

DRAFT RESOLUTION

WHEREAS the City of Markham is made up of a diverse community, underpinning the City's values and inspiring its objective of developing a sense of belonging for all;

WHEREAS in 1989, the City of Markham established the Race Relations Committee, with leaders from Markham's Black community, to consult with the community to advise Council on matters involving race relations, ethnocultural equity and other related issues and to recommend to Council appropriate policies and procedures which will enhance race relations and ethnocultural equity in the City, among other things;

WHEREAS the City of Markham has made an ongoing effort to support diversity and inclusion within the organization and broader community through adoption of the Markham Diversity Action Plan, *Everyone Welcome*, in 2010, as well as prioritizing an update of the Diversity Action Plan in the City's Strategic Plan for this term of Council;

WHEREAS the City of Markham became a member of the Coalition of Municipalities against Racism and Discrimination in 2010, which has since evolved into the Coalition of Inclusive Municipalities;

WHEREAS the City of Markham affirmed its commitment to inclusion by supporting the Inclusion Charter for York Region and developing the Markham Inclusion Charter to reinforce the City's pledge to inclusivity in 2018; and

WHEREAS we recognize there is a need to do more to support diversity and inclusion, combat anti-Black racism, and to promote equality.

NOW THEREFORE BE IT RESOLVED:

THAT the Council of the City of Markham endorse the strategy to combat Anti-Black Racism and we undertake the following actions that underscore the need to listen, learn, understand and act.

THAT The City of Markham update its Diversity Action Plan – *Everyone Welcome* and that as one of the first steps the City will begin the consultation process with members of the Black community; and

THAT City of Markham Council and staff receive training on anti-Black racism; and

THAT the City of Markham will undertake an equity audit, beginning with our Human Resources Department that is responsible for employee relations and recruitment; and

THAT the City establish a Mayor's Anti-Black Racism Youth Liaison Committee; and

THAT the City appoint a Special Advisor to provide advice and guidance on measures to address anti-Black racism; and

THAT staff be directed to consult with the Region of York, York Regional Police, school boards and other area municipalities to identify opportunities to collaborate on initiatives to combat anti-Black racism and discrimination and to support diversity and inclusion.
