very excited to join Metroland's advisory board and to support the organization by providing her perspectives from an equity and diversity lens.



Anjum Sultana

Anjum (she/her) is the national director of public policy and strategic communications at YWCA Canada, the country's largest and oldest gender equity organization. She is also an award-winning public affairs strategist, media commentator, public speaker and published researcher with expertise in gender equity, public health and civic engagement. In 2020, Anjum was named a Global Woman of Distinction by the NGO committee of the United Nations' Commission on the Status of Women, and also included in Canada's top 30 under 30 in sustainability list by Corporate Knights.

Currently, Anjum is the primary author and operations lead for "A Feminist Economic Recovery Plan: Making the Economy Work for Everyone," the first nationally focused recovery plan of its kind. She is also a member of Canada's W20 official delegation providing recommendations to G20 countries and serves as an executive on the boards of the Council of Agencies Serving South Asians (CASSA), Regent Park Community Health Centre and Toronto Environmental Alliance.

COMMITTEE MEMBER BIOS



Kevin Sutton

Kevin (they/them) is a writer, spoken word performance artist, workshop facilitator, communications professional and community organizer. They are a co-founder of Black Lives Matter Guelph and host The Great Pause on CFRU 93.3. Their work with at-risk youth has led them to diversity, equity and inclusion work helping organizations nurture supportive professional environments where everyone is treated with dignity and respect.

They do sessions in supportive professional practice through their business Threshold: Thriving with Change. They are also a partner in Second Wind Solutions, which is dedicated to reimagining our systems of community care, services and emergency response.



Sheng Xue

Sheng (she/her) grew up in Beijing and moved to Canada shortly after the Tiananmen Square protests in 1989. She has been the Canadian correspondent for Radio Free Asia for 18 years and a freelance journalist for 30 years. She has studied Chinese literature and worked tirelessly on human rights issues concerning Tibetans, Uyghurs, Eastern Europeans and Southeast Asians. She was the vice-president of the Writers for Peace Committee of PEN International and received the Canadian Association for Journalists Award for investigative journalism as well as Canada's National Magazine Award for an investigative report, "The Smuggler's Slaves," on the lives of Chinese boat refugees published in Maclean's magazine.

She has built strong relationships with different ethnic communities in Canada and looks forward to helping this committee make connections, so we can listen to their stories and better understand their situations.