

Anti-Racism Strategy

Summary of Recommendations

At the 12 January 2022 meeting of the Anti-Racism Advisory Committee, ARAC members, members of BIPOC communities, BIPOC youth and Administration worked together to agree by consensus the following three recommendations to provide the structural change needed to effectively address racism and hate-based violence in Edmonton:

1. Independent Anti-Racism Body:

A community-driven, equitably resourced body that is independent from other city bodies (such as City of Edmonton Administration, Edmonton Police Service, school boards and districts, etc.) will be established to oversee anti-racism in Edmonton and have the ability to stimulate reflection on and challenge systemic racism at all levels in Edmonton. This body will be accountable to BIPOC communities, especially the most marginalized and diverse members within these communities. This Body is the structure that will allow collaborative decision making to become fully possible, and will participate in co-creating a long term Anti-Racism Strategy and Plan for Edmonton. The Independent Anti-Racism Body will report directly to City Council.

The Independent Anti-Racism Body will safe-guard an anti-racist structure and processes through its values, culture, mandate, goals, processes and personnel. It will stand outside of existing colonial structures in Edmonton, provide anti-racism oversight for Administration and act as an anti-racism accountability partner for other bodies. This Body will hold the trust and uplift the voices of BIPOC communities, especially the most marginalized members of these communities. It will fulfill a number of functions based including receiving reporting on incidences of racism, collecting and analyzing data that can underpin anti-racist responses, providing anti-racist communication and general education in Edmonton, facilitate healing for communities affected by hate and the lateral violence that can occur because of these experiences, and make recommendations for policies, programs and funding. In this way, it will act to:

1. Address hate-based violence and facilitate supports for communities experiencing hate and violence;
2. Be a partner in championing anti-racist and anti-violence initiatives to the provincial and federal governments to secure resources and support, and advocating for legislative tools; and
3. Work with partners to support and amplify anti-racist initiatives and responses.

2. High Level Anti-Racism Organization in City Administration:

A new anti-racism organization within Administration will be created to challenge racism within the City of Edmonton corporation, including challenging systemic racism, developing a culture of anti-racism, embedding anti-racist action into all processes within Administration, and acting as a collaborative partner with the Independent Anti-Racism Body to co-create a long term Anti-Racism Strategy Plan for Edmonton. This Organization will receive support and oversight from the Independent Anti-Racism Body, which will act as an accountability partner for Administration on anti-racism. In this way, it will act to:

1. Create new conditions in which incidents of hate based violence reduce;
2. Be a partner in championing anti-racist and anti-violence initiatives to the provincial and federal governments to secure resources and support, and advocating for legislative tools; and
3. Be a partner in influencing other partners to support and amplify anti-racist initiatives and responses.

3. Core Operational and Capacity-Building Funding:

In order to strengthen grassroots, BIPOC-led organizations and support them to be more effective with work that empowers BIPOC communities, influences the greater Edmonton culture, and is linked to long term goals in an Anti-Racism Strategy and Plan for Edmonton; the City will establish funding for core operations, capacity-building and other needs identified through collaborative decision making. This funding will be created in addition to increasing investment and the scope of the existing anti-racism project grant funding program and the current once-off funds allocated this year to address issues of safety. Grassroots, BIPOC-led organizations will have a close relationship of support and accountability with the Independent Anti-Racism Body. This funding will act to:

1. Address hate-based violence and supports for communities experiencing hate and violence; and
2. Be a partner in championing anti-racist and anti-violence initiatives to the provincial and federal governments to secure resources and support, and advocating for legislative tools.

Anti-Racism Strategy Discussion and Analysis

This strategy is a direct result of the Mayor's Inaugural Motion on 1 November 2021, which states:

"That Administration work with the Anti-Racism Advisory Committee and the BIPOC community, in a collaborative decision-making way, to develop actionable items and a comprehensive strategy on anti-racism that:

1. Address hate-based violence and supports for communities experiencing hate and violence;
2. Champion anti-racist and anti-violence initiatives to the provincial and federal governments to secure resources and support, and advocating for legislative tools; and
3. Work with partners to support and amplify anti-racist initiatives and responses."

