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## **Provisional Recommendations in the Newmarket Anti-Black Racism Task Force Interim Report Information Report to Council**

Report Number: INFO-2021-28  
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Human Resources  
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In accordance with the Procedure By-law, any member of Council may make a request to the Town Clerk that this Report be placed on an upcoming Committee of the Whole agenda for discussion.

### **Purpose**

The purpose of this report is to provide Council with information on the provisional recommendations that the Newmarket Anti-Black Racism Task Force (NABRTF) developed as part of their interim report to Council.

### **Background**

At the May 25, 2021 Committee of the Whole meeting, Council received a [report](#) from the NABRTF in accordance with the Task Force's mandate to report to Council twice. As part of the report, the NABRTF Chair, Jerisha Grant-Hall delivered a [PowerPoint presentation](#) that outlined the following five provisional recommendations.

1. Education beyond Black History Month;
2. Recognizing the International Decade for People of African Descent, 2015-2024;
3. Cross municipal collaboration for Best Practices;
4. Cultural and recreational activities that are welcoming to the Afro-descendant community; and,
5. Implementation of a Race Equity Impact Assessment Tool

Staff were directed to provide information and context to the provisional recommendations for Council to understand how they will form actionable recommendations.

## Discussion

Staff consulted with the NABRTF at their June 1, 2021 meeting to understand the context of the provisional recommendations. NABRTF members shared that the actionable items for the Town should come from the final report. Their final report to Council is scheduled to be issued by the end of this year.

However, the NABRTF was able to provide some context in relation to their preliminary recommendations, as noted below.

- The NABRTF noted that they recommend the Town take steps to educate on Black history beyond every February. They discussed the importance of making intentional efforts to discuss Black history throughout the year and to create space for discussions that are relevant regardless of the time of year. The rich African history should not be limited to being framed from the lens of slavery or colonialism.
- The NABRTF shared some examples of what other municipalities are doing to recognize the International Decade for the People of African Descent. For example, they noted that the City of Vaughan has created a quilt that is on display and the City of Toronto has used artwork, symbolism and colours to create Black affirming public spaces. The informational plaques at Fairy Lake was used as an example and opportunity to create Black affirming public spaces.
- The NABRTF discussed that the Town should consider how decision-making regarding service delivery or public policy will, either negatively or positively, impact the Black or Indigenous communities.

The Town's internal Diversity, Equity and Inclusion Working Group issued an [Information Report](#) that provided an update on diversity, equity and inclusion initiatives being worked on by staff. Specifically, anti-Black racism training is scheduled to be deployed across the corporation in 2022.

## Conclusion

The NABRTF will develop final recommendations for Council and provide a final report to Council by the end of this year. Following that report, staff will review and consider the recommendations to develop a plan for the same. In the interim, staff will continue to research anti-Black racism initiatives and best practices across the public sector.

## Business Plan and Strategic Plan Linkages

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

## **Consultation**

The Newmarket Anti-Black Racism Task Force members were consulted as part of this report.

Additionally, the Newmarket Anti-Black Racism Task Force Interim Report to Council has been circulated to the Strategic Leadership Team and the Operational Leadership Team.

## **Human Resource Considerations**

None.

## **Budget Impact**

None.

## **Attachments**

None.

## **Contact**

Please contact Jennifer Rose at [jrose@newmarket.ca](mailto:jrose@newmarket.ca) as a staff liaison on the Task Force.

## **Approval**

Lisa Lyons, Director, Legislative Services/Town Clerk

Lynn Georgeff, Director, Human Resources

Ian McDougall, Chief Administrative Officer