

Municipal Scan of Canadian Cities

Vancouver, British Columbia
Who
Racial and Ethno-Cultural Equity Advisory Committee
Governance Strategy/Policy/Plan/Goal
<p>Advise Council on enhancing access and inclusion for Vancouver's diverse cultural communities to fully participate in City services and civic life:</p> <ul style="list-style-type: none"> • Provides input to City Council and staff about issues of concern; • Considers any matters which may be referred to the committee by Council or staff; • May take positions on policy initiatives from other levels of government within the mandate of the committee • Reviews and advises Council and staff on the development, implementation and assessment of City policies and services related to strengthening ethno-cultural engagement, addressing racism and racial inequities and promoting racial justice and equity in the City; • Supports and advises on cultural celebrations and events in the City; • Works with Council and staff to identify and research issues, and advocate on behalf of residents to remove barriers to City services and enhance participation in civic life for racial minorities communities; and • Meaningfully engages with Council, staff, residents and other organizations as appropriate to advance Racial and Ethno-Cultural Equity in the City.
Current State
<p>June 8, 2020: The City of Vancouver Racial and Ethno-Cultural Equity Advisory Committee calls for race-based health data collection in British Columbia. Committee to discuss work plan at Nov 25, 2021 meeting</p>
Budget/Resources
Internal
<p>Equity Office https://vancouver.ca/files/cov/equity-framework.pdf</p> <p>June 22, 2021: Equity Office tasked by Council to develop an internal equity framework that aligns and creates common understanding within all city Departments and adoption by the Vancouver Public Library, the Vancouver Police Board and the Board of Parks and Recreation.</p>
External

Calgary, Alberta

Who
Anti-Racism Action Committee formed October 2020
Governance Strategy/Policy/Plan/Goal
The Committee, oversee the development of a Administration, and community based anti-racism strategy external consultants will work with racialized communities to identify strategies to address racism within City programs and services and leverage work being done in communities.
Current State
Budget/Resources
Anti-Racism Capacity-Building Fund Up to \$600,000 from The City, United Way and Calgary Foundation was available to eligible non-profit organizations for one-time initiatives to strengthen their organizational effectiveness, increase their programs' impact, and address emerging issues and trends impacting Calgarians.
Internal
<p>The City of Calgary contracted Ernst & Young as external consultants to review and assess the internal organization through a racial equity lens. This work includes reviewing the City's internal practices, policies, and engaging with City leaders and employees to collect data and gain a baseline understanding racial equity readiness. The data gathering will establish a baseline of the organization's racial equity awareness, leadership's readiness to lead this work, and a current state view of racism within the organization. From June through to September 2021, the City will engage staff through a survey, one-on-one interviews, and focus group sessions for leaders, management, and staff. Employees will have an opportunity to inform a racial equity assessment based on their lived experiences and provide a richness of qualitative context to complement the quantitative data.</p> <p>Beyond evaluating the City's internal practices, policies, and services, other efforts are underway to move The City toward becoming an anti-racist organization.</p> <p>Examples include, but are not limited to, the following: Equity, Diversity and Inclusion Advisors for recruitment panels (e.g., General Managers, Green Line Board and other positions) Education and Development (Journey to Becoming Anti-Racist Leaders for ELT; various Departments, Business Units and Service Delivery Areas) Updated Webpage and employee resources Recruitment for HR Learning & Development Inclusive Language for job postings Lexicon of Language (ex: Glossary of Terms) Employee Resource Groups (e.g., co-facilitate anti-racism conversations) Knowledge Exchange with Calgary Police Service and Calgary Fire Department's Anti-Racism Working Group.</p>
External
The City has contracted Habitus Collective and ActionDignity as external consultants to work with the Anti-Racism Action Committee, community stakeholders and Administration Co-create community-based anti racism strategy.

This strategy will focus on the City's role in addressing systemic racism in Calgary and our community-based services. The consultants will be facilitating a targeted engagement process with certain persons, groups, and organizations to invite them to co-host events or participate in focus groups starting in May 2021.

Leveraging existing community connections, over 30 events and online focus groups will be hosted. Community validation of the collected information will form an integral component of ensuring that community voices are authentically represented.