The desired outcomes of this strategy are as follows:

1. Reducing, with the intent of eliminating, incidents of racism and hate-based violence in Edmonton.
2. Disempowering the causes of such violence, i.e. to disempower racism in all its forms, and empowering anti-racism into as many layers as possible in the city.
3. Stimulating healing and facilitating recovery for communities affected by hate based violence.
4. Increasing a sense of solidarity and connectedness between all diversities and communities in Edmonton.
5. Increasing knowledge of anti-racism in Edmonton and among our partners.
6. Advocating for and achieving anti-racist and anti-violence initiatives, resources and legislative tools from the provincial and federal governments.
7. Influencing all organizations and partners in Edmonton to create anti-racism strategies and policies, and connect them to the city's long term Anti-Racism Strategy and Plan.

These outcomes contribute in the long term to creating a safer, more equitable Edmonton for all its citizens.

Some short term and more immediate objectives of these recommendations are as follows:

- Creating a long term Anti-Racism Strategy and Plan to address hate based violence and recommend supports for communities experiencing hate and violence.
- Taking actions to shift current reactive processes to a proactive, collective anti-racism response grounded in the long-term strategy that brings

- meaningful change. A proactive, collective response includes supports and resources for anti-racism education and awareness.
- Creating a clear interaction model between the Independent Anti-Racism Body, City Council, BIPOC communities and partners, which forms the basis of collaborative decision making as well as a collective response and interaction with Provincial and Federal levels of Government for advocacy for resources, supports and legislative tools.
 - Further building out a sustainable model for grant funding. The inaugural grant program was created and administered by ARAC in a volunteer capacity, with support from City administration, in order to innovate an anti-racism grant process. The amount of time and resources required does not make it sustainable or conducive to be run solely by volunteers. The anti-racist process of the inaugural grant program must be preserved and strengthened for this and additional anti-racism funding programs, while putting in place an equity model to resource the labour involved.

The above long term outcomes can be measured and achieved through the following mechanisms:

1. Fostering deep, trusting relationships with members of Indigenous, Black and People of Colour communities, especially in relation to the most excluded and marginalized within these communities. This includes and is not exclusive to 2SLGBTQ+ people, visibly Muslim women, youth, disabled people and seniors. Uplifting the voices and ideas from these communities.
2. Recording, tracking and monitoring incidents of racism and hate, and reporting trends.
3. Collecting, analyzing and reporting on disaggregated data related to racism and intersectional themes.
4. Providing effective and accessible anti-racism education and communication, to Edmontonians generally and BIPOC communities specifically.
5. Fostering healing from trauma and the causes of violence and lateral violence.
6. Strengthening grassroots, BIPOC-led organizations through funding and structural support.
7. Making recommendations on anti-racism to City Council and other partners.
8. Creating accountability structures for anti-racism in Edmonton.

The 3 recommendations provide the structure needed to enact these mechanisms and achieve the outcomes.

1. Independent Anti-Racism Body

Attachment 5

Currently, no structure exists which can effectively enact the mechanisms and achieve the outcomes outlined above. While the Anti-Racism Advisory Committee is currently relied on to attempt to achieve some of these outcomes, it is not sustainable to have such responsibilities lie with a volunteer citizens committee in our system. Relegating it to a fringe, volunteer structure sends a clear message that the system does not value anti-racism work or intend for it to have any real impact. Furthermore, as racism and oppression are the root causes of all hate based violence, Administration and other arms-length bodies which are built from and function within current colonial systemic processes repeatedly fail to deliver effective outcomes from the above mechanisms. Therefore, a community-driven, equitably resourced Independent Anti-Racism Body is needed to stand outside of systemic racism, continue the work begun by ARAC and go further to hold Edmonton accountable to creating real anti-racist change and addressing hate based violence. The idea for this Body originally came from BIPOC communities. This Body would report directly to City Council and at the same time maintain a close working relationship to the Administrative structure that continues to advance on anti-racism efforts within the City Corporate structure.

