



Report to: General Committee

Meeting Date: April 19, 2022

SUBJECT: City of Markham Diversity and Anti-Black Racism Action Plans

PREPARED BY: Joanne Kinya Baker (Diversity, Equity and Inclusion Specialist) and Mona Nazif (Senior Manager, Human Resources)

RECOMMENDATION:

- 1) That the report entitled “City of Markham Diversity and Anti-Black Racism Action Plans” be received; and
- 2) That Council approve the City of Markham Diversity and Anti-Black Racism Action Plans (attachment 1);
- 3) And that Staff be authorized and directed to do all things necessary to give effect to this resolution.

PURPOSE:

This report seeks Council approval of Markham’s updated Diversity Action Plan and the newly created Plan to Eliminate Anti-Black Racism (known as “the plans” and “the Diversity and Anti-Black Racism Action Plans”). These plans reflect the shared values, guiding principles, themes and recommended actions arising from the 2021 fall public consultation sessions, online survey and discovery meetings.

The purpose of these plans is to continue to build upon the successes, and the actions the City has been taking. We have worked in alignment with the original Diversity Action Plan- *Everyone Welcome (2010 – 2019)* to ensure that everyone feels welcome, included and a sense of belonging, and can live their best life in Markham free from barriers of racism, discrimination and access.

The Diversity and Anti-Black Racism Action Plans will enhance the City’s continued efforts in ensuring that City decision making, policies, programs, services, facilities and amenities take into account the considerations of diversity, equity, inclusion, accessibility, anti-racism and anti-discrimination. The plans build upon the important foundation the City has made over time, while creating a pathway for ongoing actions to guide us in our journey to support social cohesion, mutual understanding and equity.

BACKGROUND:

The City of Markham is proud of the richness of its different cultures and communities. Diversity is our strength that drives our vibrancy, innovation and success. Our diversity comes with responsibilities to respect, support and embrace people of all abilities, ages, citizenships, ethnicities, gender identities and expressions, races, religions, sexual orientations and expressions, socio-economic identities, among others, to ensure everyone can live to their fullest potential in Markham.

Markham's population continues to rapidly grow and evolve. As the City continues to change, so too will the needs and preferences of the communities that call Markham home. As such, we need to uphold efforts to support reconciliation, diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination, today and in the future, in all of our activities. Our City thrives as a whole when everyone feels welcome, heard and respected, and when everyone feels a sense of belonging. The City seeks to support and aims to celebrate all of its communities, with an intentional focus on equity-deserving groups, who have been historically marginalized, and those who experience systemic barriers.

Building Upon a Strong Foundation

The City of Markham, through the vision of Council and senior staff, has put in place a number of strategic initiatives and partnerships over time to support diversity, equity and inclusion. In addition, the City has a longstanding history of hosting events that celebrate the diversity and ethno-cultural makeup of the city including Black History Month. In 1989, the City of Markham established the now Race Relations Committee, with leaders from Markham's Black community, to consult with the community to advise Council on matters involving race relations, ethno-cultural equity and other related issues and to recommend to Council appropriate policies and procedures which will enhance race relations and ethno-cultural equity in the City. Also in 1989, the Changing Community/Changing Needs Race Relations Conference was held. In 2009, the City of Markham was a signatory to the Coalition of Municipalities against Racism and Discrimination (CMARD), now called the Coalition of Inclusive Municipalities. In 2010, the City launched its original Diversity Action Plan- *Everyone Welcome (2010 – 2019)*, which was a transformational action plan based on extensive community consultations that supported the process of cultural change in the City. In 2018, the Council endorsed the *City of Markham Inclusion Charter* and was a signatory to the *Inclusion Charter for York Region* - a community initiative that brought together a range of entities with a shared commitment to create an inclusive environment with equality for all who work, live and play in the region. In 2020, Markham Council unanimously endorsed a strategy to combat anti-Black racism with a number of specific recommendations.

Moving Forward

Now in 2022, after extensive internal and external consultations, the City is putting forward an updated Diversity Action Plan and a Plan to Eliminate Anti-Black Racism. The Plan is a community-oriented strategy that has been designed to reflect the experiences and needs of the City's diverse communities. It builds upon City efforts to address diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination in all City activities. It is an updated lens against which the City will review decision making, policies, programs, services, and amenities.

