



INTRODUCING

Markham's

Diversity Action Plan

Anti-Black Racism Action Plan

General Committee | March 21, 2022
(Joanne Kinya Baker, Mona Nazif, Dr. Wendy Cukier (The Diversity Institute))

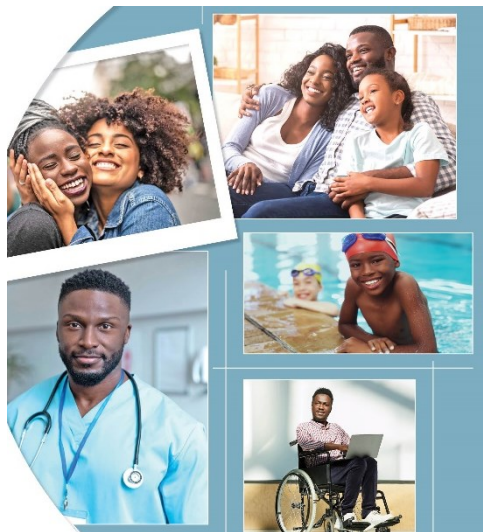


Agenda



- Introductory remarks
- Foundation of strengths
- The journey
- Emerging values, guiding principles and areas of focus
- Remarks from Dr. Wendy Cukier (The Diversity Institute)
- Closing comments
- Discussion

Diversity Action Plan Update Objectives



1. Update Diversity Action Plan and expand scope to include an anti-Black racism action plan
2. Reflect experiences and needs of Markham's diverse communities at an individual and intersectional level
3. An evidence based, living action plan that evolves with Markham while delivering concrete outcomes
4. A monitoring plan that follows up on progress towards success and creates accountability
5. Language- shared and accessible

The Diversity Action Plan Seeks to

- Use a community development approach to ensuring equity
- Listen to all our communities and people and make a difference
- Ensure access, remove barriers, identify and address systemic issues to ensure everyone feels welcome, a sense of belonging, and can live their best life in Markham
- Create inter-cultural and mutual understanding and build social cohesion
- Ensure effective service delivery for all



Diversity Action Plan – Aligned and Anchored



- **Coalition of Inclusive Municipalities** - Invites all Canadian municipalities to take concrete steps to build a barrier free society in which everyone has equal opportunities to participate in its economic, political, social, cultural and recreational life and to reach their full potential
- **City's strategic plan Building Markham's Future Together** - Meaningful integration will ensure Diversity and Anti-Black Racism Action Plan longevity and usefulness



From Roots to Branches



The Tree represents:

- The evergreen nature of the process
- The journey (growth)
- The metaphor of change
- The right conditions necessary for growth (cohesion, allyship, harmony and intersectionality)



Foundation and Strengths

57% of the total survey participants said City services are **inclusive**

57% said they know how to contact their Councilor

43% of the respondents believe that there are **some opportunities to share ideas/feedback**

>60% of the respondents believe that the city has made efforts to **promote the awareness of DEI in the community**

Foundation and Strengths

>75% of respondents
reported feeling safe in
Markham

>80%, irrespective of
the demographic
groups, feel that their
**neighbors treat them
with respect**

>75% of respondents in
all groups **reported not
being afraid to make a
complaint** to the city

A few comments that the City is doing a good job in
promoting belonging and celebrating different cultures

The Journey



**In Partnership with the Diversity Institute

Community Consultation Approach

- Trauma informed approach
 - Safe space guidelines and attestation for respectful behavior
 - Membership and/or topic based consultation sessions
 - Trauma counsellor available at all sessions
- Use of representative imagery
- Input options- virtual consultations; online anonymous survey
- Language- shared language guide; American Sign Language; alternate languages
- Closed captioning option during virtual consultation



Emerging Key Values

Empathy Fairness Inclusion
Accessibility Allyship Representation
Multi-culturalism Equity Diversity
Accountability Cohesion
Harmony
Acceptance



Emerging Guiding Principles

Allyship and social cohesion

Enhanced representation

Community partnerships



data

Ongoing dialogue

Equity, transparency and
accountability

Sense of belonging

Inclusive and equitable services and communications

Emerging Guiding Principles

1. Foster **allyship and social cohesion** between communities
2. Promote **feelings of belonging** in all City services, programs and initiatives
3. Enhance **representation** of all communities in City initiatives, with intentional effort for **intersectionality**
4. Commit to developing and strengthening **community partnerships**
5. Foster **ongoing dialogue** with communities and commit to education and awareness of diversity, equity, inclusion and accessibility
6. Ensure **inclusive and equitable** distribution of, and access to, **services** and **inclusive communications** that engage all Markham residents
7. Uphold **transparency and accountability** in all actions, including by collecting **disaggregated data** on community experiences