Since its formation, the Anti-Racism Advisory Committee has succeeded in 'moving the needle' on systemic racism in the City. Some members of ARAC have spent many hours speaking to City Council and educating Councillors on anti-racist principles, resulting in Council making more effective decisions for members of BIPOC communities. ARAC achieved the right to review our own mandate through an anti-racist lens, succeeded in gaining remuneration for all volunteers of civic agencies and committees, and created and made recommendations for a new anti-racism grant program. ARAC also successfully challenged the *Safety For All Implementation Report* on the grounds that it was systemically racist and excluded people impacted by it. One impact of ARAC's work was that two motions were made by Council which directed for 'collaborative decision making' with BIPOC communities – a concept that had never been approached in the city before and which leads on anti-racism in many places. ARAC achieved these successes only because some of our members acted outside of the scope of the expected volunteer commitment to an advisory committee, and dedicated countless hours to advocacy and relationship building in order to achieve some critical changes in the city.

ARAC is a citizen volunteer advisory committee that requires the commitment of one monthly meeting and one monthly subcommittee meeting. Systemic change in a city cannot be affected within this structure. Other city advisory committees have watched ARAC's successes and approached us to learn how we achieve them. They have been discouraged when they understood how far outside the expected commitment of these committee structures some ARAC members have worked, and how many hours must be invested to achieve this.

Attachment 5

Most importantly, BIPOC communities have also watched the successes ARAC has achieved in the short 1.5 years of its existence, and have been inspired by them. They have watched ARAC build relationships across diverse communities and across areas of lateral violence. They have watched ARAC preserve an anti-racist culture and process, listen deeply and act with dedication beyond the scope of a citizen's volunteer committee, in order to achieve systemic change to improve their lives. Many skilled, grassroots BIPOC people do not apply to ARAC because they recognize that the way it has been conceived and located in the city structures functions to tokenize it. While they are grateful for ARAC's work and successes, they are aware that it is inequitable and not sustainable.

It is BIPOC communities that brought forward the recommendation of an equitably resourced, Independent Anti-Racism body. This Body will represent an evolution from the Anti-Racism Advisory Committee, preserving its anti-racist culture and processes, expanding its mandate, resourcing it to higher standard benchmarks to equivalent areas within the city structure, and preventing the tokenization and exploitation of BIPOC people.

The Independent Body will work in relationship with Indigenous communities, the Indigenous Relations Office in the city to ensure alignment with the principles of the existing Indigenous Framework, including the TRC Calls to Action and the MMIWG and 2SLGBTQIA+ Calls for Justice. All anti-racism efforts in Edmonton must be embedded in a central commitment to standing against racism against Indigenous Peoples. It must act in solidarity with and let itself be led by Indigenous Peoples and their communities. The Anti-Racism Advisory Committee has already taken steps towards outreach to Indigenous knowledge keepers, ensuring that the principle of Indigenous leadership is considered within our processes. We hope to build positive relationships with Indigenous communities to ensure they participate in the founding of the Independent Anti-Racism Body. Colonization in Canada has systematically separated Indigenous Peoples through legal and other instruments from other people, including Black People and People of Colour. Furthermore, Black People and People of Colour have come to this land through the mechanisms of the colonizers. Black People, in particular, are subjected to anti-Black racism which is rooted in the mechanisms of slavery and must be made visible and challenged at every turn. An understanding of these experiences and interactions is necessary to creating a Body founded in anti-racism.