Calgarians feedback gathered through the three days of public submissions in July 2020 and data gathered by the City and community partners on racism and discrimination will also be used to inform the strategy.

Winnipeg, Manitoba
Who
Governance Strategy/Policy/Plan/Goal
<ul style="list-style-type: none"> • The Anti-Racism Initiatives Report supported and approved by Council in July 2020. In July of 2020, Council directed the public service to build on the work being done as part of the Newcomer Welcome and Inclusion Policy, specifically asking for all City staff to be provided with training on anti-oppression, anti-racism, and cultural competency. The Public Service will also be launching a two-part Workplace Cultural Assessment to gain a better understanding about perceptions and attitudes of equality, equity, and inclusion in our workforce, by hearing directly from our employees. • The goal of the Equity, Diversity and Inclusion strategy is to have representative workforce through tangible programs, practices, and department specific initiatives aimed at increasing the number of people employed at the City that identify as Indigenous persons, racialized persons, female, persons with disabilities, newcomer, and LBGTQ2+
Current State
<ul style="list-style-type: none"> • Anti-Racism Week from March 21 to 27, 2021 • March 26: City Voices Discussion that featured City staff panelists from First Nations, Inuit, Metis Nation, Black, Racialized and Religious Minorities communities to share firsthand experiences of racism and what they envision a city without racism to look like. A community leader who is a human rights advocate moderated the event with support from facilitators who helped to guide breakout sessions. <p>This was intended to create a safe, supportive environment where the panelists could share their stories and City staff could engage in meaningful discussion</p>
Budget/Resources
<p>EDI Investment</p> <ul style="list-style-type: none"> • 2 additional permanent FTEs, 1 in 2022 for \$143,033 and 1 in 2023 for \$110,769 • Additional funding for non-salary expenditures

Attachment 4

(\$465,000 over 5 years) be referred to the 2022 and 2023 budget process

Internal

The Human Rights Committee of Council concurred in the recommendation the Winnipeg Public Service an recommended to the Executive Policy Committee and Council:

1. That the creation of an Equity Office within Corporate Human Resource Services with focus on hiring staff from diverse backgrounds and who self declare in one or more of the equity groups, be approved.
2. That the Equity, Diversity & Inclusion Policy and Strategy, attached as Appendix B, be approved.
3. That subject to the approval of funding and FTE's, that the City of Winnipeg hosted Anti-Racism training events, in collaboration with partners from First Nations, Metis, Inuit, Black, Racialized and Religious Minority groups.
4. That subject to the approval of funding and FTE's, that a new diversity dashboard reporting tool/report be created that encompasses the City's diversity report components as well as reporting on the effectiveness of the EDI Strategy and steps being taken to increase the diversity of the City's workforce.
5. That 2 additional permanent FTEs, 1 in 2022 for \$143,033 and 1 in 2023 for \$110,769, as well as additional funding for non-salary expenditures will be referred to the 2022 and 2023 budget process.
6. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing

External

Saskatoon, Saskatchewan

Who

Cultural Diversity and Race Relations Policy

Governance Strategy/Policy/Plan/Goal

Current State

Budget/Resources

Internal

The City of Saskatoon has an employment equity plan, monitored and approved by the Saskatchewan Human Rights Commission.

<ul style="list-style-type: none"> • The City of Saskatoon is an Employment Equity employer and commits itself to the development and promotion of policies and practices designed to eliminate discriminatory barriers in the workplace consistent with the Employment Equity Plan approved by the Saskatchewan Human Rights Commission. • The City of Saskatoon will provide cross cultural and cultural sensitivity training throughout the Corporation, so that both management and other employees can work towards eliminating systemic barriers and creating a welcoming and supportive environment for employees of all cultural backgrounds. As well, there is a need for education for potential employees on hiring processes, in order to assist them in accessing available jobs
External
<p>The City of Saskatoon will review its methods of communication to ensure that information is provided in a variety of ways to make it easily accessible to our diverse population</p> <ul style="list-style-type: none"> • A facilitator to bring other agencies together to work jointly towards the outcomes • A coordinator or clearing house for information sharing. <p>Strategy: Cultural Awareness and Anti-Discrimination Education</p> <ul style="list-style-type: none"> • A granting agency through existing grant programs.