To support the City's Strategy to Combat Anti-Black Racism Strategy, A Plan to Eliminate Anti-Black Racism has been developed in consultation with Markham's Black communities, throughout the fall of 2021. . This effort acknowledges the historical and ongoing disparities faced by Black communities in Canada in general, and provides specific actions that the City of Markham can take to eliminate anti-Black racism. This Plan to Eliminate Anti-Black Racism builds upon a number of actions taken by the City in support of the Strategy to Combat Anti-Black Racism including:

- The appointment of a Special Advisor to provide advice and guidance on measures to address anti-Black racism, (Mary Anne Chambers),
- The establishment of a Mayor's Black Youth Liaison Committee, and
- The development and roll out of a comprehensive learning module (Let's Talk about Anti-Black Racism) about the history and impact of anti-Black racism across the organization.



The Diversity and Anti-Black Racism Action Plans are anchored in the vision of the Coalition of Inclusive Municipalities, which invites all Canadian municipalities to take concrete steps to build societies free from barriers where everyone has equal opportunities to participate in economic, political, social, cultural and recreational life and to reach their full potential.



The plans are also anchored in the City's strategic plan - *Building Markham's Future Together (2020 – 2023)*. To support the integration, accountability and longevity of the plans, the themes, goals, recommended actions and key performance indicators of the plans are anchored in the four pillars of *Building Markham's Future Together*. The four pillars of the City's strategic plan include:

- Exceptional services by exceptional people;
- An engaged, diverse, thriving and vibrant city;
- Safe, sustainable and complete community;
- Stewardship of money and resources.

The Diversity and Anti-Black Racism Action Plans have been intentionally developed as living documents that will grow alongside City priorities, adapting to fit evolving City and community needs. The symbolism of a tree was chosen to represent the evergreen nature of the Plans. Much like a tree, our success in creating equitable outcomes for our community requires the right conditions for growth- the ability to adapt to an ever-changing climate, strong roots and constant growth- as reflected in our key values. The tree is a strong and apt metaphor for change, and we are supporting and fostering change for our community in a purposeful and meaningful way. We also adopted the logo to ensure that the Pan African colours were representative of Markham's Black Communities.



Other features of the plans include the use shared and user-friendly language to promote accessibility, as well as the use of key performance indicators to support the ongoing tracking and monitoring of progress of actions. The concept of intersectionality recognizes individuals in all their diversity, including their many and intersecting forms of identity related to abilities, ages, citizenships, ethnicities, gender identities and expressions, races, religions, sexual orientations and expressions, socio-economic identities, among other factors. The concept of intersectionality supports all individuals in ensuring they can be their authentic selves, and has been embedded with careful consideration throughout the plans.

Through a request for proposal and a rigorous vetting process, the City partnered with the Diversity Institute (part of the Ted Rogers School of Management, Ryerson University) to assist in the building of these plans. Led by Dr. Wendy Cukier, the Diversity Institute is a globally renowned action oriented research center that uses evidence based approaches to advance diversity and inclusion strategies. The Diversity Institute has been a strong partner in all of the plan development and change management phases.

Methodology

The process of developing the updated Diversity Action Plan and new Plan to Eliminate Anti-Black Racism has involved a number of phases, including:

- **Research-** An environmental scan to gain an understanding of best practices, and a review of City policies, programs and services

