



# Town of Newmarket **TERMS OF REFERENCE**

**NAME:** Anti-Black Racism Task Force

**REPORTS TO:** Council

**STATUS:** Advisory Task Force

**ESTABLISHED:** July 27, 2020

## **ENABLING LEGISLATION/AUTHORIZING BY-LAW**

On July 27, 2020 Newmarket Council passed the following resolution:  
Whereas the United Nations proclaimed 2015-2024 the Decade for People of African Descent, an important step in the international community recognizing that people of African descent represent a distinct group whose human rights must be promoted and protected; and,

Whereas the Town of Newmarket is member of the Canadian Commission for UNESCO (CCUNESCO), and part of the coalition of inclusive municipalities that undertake initiatives to advance social inclusion, establish policies to eradicate racism and discrimination, and promote human rights and diversity; and,

Whereas systemic barriers to full participation in our community continue to affect the lived experiences of Black Ontarians; and,

Whereas the Town of Newmarket has endorsed the Inclusion Charter for York Region, and signed a commitment to creating, "...an inclusive environment ...where everyone can participate freely in society and live with respect, dignity and freedom from discrimination"; and,

Whereas the Town of Newmarket, is committed to building a more inclusive community by "promoting equity, accessibility, and inclusion through our thoughts and actions in support of our growing community"; and,

Whereas the Town of Newmarket is committed to taking meaningful action to address anti-Black racism through the existing partnerships and avenues available to the Town; and,

Whereas Council's Strategic Priorities for 2018-2022 are guided by the principles of diversity and inclusion; and,

Whereas on June 24, 2019, Council approved a Mayor's Roundtable on Diversity and Inclusivity to continue and foster dialogue around diversity and inclusion strategies; and,

Whereas in 2018, Town staff formed a Diversity and Inclusion Working Group which is comprised of staff from all departments and management levels within the organization; and,

Now therefore be it resolved that:

1. That staff be directed and authorized to create an Anti-Black Racism Task Force in accordance with the Committee Administration Policy, and the creation and approval of the Terms of Reference for this Task Force be delegated to the Mayor and Chief Administrative Officer; and,
2. That Terms of Reference for the Anti-Black Racism Task Force include optional provisions to support work and/or combine with other municipal task forces/committees; and,
3. That staff be directed to recruit up to ten citizen members to sit as members of the Anti-Black Racism Task Force, in accordance with the Committee Public Appointment Policy and Terms of Reference for this Task Force, and in consultation with the Newmarket African Caribbean Canadian Association; and,
4. That up to three Newmarket Council Members be appointed to sit as members of this Task Force and the appointments be delegated to the Mayor.

## **MANDATE**

The Anti-Black Racism Task Force (“Task Force”) will support the Town’s work and encourage positive race relations within the Town of Newmarket by providing advice to Council/ the Strategic Leadership Team and being mindful of its focus on anti-Black racism and racial equity within Newmarket.

The Task Force will be responsible for the following:

- Making recommendations to Council that focus on racial equity opportunities in Newmarket, and on issues or activities that impact the Black community.

## **Deliverables**

The Task Force will accomplish its mandate by:

- Consulting with the community to advise Council on matters involving anti-Black racism and racial equity within the Town of Newmarket;
- Sharing with Council and staff any policies and procedures which will enhance racial equity in the Town of Newmarket;

- Cooperating and working in partnership with staff, coordinating with institutions and voluntary organizations to promote mutual trust and respect among Newmarket's diverse Black community;
- Engage with local groups, businesses, agencies and institutions within Newmarket to support racial equity;
- Sharing information and initiatives with other task forces or committees within municipal, provincial, and federal governments, as appropriate;
- Acting in an equitable, non-partisan manner supporting the Town's commitment to diversity and inclusion;
- Reporting to Council, on the conclusion of the Task Force documenting the activities, accomplishments and discussions
- Participating actively in meetings to work towards the elimination of anti-Black racism and discrimination;
- Promoting understanding and acceptance among the diverse Black community residing in Newmarket by advising Council on issues and concerns raised by residents; and,
- Assisting staff as requested, in: promoting awareness of equity issues going on at the Town and Region; and carrying out programs and initiatives as directed by Council with specific reference to Black communities.

### **Council Strategic Priority Linkages**

Council's Strategic Priorities for 2018-2022 are guided by the principles of diversity and inclusion, and the Task Force specifically assists with creating an environment for an engaged, accessible and inclusive community.

### **COMPOSITION AND STAFF RESOURCES**

The Task Force will be composed of:

- Up to ten members of the public, inclusive of the Chairperson or designated person from the Newmarket African Caribbean Canadian Association; and
- Up to three Members of Council

The Task Force will be supported by:

- Healthy Workplace Program Specialist and the Manager of Legislative Services/Deputy Town Clerk; and may include other staff as necessary to support the work of the Task Force as determined by these two staff members.

## **Qualifications**

During the appointment process, consideration shall be given to members of the public who are part of Newmarket's diverse Black community.

## **FREQUENCY OF MEETINGS**

At the first meeting, the Task Force will elect a Chair and Vice-Chair among its membership and establish the number and frequency of meetings required to complete the work plan of the Task Force.

## **WORK PLAN**

The Task Force will create a work plan and report to Council twice: first through a mid-term report or presentation and second through a final report or presentation by the end of 2021. The final report or presentation will summarize the recommendations of the Task Force to Council.

## **REMUNERATION**

None.

## **SUNSET DATE**

The Task Force will remain active until the end of 2021, after which time the Task Force will be dissolved.