In addition to needing a sustainable, equitable and resourced body to continue the work started by the Anti-Racism Advisory Committee, the landscape of racism in Edmonton has changed dramatically since the Bylaw to create ARAC was first enacted in 2019. Racism is a continuing and escalating concern. Edmontonians have been in a global pandemic that has presented greater risks and worse outcomes for BIPOC people. Black Lives Matter and Black, Indigenous and Trans Lives Matter

protests and demonstrations took place, effectively resulting in Council creating a Task Force on Community Safety and Well-Being. Edmonton witnessed Tiki Torch protests and a rise in White Nationalist activity. The attacks against visibly Muslim African women have continued, with news of another attack breaking as BIPOC communities draft this report. Also as BIPOC communities draft this report, the “Freedom Convoy” protest in Ottawa and Alberta with overtly racist behaviour exasperates Canadians and terrifies BIPOC communities, all while more unmarked graves are found in Residential School sites in BC. Furthermore, in Edmonton, symbols of hate lay bare including racist graffiti desecrating the city’s largest mosque and Nazi symbols being used to terrify Jewish and 2SLGBTQ+ communities. Black youth continue to be attacked in Edmonton schools, and a hate motivated attack against a Black Edmonton man occurs as this report is being drafted, all amidst a breakdown in trust existing between BIPOC communities and police. Indigenous and Black people are disproportionately incarcerated, and Indigenous and 2SLGBTQ+ people are disproportionately homeless. Indigenous women, girls and two-spirit people continue to be targeted and go missing and are being murdered at rates that can only be described as an emergency, and yet little government action is taking place to even acknowledge this, let alone address it. Politicians, including from political leaders, continue to make racist comments. Anti-Asian hate continues, especially in the climate of Covid. Steps continue to be taken to bring in an elementary curriculum that is widely recognized as racist and opposed by many parties, including many teachers. Muslim communities in Edmonton – especially young girls and women – are impacted by the message of exclusion communicated by Bill 21 in Québec and the lack of action against this by our Federal government. Finally, the effects of the Climate Emergency are being felt everywhere, including in Edmonton, and the connection between racism and the climate emergency cannot be ignored. Edmonton stands at a moment to decide if the city will collectively respond.

The above represents only a snapshot of issues of racism arising in very recent times in Edmonton, and is limited to only overtly racist incidents. However, the myriad experiences of racism that reduce the health and quality of life for Edmontonians occurs in many more daily, subtle and insidious experiences. Even within the City of Edmonton corporation, there are several hundred complaints of experiences of racism in the workplace and it is agreed that this figure is highly under-reported. We can assume that members of BIPOC communities experience racism in workplaces throughout Edmonton.

Racism is an escalating issue and without a well-resourced, proactive response, the situation will continue to get worse. Speaking on CBC Radio’s ‘The Current’ on 31 January 2022 about the “Freedom Convoy” in Ottawa, Max Fawcett, lead columnist for the National Observer, was asked how this protest was being received in Alberta and said, “I think they are probably received more favourably than in most other

parts of the country. I think anyone who's been paying attention, and especially paying attention out here in Alberta in the last couple years, kind of saw this coming. ...It seemed pretty clear something bad was going to happen." Given the steady escalation of racism, we can expect more 'bad things to happen' if we do not dedicate funds and resources now to a proactive, collective action strategy through an Independent Anti-Racism Body.

Finally, City Council has recently made decisions to restructure funding, including reassessing proportions allocated to the police budget and proportions allocated to addressing root causes of social exclusion. Work needs to happen immediately on returning an Implementation Report for the Safety For All report to Council, and Council has moved that this happen in a collaborative decision making way with the Anti-Racism Advisory Committee and BIPOC stakeholders. Without change now, members of ARAC and BIPOC communities will be forced to labour in the same systemic processes that are currently in place. Furthermore, in other jurisdictions where police budgets were perceived to be 'cut' in favour of restructuring, the police response has been to relook at their priorities and assess where there is potential duplication of enforcement functions, and have public social media exchanges which indicates that serious crimes are occurring in the downtown core, on public transit, and public safety is at risk. In Edmonton, we have already seen tensions grow between police, Peace Officers and Transit. The media has carried several stories recently about a lack of safety on transit. The Alberta Hate Crimes Committee has observed that the online comments to media stories regarding transit safety disproportionately blame BIPOC communities for the problem. Council's recent changes to loitering bylaws are also being blamed, and ARAC worked to bring an anti-racist lens to the impact of those bylaws on marginalized BIPOC people when the change was being considered. An ability to provide an anti-racism lens which connects all these factors is needed.

