



# Markham's Diversity Action Plan Plan to Eliminate Anti-Black Racism

**General Committee | April 19, 2022**

Joanne Kinya Baker and Mona Nazif (City of Markham)

Dr. Wendy Cukier and Nancy Mitchell (Diversity Institute)

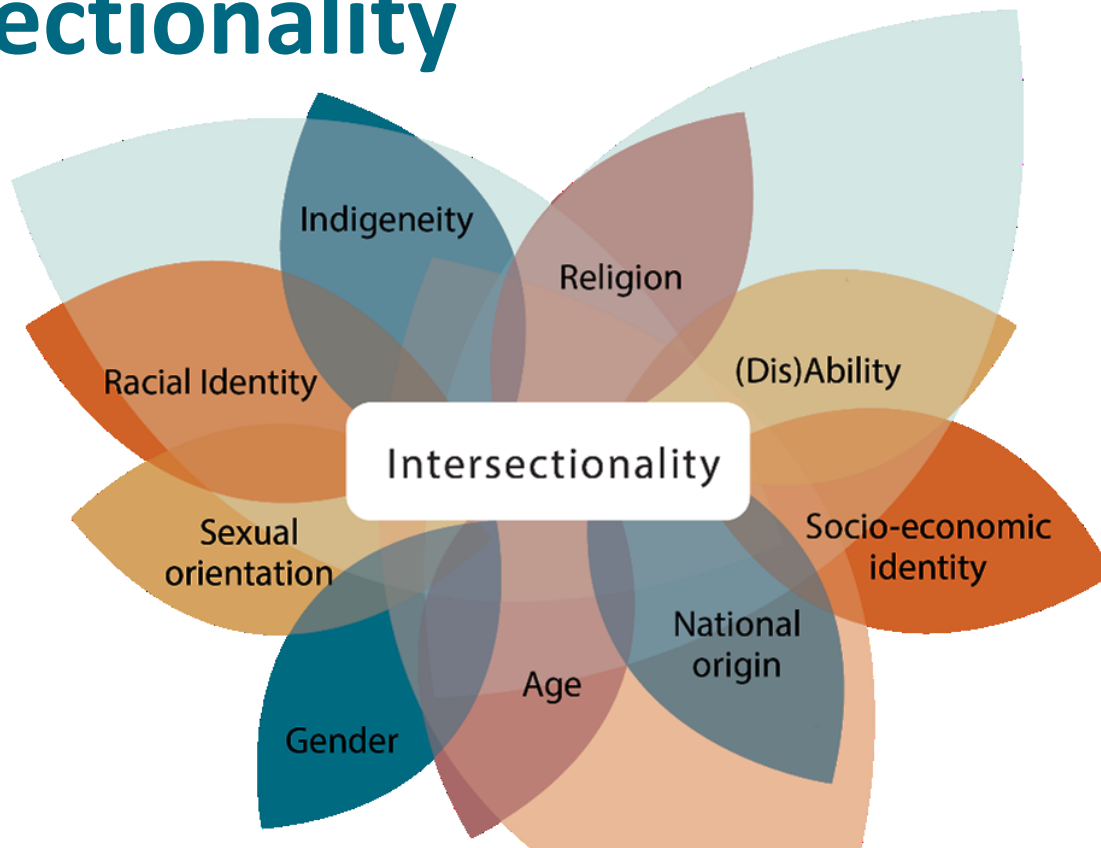


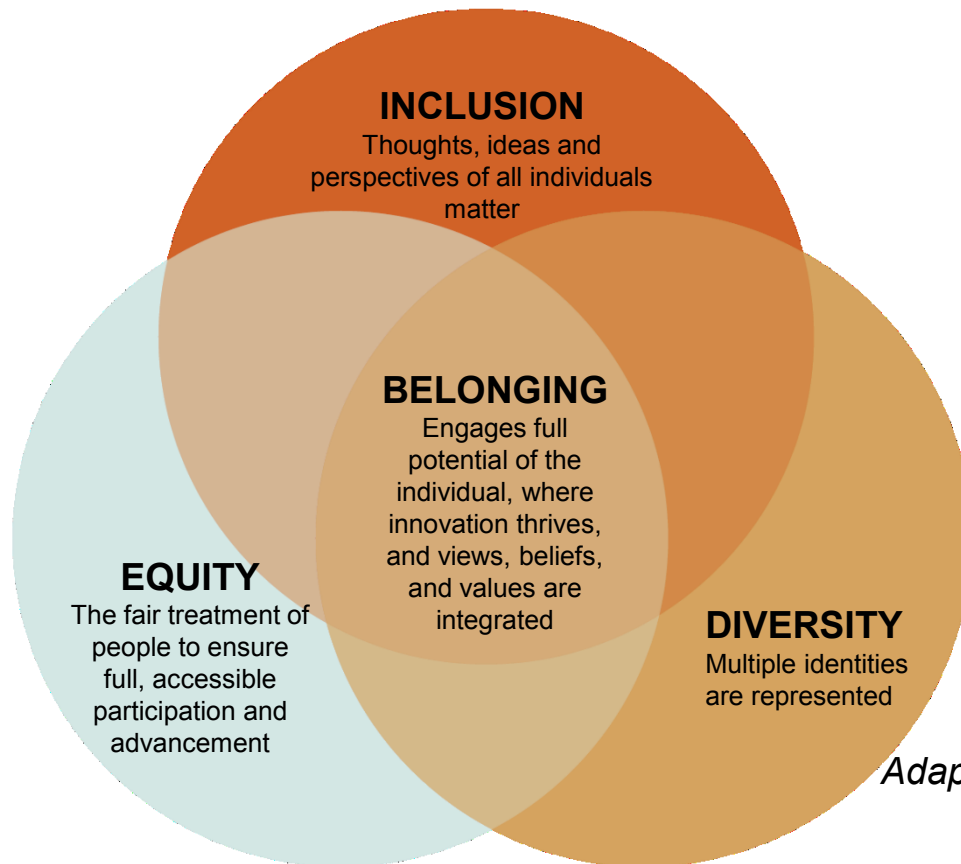
# Our Journey as a City

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We are steadfast on the journey to become a city where everyone feels a sense of belonging and where everyone can live their fullest life free from racism, discrimination and barriers to access

# Intersectionality





*Adapted from Early Milestones*

# Truth and Reconciliation



- We are listening, learning and taking action
- Enhanced partnerships with Indigenous communities
- Fall 2021- Enhanced land acknowledgement
- National Day for Truth and Reconciliation – Reflections and commitment as an organization
- Partnering with Indigenous-led institutions to provide education about Indigenous history and culture in Canada for all staff and Council, and to share with community

# Building on a Strong Foundation

1989

Establishment of Markham's Race and Ethno-Cultural Equity Committee with leaders from Markham's Black community

2009

City of Markham was a signatory to the Coalition of Municipalities Against Racism and Discrimination

2010

Launch of Diversity Action Plan- *Everyone Welcome (2010 – 2019)*

2018

Council endorsement of City of Markham Inclusion Charter and signatory to the Inclusion Charter for York Region

2020

Unanimous Council endorsement of Strategy to Combat Anti-Black Racism

Fall 2021

Public consultations for updated Diversity Action Plan and new Plan to Eliminate Anti-Black Racism



# Building on Our Successes

## PILLAR 1

### Exceptional Services by Exceptional People

- Building on partnerships
- Active participation
- Communications
- Recruitment
- Ongoing staff training

## PILLAR 2

### Engaged, Diverse, Vibrant and Thriving City

- Partnerships with Council Advisory Committees
- Ongoing collaborations internally and with Library
- Celebrations and events
- Use of an equity lens

# Building on our Successes

## PILLAR 3

### Safe, Sustainable and Complete Community

- Reviewing community consultation protocols
- Reviewing of Fire policies/practices

## PILLAR 4

### Stewardship of Money and Resources

- Beginning to prioritize and incorporate diversity, equity, inclusion and accessibility lens in organization's business planning and budgeting processes



