

Race Relations Advisory Committee

The Race Relations Committee provides recommendations, advice, information, and input to Markham Council on matters relating to its mandate. The Race Relations [Committee](#) supports the basic principle that Markham values diversity and aims to be a community where “Everyone is Welcome.”

The committee’s strategies are aimed at identifying and advising Council about instances of systemic and other forms of discrimination. Markham Council considers the committee’s input and ideas when making decisions on municipal programs and matters relating to race relations and ethno-cultural equity.

The following Terms of Reference outlines the operations of the Race Relations Committee:

Mandate

The role of the Race Relations Committee is to support the City’s work and encourage positive race relations within the City of Markham, by providing advice to Members of Council focused on cultural inclusivity and anti-racism within Markham.

The City acknowledges that consultation with other equity-seeking groups is beneficial, and requires the Committee to: 1) lead activities that focus on improving race relations and ethno-cultural equity in Markham; and 2) support activities with other focuses that impact racial and ethno cultural communities, which may be led by an outside organization, for an example York Region or York Region School Boards.

Composition

The Race Relations Committee shall be comprised of up to (20) members, which include: (12) to (15) members of the public who are representative of Markham’s diverse communities; (2) members of Council; and (1) senior staff representative.

The Committee may invite representatives from Indigenous/Aboriginal groups, school boards, agencies, community organizations etc. from York Region to attend meetings as observers, in the interests of collaboration towards fulfilling the Committee's mandate.

Term of Office

Committee Members are appointed in accordance with the City’s Appointment Policy.

Duties and Functions

- Consult with the community to advise Council on matters involving race relations and ethno-cultural equity within the City of Markham;
- Share with Council and staff any policies and procedures which will enhance race relations and ethno-cultural equity in the City of Markham;
- Cooperate and work in partnership with staff, members of Council and co-ordinate with institutions and voluntary organizations to promote mutual trust and respect among Markham's racial and ethno-cultural groups while being mindful of City processes and procedures; which include consulting with Race Relations appointed Council members and staff in advance;
- Encourage local groups, businesses, agencies and institutions within Markham to engage in programs for the improvement of race and ethno-cultural relations;

- Share information and initiatives with other committees within municipal, provincial, and federal governments;
- Act in an equitable, non-partisan manner supporting the City's commitment to "Everyone is Welcome," and to work collaboratively with the Youth Council, Senior's Advisory Committee and Accessibility Committee on matters of mutual interest with particular focus on promoting and addressing issues of race relations and ethno-cultural equity;
- Report to Council, on an annual basis, documenting the activities, accomplishments and discussions deemed appropriate as the Committee attempts to fulfill its purpose;
- Participate actively in meetings to work towards the elimination of racism and discrimination;
- Promote understanding and acceptance among the diverse communities residing in Markham by advising Council on issues and concerns raised by residents;
- Provide suggestions, report findings and make recommendations to City Council as necessary or at such times as Council may deem desirable, on matters of discrimination as defined by the Ontario Human Rights Code;
- Assist staff as requested, in: promoting awareness of equity issues going on at the City and Region; and carrying out programs and initiatives as directed by Council with specific reference to racialized and Aboriginal communities;

Conduct

The Race Relations Committee shall conduct itself in accordance with the City of Markham's policies and by-laws.

Sub-Committees

The Race Relations Committee may form sub-committees to help it achieve its mandate. Sub-committees shall be appointed by the committee and shall have a minimum of (2) members of the committee serving on the sub-committee. Additional members may be added to the sub-committee by committee resolution.

It is recommended that the Race Relations Committee have the following two sub-committees:

1. Canadian Coalition of Municipalities Against Racism and Discrimination (CMARD) - a sub-committee focused on creating and implementing an annual initiative that will support CMARD's mandate and that will support any relevant CMARD initiatives. The City's Council appointed CMARD representative is included in the membership of the sub-committee as an ex-officio member and counted in the 2 members of Council appointed to the broader committee.
2. Finance Committee – a sub-committee that reconciles/monitors the Race Relations Committee's budget.

Remuneration

None

Frequency of Meetings

Meetings are held the first Monday of each month at 7:00 p.m., except in July and August.