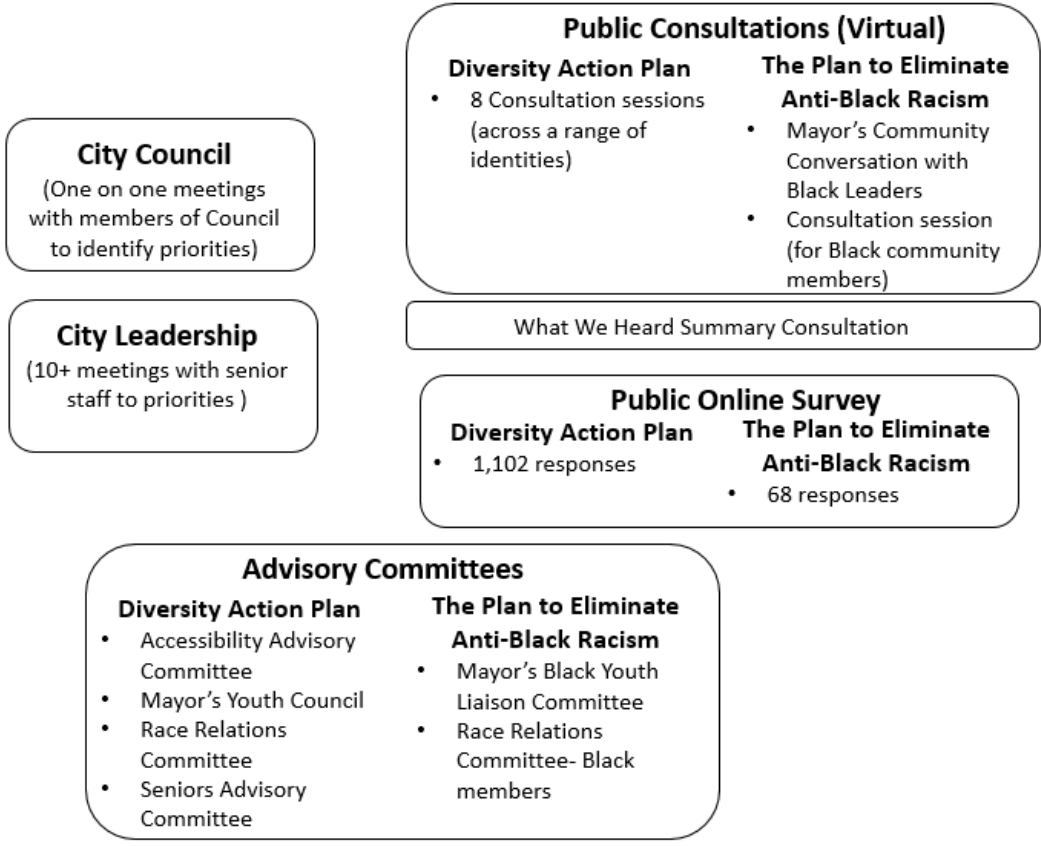
- **Discovery**- A series of meetings to understand priorities and issues- one on one’s with members of Council; meetings with senior staff; meetings with diversity, equity and inclusion related City Advisory Committees
- **Community engagement**- 11 virtual public consultations and a comprehensive online survey
- **Design**- Development of the updated Diversity Action Plan and new Plan to Eliminate Anti-Black Racism

We made significant efforts during the fall of 2021 to obtain feedback through a series of discovery meetings, public consultations and an online survey. We put in place a number of mechanisms to ensure the consultations were accessible and a safe space for participants, including:

- The use of a trauma informed approach and having a trauma counsellor available to participants at all consultation sessions
- The use of curated safe and accountable space guidelines and an attestation of respectful behavior
- First language consultation options (Cantonese, Mandarin, Tamil and Farsi)
- The use of American Sign Language in targeted sessions
- Closed captioning capabilities during virtual consultation
- Shared inclusive language guide
- Use of representative imagery in our communications

DISCOVERY

COMMUNITY ENGAGEMENT



City Council

(One on one meetings with members of Council to identify priorities)

City Leadership

(10+ meetings with senior staff to priorities)

Public Consultations (Virtual)

Diversity Action Plan

- 8 Consultation sessions (across a range of identities)

The Plan to Eliminate

Anti-Black Racism

- Mayor’s Community Conversation with Black Leaders
- Consultation session (for Black community members)

What We Heard Summary Consultation

Public Online Survey

Diversity Action Plan

- 1,102 responses

The Plan to Eliminate

Anti-Black Racism

- 68 responses

Advisory Committees

Diversity Action Plan

- Accessibility Advisory Committee
- Mayor’s Youth Council
- Race Relations Committee
- Seniors Advisory Committee

The Plan to Eliminate

Anti-Black Racism

- Mayor’s Black Youth Liaison Committee
- Race Relations Committee- Black members