## City Council

One on one meetings with members of Council to identify priorities

## City Leadership

10+ meetings with senior staff to identify priorities

## What We Heard Summary Consultation

## 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)

## 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



## Public Online Survey

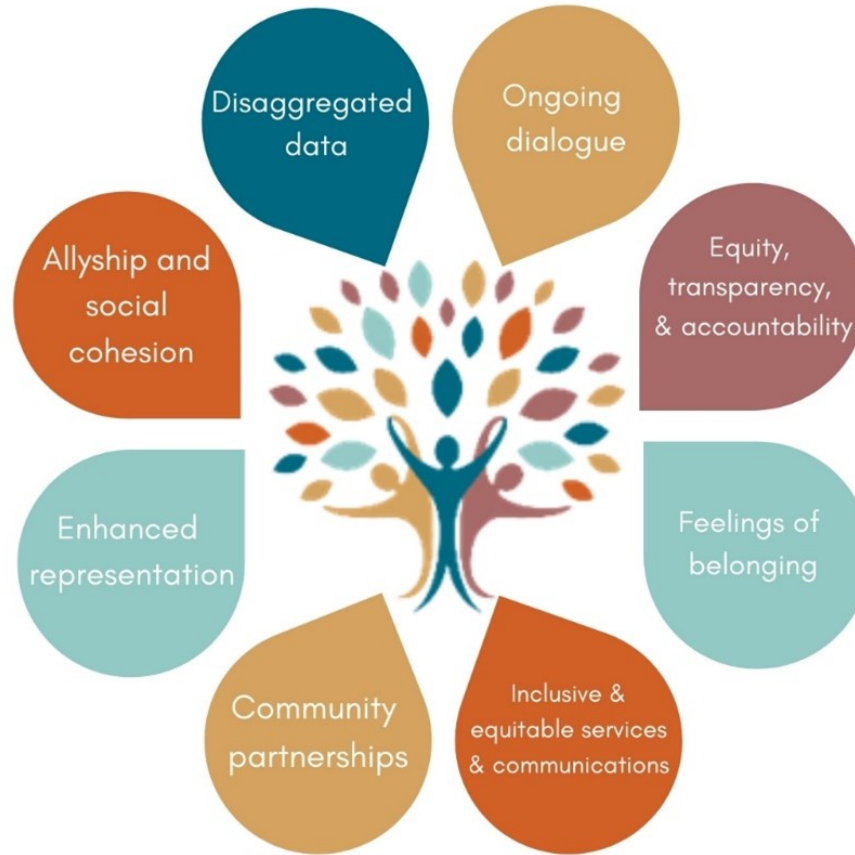
### Diversity Action Plan

### The Plan to Eliminate Anti-Black Racism

# Key Values



# Guiding Principles



# An Equity Lens

An equity lens means intentionally ensuring inclusion and equity within all City efforts from planning to implementation to monitoring, including:

- Ensuring inclusion and equity in the design and delivery of services, programs and initiatives
- Reducing barriers to community participation
- Listening to community perspectives and meaningfully including input and feedback in efforts
- Regularly monitoring community experiences using disaggregated data to identify barriers and opportunities for improvement

# Diversity Action Plan- Themes

1

## PILLAR 1

### Exceptional Services by Exceptional People

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

2

## PILLAR 2

### Engaged, Diverse, Vibrant and Thriving City

- Social cohesion and allyship
- Inclusive leisure facilities and services
- Inclusive entrepreneurship and business development

3

## PILLAR 3

### Safe, Sustainable, and Complete Community

- Affordable, accessible and equitable transportation, housing, planning and urban design
- Community safety, awareness and education

4

## PILLAR 4

### Stewardship of Money and Resources

- Inclusive resource management and financial transparency



# High Level Action Examples

- Apply an equity lens to City services, programs, and planning including leisure, housing, transportation, public spaces and green spaces. Use data to understand barriers and experiences
- Develop policies on diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination
- Seek feedback from communities and ensure incorporation into decision making. Provide a streamlined way for sharing concerns/complaints, and ensure follow up
- Develop shared understandings of diversity, equity, inclusion, accessibility, anti-racism and anti-discrimination through education and awareness. Celebrate different communities and encourage everyone to participate

Markham's  
Plan to **Eliminate**  
**ANTI-BLACK RACISM**



# Anti-Black Racism- Shared Understandings

- Black individuals and communities are not all the same. Eliminating anti-Black racism must recognize intersectionality and differences within the Black community
- Eliminating anti-Black racism must address racism at all levels: in systems, policies, and practices, and between individuals
- Efforts should acknowledge anti-Black racism in the past, address anti-Black racism in the present, and develop long-term community solutions
- Members of the Black community should be included in City initiatives, and the City should eliminate barriers, making it easier for them to participate and share their perspectives
- All City spaces should be inclusive and welcoming of the Black community



# Plan to Eliminate Anti-Black Racism- Themes

1

## PILLAR 1

### Exceptional Services by Exceptional People

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

2

## PILLAR 2

### Engaged, Diverse, Vibrant and Thriving City

- Promoting sense of belonging for, and allyship with, the Black community
- Inclusive leisure facilities and services for the Black community
- Entrepreneurship and business supports for the Black community

3

## PILLAR 3

### Safe, Sustainable, and Complete Community

- Affordable, accessible and equitable transportation, housing, planning and urban design for the Black community
- Safety for the Black community

4

## PILLAR 4

### Stewardship of Money and Resources

- Resource allocation for addressing anti-Black racism



# High Level Action Examples

- Apply an anti-Black racism lens to services, programs and planning including leisure, housing, transportation, public spaces and green spaces. Ensure services and spaces are welcoming. Use data to monitor barriers and experiences
- Seek input and feedback from the Black community on initiatives. Include perspectives in decision-making, use different methods of engagement, and develop systems for reporting on anti-Black racism. Ensure follow up
- Increase awareness and education on anti-Black racism, cultural awareness, and microaggressions. Celebrate Black history and culture
- Promote dialogue between the Black community, other communities and the City

# Next Steps

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- Plans- Finalization and launch
- Enhanced and intentional Truth and Reconciliation process
- Recruitment- Continued efforts to eliminate bias
- Equity lens tool- Preliminary development
- Corporate and community approach to collecting disaggregated data
- Policy development- Anti-racism (to include anti-Black racism)
- Streamlined complaint process
- Enhanced communication protocols- Review of social media, imagery etc.
- Ongoing staff training on equity topics
- Human Resources- Diversity, equity and inclusion audit and employee census

# Acknowledgements

- Mayor Scarpitti and Members of Council
- Council Advisory Committees
  - Accessibility Advisory Committee
  - Mayor's Black Youth Liaison Committee
  - Mayor's Youth Council
  - Race Relations Committee
  - Seniors Advisory Committee
- Markham's Special Advisor on Anti-Black Racism- Mary Anne Chambers
- Residents/stakeholder participants in public consultations/online survey
- City Executive Leadership Team and Directors
- City staff and Tia Kennedy (Indigenous Consultant)
- The Diversity Institute, Ted Rogers School of Management

# Discussion and Questions

