

City Manager's Office

**Anti-Racism Strategy
Implementation Update**
OCM02002

Edmonton

Overview of Today's Presentation:

1. Independent Anti-Racism Body
2. High Level Office and Anti-Racism and Equity Work at the City
3. Grants & Funding
4. Council Internship Pilot
5. Anti-Black Racism Action Plan
6. The Path Forward

City Plan

"Being **Inclusive and Compassionate** means we are rooted in concepts and efforts to improve equity, end poverty, eliminate racism and make clear progress towards Truth and Reconciliation."

ConnectEdmonton

A **Healthy City**: "Working together to advance the equity and conditions for all Edmontonians to live their best lives is imperative to achieving liveability for all."

Art of Inclusion

"Inclusion is fundamental to the way we work. We are diverse and embrace difference with empathy and curiosity. All employees feel safe, respected and valued for who they are. **Inclusion inspires us to do our best work for each other and those we serve.**"



Community Safety and Wellbeing Strategy

Intention: "Each person making Edmonton home feels a sense of purpose, safety, and stability, curated through connectedness to self, land, culture and each other and **rooted in reconciliation, anti-racism, removal of systemic barriers** and transformation of thinking, interacting and being."

Indigenous Framework (and TRC, MMIWG2S+)

"This initiative will provide deliverables that support the commitment to listen, learn, and lead, related explicitly to anti-racism and inclusion. It will also **refresh the infrastructure required to address systems, policies and practices through an inclusion and anti-racism lens** (GBA+)."

Reconciliation and Anti-Racism

“We call upon federal, provincial, territorial and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and **anti-racism.**” - Call to Action #57



Anti-Racism Strategy Update

An Overview of Progress to Date

1

Setting strategy informed by community

Independent Anti-Racism Panel

Interim Update

- A 14-person community Advisory Panel, appointed by the City Manager, has been meeting bi-weekly since February.
- Currently prepared a first draft of the Vision, Mission and Scope of Work for the Independent Anti-Racism Panel
- Launched an online engagement opportunity for community feedback
- Background supports from Legal Services, Clerks, the City Manager's Office and communications are all available to the Panel and its sub-committees as requested
- Final report expected spring 2024

2

Weaving Anti-Racism into the organization's fabric

High Level Office

Draft Mission

The **High-Level Office for Reconciliation and Anti-Racism** endeavors to eliminate racism and enact reconciliation across the City corporation by facilitating healing and unity, enabling collaborative innovation, advocating, mobilizing resources, and influencing City policies, processes and strategies.

This is achieved through setting a **cross-corporate created strategy and working in an integrated fashion** to provide services that advance this mission.

COMMUNITY

Providing project management, research and data, and community way-finding assistance to support community as partners in anti-racism and reconciliation

EMPLOYEES

Creating an environment in which we all feel like we belong and are valued for our unique perspectives and skills

GOVERNANCE

Embedding anti-racism and reconciliation as policies, processes and strategies are created and reviewed

Creating a safe and inclusive space for employees

Inclusive Employee Experience

- Almost **2,000 staff** (16% of our workforce) have participated in training offered by Employee Services on diversity, equity, inclusion and systemic racism.

Looking Ahead:

- Employment Systems Review will assess and address barrier to employment and advancement for equity-deserving groups.
- Art of Inclusion Review and Update (Forthcoming)
- Annual Corporate Diversity and Inclusion Report (Forthcoming)

Anti-Racism Culture Change is Underway

Examples of anti-racism informed work across the City

- Indigenous Framework (2021)
- Missing & Murdered Indigenous Women, Girls, and 2SLGBTQQIA (2022)
- Transit Equity Planning and Transit Safety (2022)
- Downtown Core and Transit System Safety Plan (2022)
including Downtown Vibrancy and Chinatown Strategy
- Sustainable Procurement Policy (2022)
- Language Identifiers Program (2023)
- Zoning Bylaw Renewal (2023)
- GBA+ Review and Update (Forthcoming)
- Immigration and Settlement Policy (Forthcoming)
- Affordable Housing Framework (Forthcoming)

