

MARKHAM'S
DIVERSITY
ACTION PLAN



TED
ROGERS
SCHOOL
OF MANAGEMENT

DiVERSITY
INSTITUTE





INTRODUCING

Markham's

Diversity Action Plan

Anti-Black Racism Action Plan

General Committee | March 21, 2022
(Joanne Kinya Baker and Mona Nazif)



Agenda



- Introductory remarks
- Foundation of strengths
- The journey
- Emerging values, guiding principles and areas of focus
- Remarks from Ryerson Diversity Institute
- Closing comments
- Discussion



Diversity Action Plan Highlights



This Action Plan seeks to:

- Listen to all our communities and people and make a difference
- Create an adaptable, evidence based and outcomes driven plan while partnering, creating accountability and progressing with success
- Ensure access, remove barriers, identify and address systemic issues
- Ensure everyone feels welcome, at home and can realize their potential
- Enhance the development of a cohesive community
- Create inter-cultural and mutual understanding and build social cohesion
- Ensure effective service delivery for all





Diversity Action Plan Update Objectives



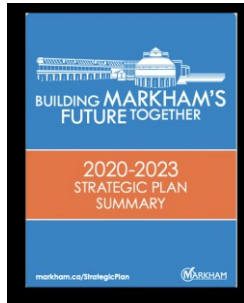
1. Update Diversity Action Plan and expand scope to include an anti-Black racism action plan
2. Reflect experiences and needs of Markham's diverse communities at an individual and intersectional level
3. A living action plan that evolves with Markham while delivering concrete outcomes
4. A monitoring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





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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 DAP longevity and usefulness





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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.

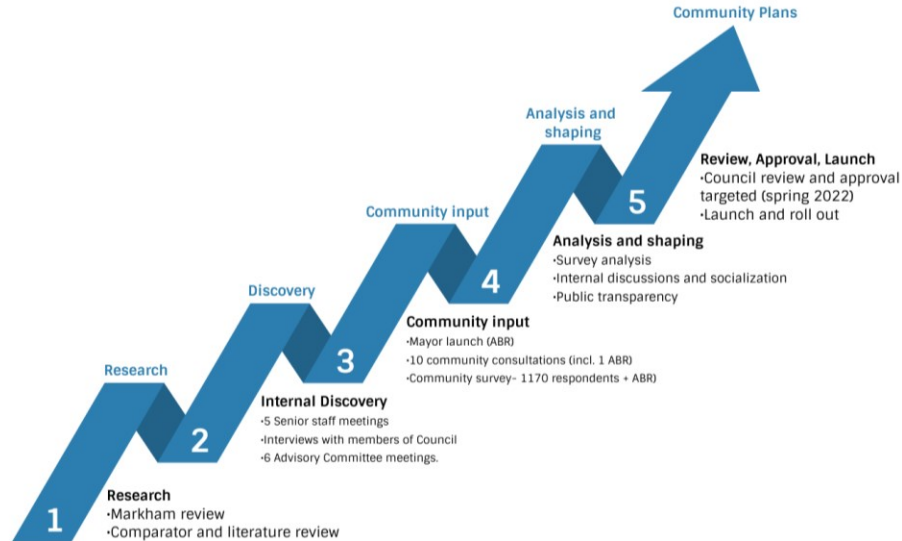
(>80%), irrespective of the demographic groups, feel that their neighbors treat them with respect.

(>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 behaviour
- Input options of virtual consultations and online anonymous survey
- American Sign Language and alternate languages
- Membership and/or topic based consultation sessions
- Closed captioning option during virtual consultation
- Shared language guide
- Access to staff and consultants through consultation process
- Use of representative imagery



Emerging Key Values

Openness Inclusion
Cohesion Harmony
Accessibility Fairness
Acceptance Equity
Diversity
Accountability
Empathy Allyship



Guiding Principles



Foster **allyship and social cohesion** between communities

Promote **feelings of belonging** in all City services, programs and initiatives

Enhance representation of all communities in City initiatives, with intentional effort for **intersectionality**