In an environment where Council is making new decisions with an anti-racism lens, Council needs an Independent Anti-Racism Body that is equitably resourced to provide deeper oversight from a perspective that stands outside systemic racism and is connected to a long term Anti-Racist Strategy and Plan for the city. Council further needs this Body to build relationships with all partners, disseminate accessible anti-racism education to the public, and be empowered to provide communications that are grounded in evidence and counter narratives which perpetuate racism.

There are several practical actions that have been brought forward already by BIPOC communities. These include that Council ratify the last remaining years in the UN Decade for African Descent, create an independent anti-racism phone number similar to or within 311, provide supports for BIPOC communities to heal from generational and current trauma, provide supports for BIPOC communities to heal

from the forces of lateral violence and internal community struggles that exclude members within these communities, develop communication plans to assist Edmontonians to bond together against racism, take action to be in solidarity with Truth and Reconciliation and the UN Declaration of the Rights of Indigenous Peoples, and more. These actions need to be connected into a cohesive, long term, strategy and plan. The formation of this strategy and plan needs to centre the most excluded in BIPOC communities – including 2SLGBTQ+ members, youth, women, disabled members and seniors – and be driven by BIPOC communities through the Independent Anti-Racism Body.

Although there is no precedent for such a body in Canada, this structure has existed in European Union member countries for decades and has been recognized as a critical pillar of effective anti-racism. The current and inaugural Chair of ARAC – while living in Europe, participating in grassroots anti-racism activities and delivering anti-racism consulting and education – was part of a national delegation of member states to the European Union to establish the European Network Against Racism in 1998. At that time, it was well established that a properly resourced, independent anti-racism body in each jurisdiction, that held the trust of BIPOC communities and could uplift this voice while simultaneously advising the government on policy and programs, was best practice for succeeding in reducing incidents of racism and hate in that jurisdiction.

As demonstrated in Attachment #1, one of the barriers to achieving impactful anti-racist outcomes is disempowering experiences with administrative processes which foster discouragement and a lack of trust by members of BIPOC communities for the City of Edmonton corporation and partners. Edmonton is now at a pivotal moment to decide if there is the political will and ability to change the landscape of our municipal system or if we will continue with the same systems and processes that are perpetuating racism.

It is crucial that the Independent Antiracism Body is equitably funded, driven by grassroots BIPOC community experiences and empowered to make statements against racism and recommendations for anti-racism. Through ARAC's numerous meetings with BIPOC community members and our BIPOC community event, this idea has been critically considered and strengthened based on an evaluation of strengths, weakness, successes and failures achieved in other jurisdictions at other times. The critical factors needed for this Body to succeed in achieving the intended outcomes as outlined in this report include clearly establishing the anti-racist values, vision, mission, mandate, goals, structure, processes and funding; and hiring the right people to drive it. This idea has been well thought-out, and will be made even stronger in an upcoming Implementation Report.

The Independent Anti-Racism Body functions outside of established systems and can therefore effectively challenge systemic racism and function in an entirely anti-racist way. In this way, the Body will maintain the trust of BIPOC communities and deliver the most effective perspectives and recommendations.

All the mechanisms required to achieve the outcomes of this Strategy will be mandated to the Independent Anti-Racism Body:

1. Fostering deep, trusting relationships with members of Indigenous, Black and People of Colour communities, especially in relation to the most excluded and marginalized within these communities. These includes and are not exclusive to 2SLGBTQ+ community, visibly Muslim women, youth, disabled people and seniors. Uplifting the voices and ideas from these communities.
2. Recording, tracking and monitoring incidents of racism and hate, and reporting trends. Research has demonstrated that trust is required for reporting to take place. As the Independent Anti-Racism Body is the structure that will nurture and deepen trust with BIPOC communities, reporting should be received here. This body will also produce reports on trends in racism and anti-racism for City Council and the public.
3. Collecting, analyzing and reporting on disaggregated, intersectional data. As this body will receive reporting, produce reports and be a collaborative partner to other bodies, it is well positioned to advise on and facilitate the take up of such data collection by other partners.
4. Providing effective and accessible anti-racism education and communication to Edmontonians generally and BIPOC communities specifically.
5. Fostering healing from trauma and the causes of lateral violence.
6. Strengthening grassroots, BIPOC-led organizations through resources and structural support.
7. Making independent, anti-racist recommendations to City Council and other partners.
8. Creating accountability structures for anti-racism.

