



RACE RELATIONS COMMITTEE

Zoom Meeting

June 29, 2020

7:15 p.m.

MINUTES

<p><u>Attendance:</u> <u>Committee</u> Andrew Yu, Chair Darius Sookrum Edward Choi Hamza Sivanathan Suat Kenar Sabat Ismail Nayani Nandakumar Councillor Isa Lee</p> <p><u>Guest</u> None</p> <p><u>Staff</u> Laura Gold,, Committee Coordinator Mona Nazif, Staff Liaison (Senior Manager, Human Resources)</p>	<p><u>Regrets</u> Devendra Mishra Herleen Sayal Surinder Razdan Harmony Law Faiz Mohyuddin Mohamad Mtairek Sujane Kandasamy</p>
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The Race Relations Committee convened at 6:30 PM with Andrew Yu presiding as Chair.

1. Chair's Opening Remarks

Andrew Yu began the meeting by reading the City of Markham Indigenous Land Acknowledgement.

2. Adoption of Agenda

Moved by Edward Choi
Seconded by Nayani Nandakumar

That the June 29, 2020 Race Relations Committee Agenda be approved as presented.

Carried

3. Approval of Minutes from June 6, 2020 Meeting

Moved by Darius Sookram
Seconded by Councillor Isa Lee

That the Minutes of the June 8, 2020 Race Relations Committee meeting be approved as presented.

Carried

4. Race Relations Business

A. Advice to Council on Racism, Including Anti-Black Racism and

Committee endorsed the final version of its resolution providing advice to Council on Anti - Racism, including Anti-Black Racism and Anti-Indigenous Racism.

Moved Edward Choi
Seconded by Darius Sookrum

The Race Relations Committee (RRC) of the City of Markham supports the Statement from Mayor Frank Scarpitti on June 3, 2020 titled "When enough is not enough".

The RRC agrees with the Mayor's assertion that "We can always do more". Accordingly, the RRC strongly recommends the following advice to assist the City combat racism and discrimination:

1. Representation matters. We recommend to the Mayor and Council that City staff, community services, and other hired and appointed roles reflect the diversity of the city. All communities in Markham deserve to see themselves represented in Markham's institutions and systems. We further recommend that the Mayor and Council advocate for the same in the four publicly-funded school boards that serve residents of Markham.

2. We recommend that the Mayor and Council ensure Markham Bylaw Enforcement officers reflect the diversity in proportion to the population that it represents, and that all Markham Bylaw Enforcement officers receive ongoing training in Anti Racism (including Anti-Black Racism and

Anti-Indigenous Racism), bias-free enforcement, conflict de-escalation, cultural awareness, emotional intelligence, understanding of the community served, courtesy, respect, and service.

3. We recommend that the Mayor and Regional Councillors advocate the following before York Region Council and the York Region Police Services Board: that Regional Council and YRPSB ensure York Regional Police officers reflect the diversity in proportion to the population that it represents, and that all York Regional Police officers receive ongoing training in Anti Racism (including Anti-Black Racism and Anti-Indigenous Racism), bias-free policing, conflict de-escalation, cultural awareness, emotional intelligence, understanding of the community served, courtesy, respect, and service. The York Regional Police service should be comprised of officers who reflect the diversity of the communities that they serve across York Region, and should undertake proactive measures to build community trust in police.

4. We recommend that the Mayor and Regional Councillors advocate before York Region Council that York Region Public Health collect disaggregated, race-based public health data (including on COVID-19 cases), and report on public health concerns that disproportionately impact racialized groups.

5. We recommend that the City of Markham initiate the development, through professional research, a Made-for-Markham Municipal Action Plan Against Anti-Black Racism that identifies specific policy solutions within the City's jurisdiction towards eliminating Anti-Black Racism, including that of a systemic nature. Using Markham's Diversity Action Plan "Everyone Welcome" and the Inclusion Charter as foundation, through consultation in safe spaces with community groups and community members, this study's scope should include:

- Measures to support Black employment, job training and employment security.
- Measures to support Black entrepreneurs and Black-owned businesses
- Measures to ensure an equitable experience while obtaining housing by members of the Black community, both in rental and in homeownership
- Programs that address recreational needs of Black students and Black senior citizens
- Measures to support food security, especially in cooperation with Black-focused non-profit community organizations
- Measures to support and improve the quality of mental health services for members of the Black community
- Public education programs to eliminate racism, including Anti-Black Racism
- Other actions within City Council's mandate that address and stand against Anti-Black Racism

The Made-for-Markham Municipal Action Plan Against Anti-Black Racism can serve as a model for future initiatives against other forms of racism, as well as a reference document for the update of Markham's Diversity Action Plan.

6. Upon updating, Markham's Diversity Action Plan should include a scheduled update cycle to ensure that it will continue to reflect the growing and relative needs of all communities in Markham.

We love our City and our communities. We declare that creating change is not simply driven by making a few statements, rather, it is through continuous intentional work. The diverse communities in this City need policies to be implemented that reflect the sentiments behind the Mayor's statements on diversity and inclusion. Accordingly, we believe the above recommendations represent steps that would, as stated by the Mayor, "create a new reality for the Black community, and create an environment that is free of racism and full of respect for one another".

Carried

6. Adjournment

The Race Relations Committee adjourned at 7:25 PM.