OPTIONS/ DISCUSSION:**Truth and Reconciliation**

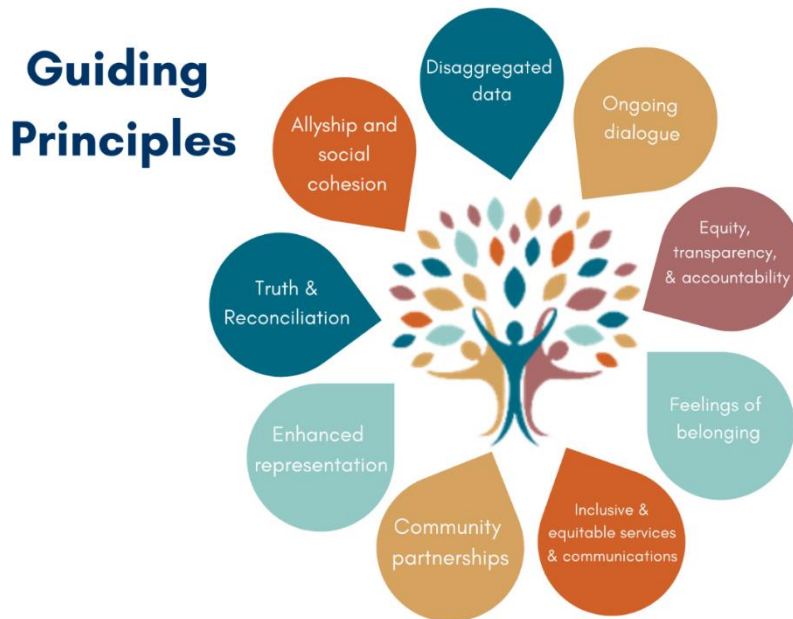
The Diversity Action Plan begins with acknowledgement and recognition of the importance of the City's Truth and Reconciliation efforts. Reconciliation requires having a good relationship to begin with, and then striving to reconcile it. For many Indigenous peoples, there has never been a healthy relationship. While inequalities, injustices and power imbalances still exist, we must consider this. Through this understanding, we can begin the rebuilding of friendly relations but most importantly, it requires love, respect, and compassion. Our journey to Reconciliation in Markham begins with education on the truth, and the acknowledgment that there is work to be done.

Shared Values and Guiding Principles

A set of shared values and guiding principles were developed in reflection of feedback arising from the discovery meetings, public consultations and online survey. Markham residents highlighted the key values for them that are central to City decision-making and interactions among individuals and communities. The shared values are in groupings of diversity, inclusion, belonging and measurement.



While the City's activities may change over time as the needs of its communities evolve, it is intended that the City activities remain grounded in the following guiding principles arising from the community consultations. These guiding principles are the City's overarching goals and commitments that we aim to achieve when we take action in support of reconciliation, diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination.



In further detail, the City of Markham's guiding principles are as follows:

- Uphold the City's efforts and ongoing commitment to **Truth and Reconciliation** and ensure accountability in efforts and actions.
- Build **connections among communities and individuals**, and encourage them to stand up for and support each other.
- Ensure people feel like **they belong in the City**. This includes ensuring inclusive and equitable distribution of, and access to, services and inclusive communications that engage everyone in the City.
- Increase **representation of diverse and equity-deserving groups** in all City initiatives. Ensure that the people who work for the City are reflective of the people who live in Markham, and that City initiatives include people of all backgrounds, especially of equity-deserving groups.
- Promote **strong relationships with partners** across the City and beyond. Ensure the City shares what they are doing, listens to what others have to say, and helps people to understand what it means to be diverse, equitable, inclusive, and accessible.
- Promote **openness, honesty, and accountability** in what the City does. Collect information and disaggregated data on people's diverse experiences to understand what is working well and what needs to change.

Diversity Action Plan

The Diversity Action Plan is anchored in the four pillars of the City's strategic plan *Building Markham's Future Together*. There are nine themes, 26 goals and key performance indicators, and 29 recommended actions. Each theme indicates the accountable departments.

Diversity Action Plan Summary Table

Truth and Reconciliation Calls to Action- Supported by all departments

Building Markham’s Future Together

Pillar 1- Exceptional Services by Exceptional People				
Theme	Goals	KPI’s	Recommended Actions	City Accountability
1. Service inclusion and accessibility	1.1 Ensure City services are accessible, affordable, equitable, and inclusive of all Markham residents	2	Embed diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination in all services Develop a policy on diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination, and review City-wide policies, services, and programs to ensure they are inclusive Promote and enhance regional and community partnerships	All departments
	1.2 Ensure a diversity, equity, inclusion, and accessibility lens is applied to the design, delivery, and evaluation of City-wide policies and services			
2. Community engagement and ongoing communication	1.1 Improve opportunities for community input and feedback on City initiatives	3	Seek regular and ongoing input and feedback from communities Apply a diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination lens to City communications Increase digital literacy and access multilingual affordable technology (including through subsidies, sliding scales, and access to other financial supports)	Leveraging expertise of Communications and Information Technology Services; all departments
	2.2 Provide proactive communications using a variety of channels and languages			
	2.3 Increase information-sharing on policies, programs, initiatives, and events			
3. Attracting, developing, promoting and retaining diverse talent	3.1 Enhance diverse representation and ensure City staff reflect the diversity of the communities they serve	3	Monitor the representation of diverse and underrepresented/equity deserving staff in different City positions. Reduce barriers and develop inclusive strategies for recruitment, hiring, development, retention, promotion, and succession of individuals in all their diversity, with a focus on underrepresented and equity deserving individuals Promote inclusive workplaces where all staff feel welcome Engage youth, particularly from equity-deserving communities, in the talent pipeline through outreach to schools, supporting work integrated learning programs, and providing employment opportunities	Leveraging expertise of Human Resources; all departments
	3.2 Ensure a diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination lens is applied to outreach and talent attraction, learning and development, employee engagement and retention, and succession planning			
	3.3 Promote an inclusive work environment for all City staff			