Diversity Action Plan- Emerging Areas of Focus



Diversity Action Plan- Areas of Focus

Pillar 1: Exceptional Services by Exceptional People

- Service inclusion and accessibility
- Community engagement and ongoing dialogue
- Attracting, retaining, and promoting diverse talent

Pillar 2: Engaged, Diverse, Vibrant and Thriving City

- Social cohesion and allyship
- Inclusive recreation, arts, sports, trails and playgrounds
- Inclusive entrepreneurship and business development

Pillar 3: Safe, Sustainable, and Complete Community

- Affordable and accessible transportation and housing
- Community Safety

Pillar 4: Stewardship of Money and Resources

- Inclusive resource management and financial transparency



Anti-Black Racism Action Plan- Emerging Areas of Focus



**TAKE THE
SURVEY** JOIN
THE CONVERSATION

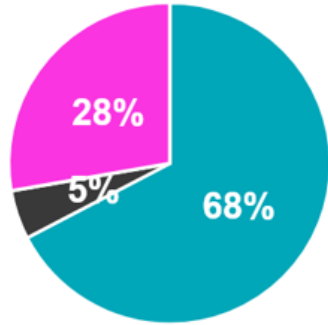


Anti-Black Racism- Shared Understandings

- Eliminating anti-Black racism must address:
 - Systemic and institutional racism- such as systems, policies, practices.
 - Interpersonal racism (awareness raising, education, attitudinal changes)
- Black communities are diverse and intersectional
- Strategies must acknowledge historical incidents of racism, address anti-Black racism in the present, and develop solutions for the future
- Strategies need to provide opportunities for the Black community to engage in City initiatives and share perspectives, while ensuring barriers are removed to do so
- The City has a responsibility to ensure that public spaces are welcoming and inclusive to the Black community

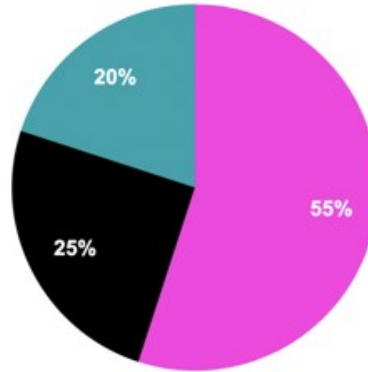


Sample Responses from the Anti-Black Racism Survey



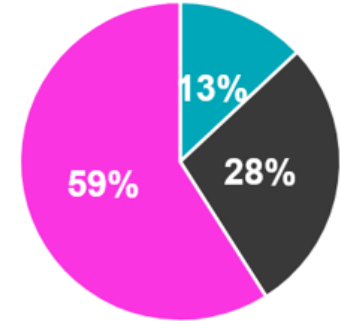
- Strongly Agree/Agree
- Neither Agree nor Disagree
- Strongly Disagree/Disagree

I have experienced anti-Black racism



- Strongly Agree/Agree
- Neither Agree nor Disagree
- Strongly Disagree/Disagree

Other communities are allies of the Black community



- Strongly Agree/Agree
- Neither Agree nor Disagree
- Strongly Disagree/Disagree

The City makes an effort to engage with the Black community when developing services

Anti-Black Racism Action Plan- Areas of Focus

Pillar 1: Exceptional Services by Exceptional People

- Service inclusion and accessibility for the Black community
- Community engagement and ongoing dialogue with the Black community
- Attracting, retaining, and promoting Black staff

Pillar 2: Engaged, Diverse, Vibrant and Thriving City

- Promoting senses of belonging and allyship among the Black community

- Inclusive Recreation, Arts, Sports, Trails and Playgrounds for the Black community
- Inclusive Entrepreneurship and Business Development for the Black community

Pillar 3: Safe, Sustainable, and Complete Community

- Affordable and accessible transportation and housing for the Black community
- Safety for the Black community

Pillar 4: Stewardship of Money and Resources

- Resource allocation for addressing anti-Black racism



Discussion and Next Steps