In order to be effective and achieve the goal as a collaborative decision-making partner with Administration, this Body will be funded at a higher standard to equivalent benchmark in the system. Community-driven members of BIPOC communities with experience of anti-racism, grassroots activism and volunteerism will be hired to serve in this body. It is imagined that there is still a place for a volunteer citizen's advisory committee, which will function as the governing board to this body. The Independent Body will act as a collaborative decision making partner to Administration and other city partners and organizations when needed, but function outside the system.

Other equity seeking advisory committees within the municipal structure can access support from the Independent Anti-Racism Body to further systemic change on issues they have identified, as once an anti-racism lens is applied, it is almost always noticed that the issue also impacts members of the BIPOC community. An example of this is the issue of safety and accessibility in vehicles for hire that the Women's Advocacy Voice of Edmonton (WAVE) have been trying to affect Council on for four years. The issue involves harassment and sexual harassment experienced on a daily basis by women and people with disabilities in taxis in Edmonton. Despite persistent efforts by WAVE, no discernible change in outcomes has been achieved on this issue. WAVE recently brought this to the attention of ARAC. The Anti-Racism Advisory Committee is aware that if White women and disabled people are experiencing sexual harassment in taxis, BIPOC women and disabled people will be experiencing greater frequencies and intensities of this harassment. WAVE is also aware that harassment in taxis is a link in the issue of Missing and Murdered Indigenous Women in our city. Furthermore, ARAC is aware that a significant number of taxi drivers are members of BIPOC communities. Thus, while a very experienced and long existing volunteer citizens advisory committee to City Council, WAVE, has not been able to 'move the needle' on this issue at all while working within the scope of their committee, despite four years of diligent work, an Independent Anti-Racism Body can champion this issue and achieve significant success quickly using the anti-racist processes that ARAC has already developed and carried out.

An effective plan to address inequities caused by racism allows considerable flexibility for innovation and trial and error. This is because most societies have never achieved anti-racist equity on most issues of concern (for example, opportunity, life expectancy, economic security), and the plan to get there remains unproven. Therefore, benchmarks that provide guidance must be included along the way to give the opportunity to pivot or stay the course.

Risks:

Since the formation of the Anti-Racism Advisory Committee in 2019, issues of racism are an on-going situation and have been escalating. Without an effective instrument in the form of this Independent Anti-Racism Body, the risk is greater violence and divisions within our communities.

Enacting this body represents genuine systemic change against racism, and no doubt those benefiting from power in the current system will feel threatened. It will be crucial for ARAC – with its relationships with BIPOC communities – and Council to be aligned and support each other in making this change. It is also critical that the

structure and funding of this body is developed to support its success. Every achievement of anti-racism generates greater harmony and stability within our city.

Without a sustainable, long term anti-racism strategy and plan, any efforts put forth by the current Council and Administration will not have continuity and longevity as governments and departments turnover. Furthermore, it is not fiscally responsible to spin up new projects and task forces to address long standing, deeply rooted issues that are continually being reinforced by existing, long standing structures.

2. High Level Anti-Racism Organization in City Administration

The City of Edmonton corporation is Edmonton's largest employer and its behaviour with racism and anti-racism with impacts a significant number of Edmontonians. Furthermore, BIPOC communities have noticed that trust with Administration cannot improve unless anti-racism is embedded into Administration's policies and systems. In order to do this, an empowered, high level anti-racism Organization is required. As demonstrated in Attachment #1, Administration's existing systems and processes are not currently capable of functioning in anti-racist ways. There are also currently hundreds of complaints of experiences of racism by employees in the system, and it is agreed that the real number of experiences is likely much higher than that.