Toronto, Ontario
Who
City of Toronto Confronting Anti-Black Racism unit (CABR)
Governance Strategy/Policy/Plan/Goal
Organizers, advocates and leaders within Toronto’s Black communities worked with City staff to advance the removal of systemic barriers for Black Torontonians, following directives from the City’s Executive Committee.
Current State
Toronto Action Plan to confront Anti-black Racism approved by Council in December 2017 https://www.toronto.ca/legdocs/mmis/2017/ex/bgrd/backgroundfile109127.pdf
Budget/Resources
<p>This year, the City will make the following investments in arts, heritage and creative industries to confront anti-Black racism:</p> <ul style="list-style-type: none"> • Support key Black heritage organizations through there-allocation of \$300,000 in funding. • Commit \$300,000 to expand workforce development initiatives with key industry partners that accelerate the career pathways for Black youth in creative industries with a focus on screen-based industries, including management roles. • Reallocate an additional \$300,000 to support the career development of Black professionals in arts and culture with a focus on connecting community-based training programs and post-secondary institutions with sustainable employment opportunities.

- Work with the Toronto Arts Council Opens in new window to identify \$300,000 in reallocated 2020 and ongoing funding to support the Black arts community with initiatives designed through consultation with the Black arts community.
- Ensure that City funding for arts heritage and cultural organizations is prioritized for organizations that reflect the diversity of this city in their leadership and operations, supports smaller and often newer organizations to increase their reach and impact, and addresses social and economic exclusion.

The City will make the following economic development investments to confront anti-Black racism:

- Provide \$250,000 over five years, or \$50,000 annually, to support the Digital Media Zone (DMZ) at Ryerson’s Black Innovation Fellowship Opens in new window program supporting tech entrepreneurs.
- Develop a five-year community economic development plan for Black communities while continuing to support established initiatives such as those in Weston Mount Dennis, Golden Mile, Little Jamaica and East Downtown.

Internal

- Change at the City Year Three will prioritize increasing the number of staff trained, expanding the use of anti-Black racism analysis by City staff, and recruitment and talent strategy for Black staff, which is particularly important as the City focuses on building a workforce that reflects our city’s diversity

External

Year Three will:

- prioritize building on recognition, justice and development for Black Torontonians through the City’s declaration of the International Decade for People of African Descent, which recognizes that people of African descent represent a distinct group
- will focus on supporting the development of alternatives to police response for mental health crisis calls, wellness checks and low-level disputes between community members.
prioritize building Black community resilience through the Black Resilience Cluster and increased institutional investments in the “Black COVID-19 frontlines”

Ottawa, Ontario

Who

Anti-Racism Secretariat to address systemic racism in our community and within the City’s workplaces and services.

Governance Strategy/Policy/Plan/Goal

The advisory table will be made up of anti-racism leaders from racialized communities who will provide subject matter expertise to the City’s Anti-Racism Secretariat. The group’s mandate is to collaborate to raise awareness about systemic and individual experiences of racism, encourage actions to effectively address racism and provide input into the City’s Anti-Racism Strategy. The group will bring forward community perspectives on all aspects of

Attachment 4

racism, including the six priority areas the strategy will address: employment equity, housing, governance, economic development, health outcomes and youth development – all of which are within the City's jurisdiction.

Current State

The City is now accepting member applications for the new Anti-Racism Advisory Table, a group that will help inform the City's first Anti-Racism Strategy.

Budget/Resources

The City has invited non-profit organisations working in social development or intercultural relations to submit a project that promotes intercultural rapprochement and the fight against discrimination and racism. This call for projects has a budget of \$2 million. Successful projects may receive financial support of at least \$ 100,000.

Internal

External

Montreal, Quebec

Who

Office of the Commissioner for Racism and Systemic Discrimination was created in the wake of the report of the Office de consultation publique de Montréal (OCPM) of June 2020 which recognized the systemic nature of racism.

Governance Strategy/Policy/Plan/Goal

Its team is made up of professionals with varied expertise and experience, including a resource specializing in racial profiling who works within the Police Department of the City of Montreal.

