

Strategic Priority – Diversity

UNESCO – Canadian Municipalities Against Racism and Discrimination (CMARD)

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Agenda

- Review of UNESCO – CMARD initiative
- Discussion

UNESCO - Canadian Coalition of Municipalities Against Racism and Discrimination (CMARD) Overview

- UNESCO
United Nations Educational, Scientific and Cultural Organization
- Launched in Canada in June 2005 by Canadian Commission for UNESCO
 - Ontario Human Rights Commission (OHRC) became host and gathered calls March 2007
 - Currently 25 municipalities have joined

UNESCO - Canadian Coalition of Municipalities Against Racism and Discrimination (CMARD) Overview

- Municipal government shares responsibility in combating racism and discrimination and fostering equality and respect for all citizens.
- Largest impact is at the local level
- Municipalities are an ideal place to develop policies, programs and strategies, and take meaningful action toward eliminating racism and discrimination.
- A Canadian Coalition of Municipalities Against Racism and Discrimination strengthen our society's ability to protect and promote human rights
- Social sustainability – Municipalities are able to build respectful, inclusive and safe societies where everyone has an equal opportunity to participate in the economic, social, cultural, recreational and political life of the community.

UNESCO-CMARD Overview

Steps to join CMARD

1. Council Resolution identifying the municipality's decision to join.
2. Consult partners on the steps they need to take to establish their Priorities - 10 commitments
3. Standing consultation arrangements are set up to facilitate and monitor implementation of the commitments.
4. The creation and implementation of a policy or a specific plan to combat racism.

UNESCO - Overview

10 Commitments in three categories

Category 1: The municipality as a guardian of public interest

1. Increase vigilance against systemic and individual racism and discrimination
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.
3. Inform and support individuals who experience racism and discrimination.
4. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.

UNESCO - Overview

Category 2: The municipality as an organization in the fulfillment of Human Rights

5. Provide equal opportunities as a municipal employer, service provider and contractor.
6. Support measures to promote equity in the labour market.
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.

UNESCO - CMARD Overview

Category 3: The municipality as a community sharing responsibility for respecting and promoting Human Rights and diversity

8. Involve citizens by giving them a voice in anti-racism initiatives and decision-making
9. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and in other forms of learning.
10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

Member Municipalities

- Alberta

Brooks, Calgary, Drayton Valley,
*Edmonton, Lethbridge, Wood Buffalo

- British Columbia

Lions Bay

- PEI

Stratford

- Manitoba

Winnipeg

- New Brunswick

None

- Nova Scotia

Halifax

- Nunavut

None

- Ontario

Oshawa, Tecumseh, Thunder Bay,
Toronto, Vaughn, *Windsor

- Quebec

Gatineau, Montreal

- Saskatchewan

Saskatoon

- Newfoundland

None

- North West territories

None

- Yukon

None

City of Edmonton – CMARD example

Have implemented the following:

- Declaration of Membership in the CMARD
- Racism Free Edmonton Committee
 - 20 organizations
 - 2 politicians
- Racism Free Public Forum
 - Four community forums
 - 103 participants
- Racism Free Action Plan
 - 10 commitments aligned with each action item
- Office of Diversity and Inclusion
 - Funding in two parts; a) from the municipality and b) grants
 - Total budget: \$284,000
 - Resident Population 730,372

Diversity Initiative – Current Review

Discussion