City leaders need to support change in its systems and the experiences of its staff. Given that increasing diversity hiring and diversifying leadership are current goals of the city, attention to changing the organizational culture is much needed. Staff are not able to affect the system to function in anti-racist ways. Therefore, there is a need for the Independent Anti-Racism Body to function as an accountability partner, provide anti-racism oversight including advice on policies and recommendations, and be a collaborative partner in hiring decisions.

There is a need for an anti-racism policy for Council, and an updating of Council Codes of Conduct to consider issues of racism and lateral violence across communities. Administration and the Independent Anti-Racism Body will work as collaborative partners to support these updates for City Council.

Risks:

The mandate of this High-Level Anti-Racism Organization will be to reduce racism and increase anti-racism in the culture and processes of the city corporation. In the long-term, this should increase trust between the City Corporation and BIPOC communities. It will also reduce systemic racism in the experience of Edmontonians. With these commitments and actions, it is possible that the City of Edmonton corporation will become a model and leader for other institutions towards

embodying anti-racism. In order to succeed, it is crucial that the Independent Anti-Racism Body, reporting directly to City Council, will both oversee and hold Administration accountable for its actions and achievements.

The process to create change within a long-standing, bureaucratic organization will require professional resourcing regarding change management. Change impact assessments will need to be conducted and change plans developed for execution and accountability practices will need to be developed.

3. Operational and Capacity Building Funding

There is widespread agreement that the current Anti-Racism grant program is inadequate for responding to the present climate of racism. This budget was allocated in a time before it became possible for anti-racism to escalate to this degree. Furthermore, the first round of anti-racism project grants has demonstrated that when funding is delivered in such small quantities for one-off projects and is not connected with operational funding, such grant funding can actually weaken grassroots BIPOC community organizations. There is a need for greater investment into the program to provide operational and capacity building funding alongside larger projects funding. There may also be a need for some capital funding. Finally, anti-racism actions will be most effective when they are linked to a long term anti-racism strategy and plan for the city.

Risks:

If core and capacity building funding for grassroots, Indigenous, Black, and People of Colour organizations are not provided, these communities will continue to undergo marginalization, experience poverty, and demonstrate the social determinants of health associated with excluded peoples. Edmonton will continue to not fully benefit from the creativity, innovation, experience and perspectives of its diverse communities. Divisions between communities will continue to grow deeper, generational trauma will continue to be passed on and increased incidences of conflict can occur. Furthermore, without the empowerment of these communities, the forces that support perpetrator behaviours against these communities will increase.

The Independent Anti-Racism Body will have deep relationships with BIPOC communities, embody an anti-racist practice and have access to the data collected to understand racism in Edmonton. As such, it is the best structure to create and make recommendations for these funding programs.

Conclusion

We have never had a clearer opportunity in our history to challenge racism and hate based violence, and lay the foundations to heal our society. For the first time there is a political climate and public will to take advantage of the knowledge and

experience that exists to lead us on a path forward.

These three recommendations provide the means to support communities impacted by hate, disempower the causes of hate, and facilitate healing and bonding among Edmonton's communities. In this way, they will assist us to evolve as a whole into a city that is anti-racist in its culture, systems, processes and programs.

As racism in Edmonton is an on-going situation and incidents of hate have been escalating, it is unreasonable to rely on a volunteer citizen committee structure to lead anti-racism. Despite this, ARAC has achieved clear successes in 'moving the needle' against systemic racism in Edmonton. The existing structures, which have been built from colonial processes and can only perpetuate systemic racism, are unable to deliver outcomes that effectively address hate and the root causes of hate based violence. What is needed is a long-term and sustainable Anti-Racist Strategy and Plan to provide proactive, collective action.

Council is asked to accept this Anti-Racism Strategy Report, and consider resources for a team of members from the Anti-Racism Advisory Committee, BIPOC communities and BIPOC youth to bring forward a more detailed Implementation Report with an associated budget.