Pillar 2- Engaged, Diverse, Vibrant and Thriving City				
Theme	Goals	KPI's	Recommended Actions	City Accountability
4. Social cohesion and allyship	4.1 Enhance engagement and allyship among communities	3	Encourage communities to support one another through allyship	All departments
	4.2 Promote City-wide understanding of diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination		Build on and improve partnerships with community organizations, with a focus on those that support equity-deserving and underrepresented communities	
	4.3 Enhance opportunities to celebrate the City's diversity where everyone feels welcome to participate		<p>Increase opportunities for individuals in all their diversity to volunteer and get involved in City initiatives, advisory committees, and other activities</p> <p>Provide ongoing education and awareness of both historical discrimination and current experiences and learnings related to diversity, equity, inclusion, accessibility, anti-racism, anti-discrimination with local libraries and cultural centres, and in partnership with organizations and schools</p> <p>Provide more frequent cultural and community celebrations where everyone is encouraged to participate</p>	
5. Inclusive leisure facilities and services	5.1 Provide a variety of leisure services to meet the needs and preferences of all communities	3	Review existing and emerging leisure services and programs activities to ensure affordability, equity, accessibility, diverse options, staff training, inclusion	Economic Growth Culture and Entrepreneurship, Engineering, Markham Public Library, Operations, Planning and Urban Design, Recreation,
	5.2 Ensure leisure spaces and programs are accessible, affordable, and inclusive in their design and delivery		Engage local and diverse artists, designers, and planners in the design of public spaces and in City celebrations	
	5.3 Ensure public spaces reflect the rich art and culture of different communities			
6. Inclusive entrepreneurship and business development	6.1 Support all entrepreneurs and business owners in Markham to start and grow their businesses	3	Provide funding for diverse and underrepresented/equity-deserving small businesses and share information on existing small business and entrepreneurship support and funding	Economic Growth Culture and Entrepreneurship
	6.2 Provide inclusive opportunities and programs to support entrepreneurs in need		Support small businesses, equity-deserving and underrepresented and entrepreneurs by developing business directories, creating network opportunities, engagement, targeted programming, mentorship, use of disaggregated data, sponsorship, and ensuring a welcoming business environment	
	6.3 Enhance awareness of existing support and funding opportunities			

Pillar 3- Safe, Sustainable and Complete Community				
Theme	Goals	KPI's	Recommended Actions	City Accountability
7. Affordable, accessible and equitable transportation, housing, planning and urban design	7.1 Support the availability of varied and affordable housing options to meet the needs of different cultural communities, family types, ages, and abilities	3	Partner with public sector, private sector, and community organizations to offer a variety of housing options, including condos, bungalows, multigenerational housing, hospice, housing with wheelchair accessibility, and others Develop strategies for supporting un-housed populations	Building Standards, Clerks and Licensing, Engineering, Legal Services, Operations, Planning Policy and Research, Planning and Urban Design, Development Services Strategy and Innovation
	7.2 Support and provide affordable, widely available, and accessible transportation options to meet the needs of all communities		Ensure that transportation supports connections between communities and is widely available and more frequent across the City and between rural and urban areas. Build transportation routes near City services, programs, amenities, affordable housing, subdivisions, and others	
	7.3 Apply a diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination lens to bylaws, infrastructure, and planning efforts to foster complete communities		Apply a diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination lens to planning processes Embed accessibility in public spaces, parks, playgrounds, and trail design guidelines, policies, and practices	
8. Community safety, awareness and education	8.1 Apply a diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination lens to Fire and Emergency Services, including education and prevention	3	Review Fire Service policies, programs, and services through a diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination lens Collaborate with regional emergency service providers and share learnings and promising practices for diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination in emergency services	Fire, Communications, By-Law Enforcement and Regulatory Services, and where relevant all departments
	8.2 Ensure that City Councillors and City Staff are proactive in supporting local, regional, national and global initiatives that will support the City's anti-racism and inclusion goals		Ensure City Council and staff proactively address incidents of racism, discrimination, and hate that occurs locally, regionally, nationally, and globally, and upholds the City's key values in the midst of global issues	
	8.3 Promote common courtesy and enforce bylaw regulations and bylaws		Promote common courtesy and bylaw adherence, including increasing knowledge of regulations and promoting bias-free enforcement	