Commit to developing and strengthening **community partnerships**

Foster **ongoing dialogue** with communities and commit to education and awareness of diversity, equity, inclusion and accessibility

Ensure **inclusive and equitable** distribution of, and access to, **services** and **inclusive communications** that engage all Markham residents

Uphold **transparency and accountability** in all actions, including by collecting **disaggregated data** on community experiences



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Diversity Action Plan

Emerging Areas of Focus



Diversity Action Plan Areas of Focus



Pillar 1: Exceptional Services by Exceptional People

- **Theme 1:** Service Inclusion and Accessibility
- **Theme 2:** Community Engagement and Ongoing Dialogue
- **Theme 3:** Attracting, Retaining, and Promoting Diverse Talent

Pillar 2: Engaged, Diverse, Vibrant and Thriving City

- **Theme 4:** Social Cohesion and Allyship
- **Theme 5:** Inclusive Recreation, Arts, Sports, Trails and Playgrounds
- **Theme 6:** Inclusive Entrepreneurship and Business Development

Pillar 3: Safe, Sustainable, and Complete Community

- **Theme 7:** Affordable and Accessible Transportation and Housing
- **Theme 8:** Community Safety

Pillar 4: Stewardship of Money and Resources

- **Theme 9:** Inclusive Resource Management and Financial Transparency



Anti-Black Racism Action Plan

Emerging Areas of Focus



**TAKE THE
SURVEY** JOIN
THE CONVERSATION



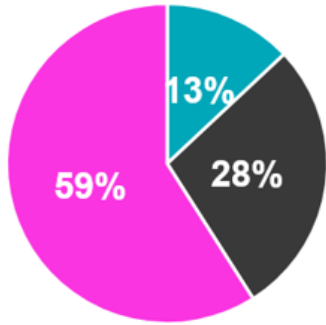
Anti-Black Racism- Shared Understandings



- 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

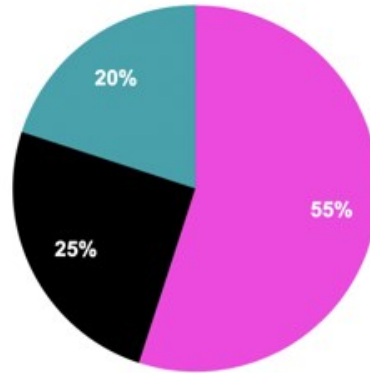


Sample responses from ABR survey



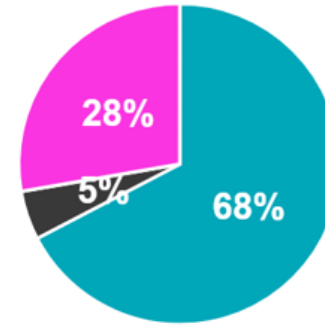
- Strongly Agree/Agree
- Neither Agree nor Disagree
- Strongly Disagree/Disagree

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



- 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

I have experienced anti-Black racism



Anti-Black Racism Plan Areas of Focus



Pillar 1: Exceptional Services by Exceptional People

- **Priority 1:** Service Inclusion and Accessibility for the Black Community
- **Priority 2:** Community Engagement and Ongoing Dialogue with the Black Community
- **Priority 3:** Attracting, Retaining, and Promoting Black Staff

Pillar 2: Engaged, Diverse, Vibrant and Thriving City

- **Priority 4:** Promoting Senses of Belonging and Allyship among the Black Community
- **Priority 5:** Inclusive Recreation, Arts, Sports, Trails and Playgrounds for the Black Community
- **Priority 6:** Inclusive Entrepreneurship and Business Support for the Black Community

Pillar 3: Safe, Sustainable, and Complete Community

- **Priority 7:** Affordable and Accessible Transportation and Housing for the Black Community
- **Priority 8:** Safety for the Black Community

Pillar 4: Stewardship of Money and Resources

- **Priority 9:** Resource Allocation for Addressing Anti-Black Racism



Discussion and Next Steps





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