



Report to: General Committee

Meeting Date: October 8th , 2024

SUBJECT: Request for Approval of Revised Terms of Reference for the Markham Race Relations Advisory Committee

PREPARED BY: Kinya Baker
Manager, Diversity Equity, Inclusion, and Accessibility

RECOMMENDATION:

1. That the report titled “Request for Approval of Revised Terms of Reference for the Markham Race Relations Advisory Committee” be received;
2. That the revised Terms of Reference for the Markham Race Relations Advisory Committee be approved in substantial conformity with the Terms of Reference attached as Appendix A; and
3. That staff be authorized and directed to do all things necessary to give effect to this resolution.

PURPOSE:

This report seeks Council approval of the revised Terms of Reference for the Markham Race Relations Advisory Committee, which was last updated in 2002. The updated Terms reflect new mandates addressing current community needs and the City’s commitment to fostering equity, inclusion, and anti-racism, in addition to providing improved governance and functional clarity.

BACKGROUND:

The Markham Race Relations Advisory Committee (the “Committee”) is an advisory body tasked with promoting harmonious race and ethnocultural relationships. Its role is to provide input and make recommendations to Council on matters related to race relations, equity, and anti-racism.

The revised Terms of Reference confirm the Committee’s continued mandate of providing advice to Council and to act as an advisor to Council. The Committee was consulted in the preparation of the revised Terms of Reference and their feedback has been incorporated.

In the original Terms of Reference (“TOR”) from 2002, the Committee focused on advising Council on race and ethnocultural equity, and recommending policies to improve relations within the community. The updated Terms build upon these original principles, with a renewed focus on supporting the City in its implementation of the City’s Diversity Action Plan and Eliminating Anti-Black Racism Plan.

DISCUSSION:

The updated Terms of Reference introduce key changes that reflect the evolving landscape of equity and anti-racism efforts in Markham. Notable changes from the original 2002 TOR include:

- New Focus on Anti-Racism: The original TOR focused on race relations and ethnocultural equity. The updated Terms broaden this scope to explicitly include

- anti-racism, acknowledging the importance of eliminating systemic racism in all forms.
- Collaboration on New Initiatives: The updated Terms direct the Committee to engage with the City's Diversity Action Plan and Eliminating Anti-Black Racism Plan, providing input on their implementation.
 - Additional Duties and Reporting: The updated TOR sets out the duties of the Committee, including regularly reporting to Council as well as hosting the Many Faces of Markham event to recognize the UN International Day for the Elimination of Racial Discrimination as an official Committee activity.
 - Committee Governance: The new Terms outline a number of elements that support the governance of the Committee, providing clarity around roles and responsibility.

FINANCIAL CONSIDERATIONS

Not applicable

HUMAN RESOURCES CONSIDERATIONS

Not applicable

ALIGNMENT WITH STRATEGIC PRIORITIES:

Building Markham's Future Together;
Diversity Action Plan
Markham's Plan to Eliminate Anti-Black Racism

BUSINESS UNITS CONSULTED AND AFFECTED:

Legislative Services
People Services

RECOMMENDED BY:

Claudia Storto
City Solicitor and Director of People Services

ATTACHMENTS:

Appendix A – Terms of Reference for the Markham Race Relations Advisory Committee