Pillar 4- Stewardship of Money and Resources				
Theme	Goals	KPI's	Recommended Actions	City Accountability
9. Inclusive resource management and financial transparency	9.1 Provide City resources and budgeting to support enhanced diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination efforts	3	Apply a diversity, equity, inclusion, accessibility, anti-racism and anti-discrimination lens to resourcing, including ensuring dedicated staff with relevant expertise are in place, an equitable allocation of budget to support Diversity Action Plan initiatives, and equitable procurement practices are in place	Finance; leadership and all relevant departments
	9.2 Promote awareness of City resource management and allocations among Markham residents		Ensure transparency of City resource management and promote awareness of existing financial support for communities	
	9.3 Ensure City resource allocation reflects the priorities of diverse communities			
Totals: 9	26	26	29	

The Plan to Eliminate Anti-Black Racism

The Plan to Eliminate Anti-Black Racism mirrors the structure of the Diversity Action Plan, and is thus similarly anchored in the four pillars of the City’s strategic plan *Building Markham’s Future Together*. There are nine themes, 22 goals and key performance indicators, and 19 recommended actions in this plan.

Eliminating Anti-Black Racism Action Plan- Summary Table

Truth and Reconciliation Calls to Action- Supported by all departments

Building Markham’s Future Together

Pillar 1- Exceptional Services by Exceptional People				
Theme	Goals	KPI’s	Recommended Actions	City Accountability
1. Service inclusion and accessibility for the Black community	1.1 Develop and expand City-wide services and policies that are accessible, affordable, equitable, and inclusive of the Black community	1	Ensure services are affordable, accessible, inclusive, and welcoming of the Black community, including using disaggregated data, enhancing awareness and knowledge, and providing regular training on anti-Black racism, cultural awareness and micro-aggressions for Council, all employees, volunteers and contracts Develop a policy addressing anti-Black racism and review other City policies, services, and programs using an anti-Black racism lens	All departments
2. Community engagement and ongoing communication with the Black community	1.1 Improve ongoing, open dialogue and feedback loops between the City and the Black community	2	Seek regular input and feedback on City initiatives from the Black community using multiple channels, ensuring follow up, and creating systems for reporting on anti-Black racism	Leveraging expertise of Communications and Information Technology Services; all departments
	2.2 Ensure City communications are targeted to the Black community and that communication efforts are inclusive and representative of the Black community		Ensure that, when invited, City staff sit in on dialogues hosted by the Black community and make meaningful efforts to be engaged Share City communications through channels used by the Black community, highlight initiatives hosted by the Black community, and use inclusive imagery that represents the Black community	
3. Attracting, developing, promoting and retaining Black staff	3.1 Support the Black community through inclusive recruiting, hiring, developing, promoting and retaining strategies	3	Reduce barriers to staff positions and develop strategies for recruiting, hiring, developing, promoting, and retaining Black staff, including eliminating racial bias in recruitment processes, engaging organizations supportive of Black community in recruitment, providing professional development opportunities for Black staff, engaging Black youth in recruitment, enhancing transparency in salaries, and enhancing workplace inclusion and feelings of belonging	Leveraging expertise of Human Resources; all departments
	3.2 Create inclusive working environments for all Black staff			
	3.3 Apply an anti-Black racism lens to the work of all staff			