- Ensure that all of the City of Montreal's units take firm and concerted action to combat racism and discrimination.
- Inform citizens and municipal employees of their rights and the recourse mechanisms available to them.

Current State

Priority actions 2021

- Begin the work of the Office of the Commissioner for Combating Racism and Systemic Discrimination, in particular by hiring the various members of its staff.
- Develop an action plan to unitstake firm and concerted action to combat racism and

discrimination.
Budget/Resources
Internal
<p>The City has drafted it's 2021-2023 Master Plan for Diversity, Equity and Inclusion (DIE) in employment, This new strategy, inspired by the intercultural and anti-racist approach recommended by the Intercultural Council of Montreal, is based on 3 interrelated priorities:</p> <ul style="list-style-type: none"> • Recognize and value diversity • Develop an inclusive culture • Strengthen communication and consultation links <p>The City intends to undertake the following actions, which constitute novelties and innovations:</p> <ul style="list-style-type: none"> • Implementan inclusive talent strategy that aims to accelerate access and diversification of management functions. • Implement an attraction strategy for the SPVM. • Deploy a training course in diversity, equity and inclusion. • Develop an integration path for new executives. • Form an advisory committee made up of staff members who have been made aware of diversity, equity and inclusion in the workplace. • Promote the diverse backgrounds of staff members. • Monitor systemic discrimination and integrate gender-differentiated and intersectional analysis.
External

Fredericton, New Brunswick
Who
<p>Newly formed Office of Community Inclusion</p> <ul style="list-style-type: none"> • In the fall of 2019, the Chief Administrative Officer (CAO) asked for the development of an Anti-Black Racism Working Group, supported by the African Nova Scotian Affairs
Governance Strategy/Policy/Plan/Goal
<p>Reach out to racialized communities and organizations who prioritize addressing systemic racism in order to get their input on how to form an Anti-Racism Task Force for Fredericton.</p>
Current State
<p>Input was being requested until Nov 3, 2021</p>

Budget/Resources
Internal
External

Halifax, Nova Scotia
Who
<ul style="list-style-type: none"> • In the fall of 2019, the Chief Administrative Officer (CAO) asked or the development of an Anti-Black Racism Working Group, supported by the African Nova Scotian Affairs Integration Office (ANSAIO), to identify recommendations to help create a safer and more inclusive workplace. • in 2020 an Anti-Black Racism Steering Committee was formed to develop and implement an action plan. • In June 2021, Regional Council approved the Anti-Black Racism Framework, which will guide the development of an Anti-Black Racism Strategy and Action Plan.
Governance Strategy/Policy/Plan/Goal
Framework for Anti-Black Racism Strategy and Action Plan Development
Current State
<ul style="list-style-type: none"> • Project Charter developed and endorsed by the CAO -November 2020 • ABR Steering Committee ABR Steering Committee consisting of
Budget/Resources
Internal
The municipality is advancing the adoption of internal and externally-focused anti-Black racism strategies and actions. Staff will also deliver on key priorities set out in the Diversity & Inclusion Framework – designed to assist the entire organization in our continued efforts to build a diverse and inclusive workforce and provide programs and services to our residents by using a diversity and inclusion lens.
External
In 2020 Regional Council adopted the African Nova Scotian Road to Economic Prosperity Action Plan that was informed by members of our African Nova Scotian communities who worked many months together with staff to create this significant blueprint for economic

and social development with and for our African Nova Scotian residents and communities.

Charlottetown, PEI (NB. Provincial Info)
Who
Provincial anti-racism policy advisor, in the Executive Council Office will begin working with Island residents facing systemic discrimination to drive change in Prince Edward Island through the new Anti-Racism Table beginning September 20, 2021
Governance Strategy/Policy/Plan/Goal
Current State
Islanders interested in effecting changes to the education, justice, health systems, or advancing legislation and policy related to employment opportunities, social or housing programs and services are encouraged to submit their application to the Anti-Racism Table through the Engage PEI process. The Province will be accepting applications through Engage PEI for membership to the Anti-Racism Table until September 10, 2021
Budget/Resources
Internal
External