3

Advancing community-led priorities

Community Grants and Funding

- \$1.2M in Anti-Racism Grants closed on September 13, 2023. Successful applicants have been notified and funding agreements are being executed.
- \$350K from CMO Anti-Racism Budget will go to the CSWB Collaboration Grant (launching this fall) as funding for equity-deserving groups.
- \$500K in operating funding for Indigenous-led groups is being finalized, a second intake for the \$500K approved from CSWB funding will be launched this month

4

Increasing opportunities for the next generation

Council Internship Pilot



Muhammad Ali Altaf
Civic Youth Intern

5

Engagement and co-creation with community

Anti-Black Racism Action Plan

Systemic Challenges to Address

- Developing a community partnership and accountability model
- Diversifying perspectives considered within GBA+ and public engagement
- Enhancing equity of processes within granting programs
- Assessing and addressing barriers to employment at the City, and promotion into management roles
- Facilitating access to City spaces and assets

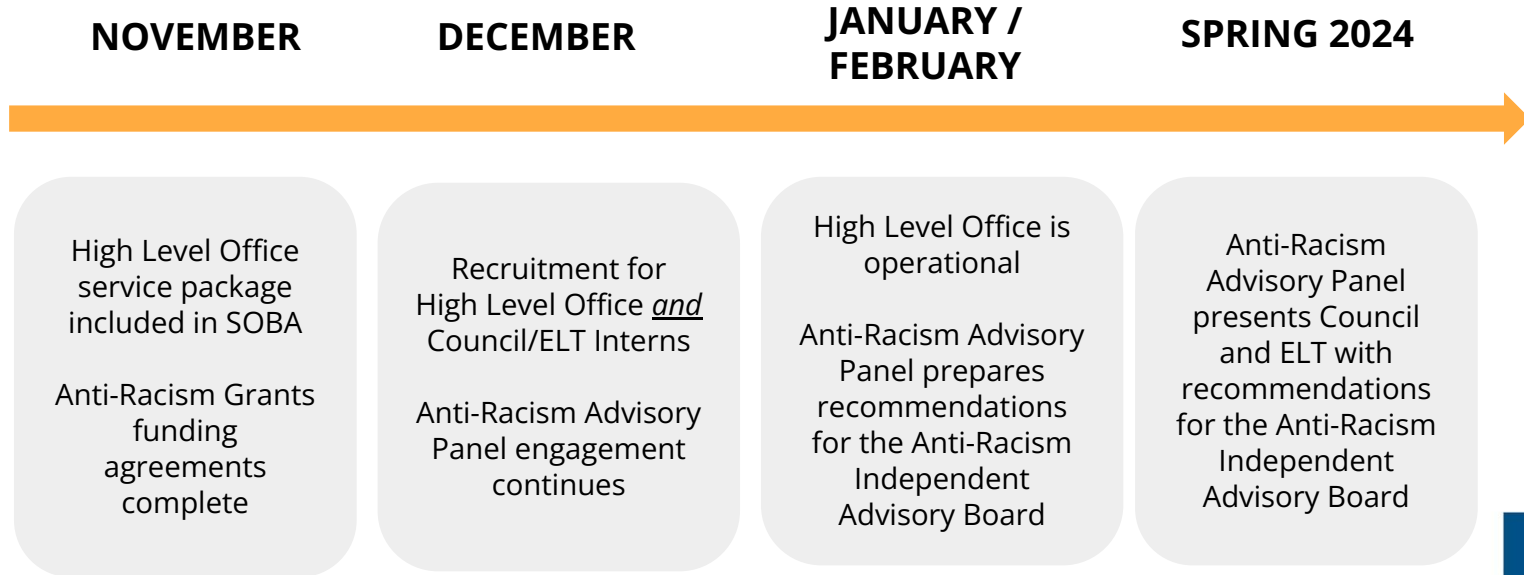
Examples of City Actions Underway

- Independent Body
- City and Community convening table
- Prior commitments to Africa Centre facility
- Employment Systems Review
- GBA+ processes and systems review

6

The path forward

Key milestones in the coming months



Equity Deserving Community Engagements

Community Engagements with other equity-deserving communities will also continue throughout the Fall, Winter and Spring

Thank you.

The logo for the city of Edmonton, featuring the word "Edmonton" in a white, sans-serif font on a blue square background. The background of the slide is a dark blue gradient with a faint, semi-transparent image of a modern architectural structure, possibly a stadium or arena, with a curved roof and glass panels.

Edmonton