Pillar 2- Engaged, Diverse, Vibrant and Thriving City				
Theme	Goals	KPI's	Recommended Actions	City Accountability
Pillar 3- Safe, Sustainable and Complete Community				
Theme	Goals	KPI's	Recommended Actions	City Accountability
7. Affordable, accessible and equitable transportation, housing, planning and urban design for the Black community	7.1 Ensure availability of varied and affordable housing options to meet the needs of the Black community	3	Partner with the public, private, and community organizations supporting the Black community to develop affordable and varied housing options for the Black community near City amenities Identify gaps in public transportation use among the Black community, ensure that public transportation is available and affordable for the Black community, and ensure that housing and transportation strategies align	Building Standards, Clerks and Licensing, Engineering, Legal Services, Operations, Planning Policy and Research, Planning and Urban Design, Development Services Strategy and Innovation
	7.2 Ensure affordable, widely available, and accessible transportation to meet the needs of the Black community			
	7.3 Apply an anti-Black racism lens to planning, and ensure that planning is intentional in incorporating the input and needs of the Black community			
8. Safety for the Black community	8.1 Ensure that the Black community feels safe and secure in the City	2	City Council and staff proactively address incidents of anti-Black racism that happen locally, regionally, nationally, and globally Apply an anti-Black Racism lens to the City's Fire and Emergency Service provisions, including providing opportunities for Black youth engagement and growth, partnership with other regional emergency service providers to share practices for bias-free services and elimination of anti-Black racism, and developing targeted recruitment and employee life cycle practices to support Black communities and staff	Fire, Communications, By-Law Enforcement and Regulatory Services, and where relevant all departments
	8.2 Apply an anti-Black racism lens to Fire and emergency service provisions			
6. Entrepreneurship and business supports for the Black community	6.1 Ensure that Black business owners and entrepreneurs are supported and able to thrive	3	Support Black entrepreneurs and Black business owners by supporting Black business hubs and creating a welcome business environment, promoting awareness of Black owned businesses, providing targeted programming and opportunities for Black owned businesses and Black youth, and providing specific funding and grant opportunities	Economic Growth Culture and Entrepreneurship
	6.2 Provide inclusive programs and opportunities to support Black entrepreneurs and business owners			
	6.3 Provide funding for Black entrepreneurs and business owners and enhance awareness of existing supports			

Pillar 4- Stewardship of Money and Resources				
Theme	Goals	KPI's	Recommended Actions	City Accountability
9. Resource allocation for addressing anti-Black racism	9.1 Allocate resources to the Black community and to efforts to eliminate anti-Black racism	2	Apply an anti-Black racism lens to resourcing, including ensuring dedicated staff with relevant expertise are in place to support the Black community and eliminate anti-Black racism, an equitable allocation of City budget to support anti-Black racism initiatives, and equitable procurement practices are in place to support Black communities and businesses Ensure transparency of City resource management and promote awareness of existing financial support for the Black community	Finance; leadership and all relevant departments
	9.2 Support Black vendors and service providers			
Totals: 9	22	22	19	

FINANCIAL CONSIDERATIONS

While it is intended that the actions supporting the plans will be dispersed throughout the organization, it is important to ensure that appropriate resources are in place to support the priorities and recommendations arising from the Diversity and Anti-Black Racism Action Plans. Funding requirements will be identified and approved as part of the City's annual budget processes. Staff will monitor and report back to Council regularly on the status of the action plans to ensure accountability, transparency and the advancement of the recommended actions.

HUMAN RESOURCES CONSIDERATIONS

In recognition of the important role that ongoing training and education has in supporting staff in having the needed knowledge and skills to advance the Diversity and Anti-Black Racism Action Plans, the City will continue its commitment in this area. Training will continue in the areas of unconscious bias, racism and systemic racism, cultural awareness, accessibility, equity and bias free recruitment, among other topics.

ALIGNMENT WITH STRATEGIC PRIORITIES:

The Diversity and Anti-Black Racism Action Plans and their recommendations have been intentionally anchored in each of the four pillars of the City's strategic plan *Building Markham's Future Together*. This strong linkage with *Building Markham's Future Together* will ensure the longevity and relevance of the Diversity and Anti-Black Racism Action Plans.

BUSINESS UNITS CONSULTED AND AFFECTED:

Senior staff and leadership teams across the organization have been consulted with. Senior staff have expressed strong leadership, commitment and support of the priorities and recommendations put forward in the Diversity and Anti-Black Racism Action Plans.

RECOMMENDED BY:

Joanne Kinya Baker
Diversity, Equity and Inclusion Specialist

Andy Taylor
Chief Administrative Officer

ATTACHMENTS:

Draft Diversity and Anti-Black Racism Action Plans