



Office of the City Manager

Edmonton

# OCM02612

## Anti-Racism Strategy Update

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# Overview of Today's Presentation

1. Progress of the Anti-Racism Strategy
2. Corporate Anti-Racism Action Plan
3. Integrating Anti-Black Racism Action Plan Recommendations
4. Advancing Cultural Resurgence
5. Civic Youth Fellowship

## The Anti-Racism Strategy

- Anti-Racism Strategy (CS00872) was approved in February 2022 and consisted of three actions:
  - ◆ High Level Anti-Racism Office
  - ◆ Independent Anti-Racism Body
  - ◆ Grants and Funding for Community-led Anti-Racism Initiatives and Capacity Building
- A key outcome from the strategy was the development of a long-term anti-Racism strategy and plan for Edmonton
- Administration has made progress of these three components and today's update (and OCM03051) will provide an update on progress and next steps.

# Implementing the Anti-Racism Strategy

2022	2023	2024	2025
Activate the Anti-Racism Strategy	Build the Strategy Deliverables	Complete Strategy Activities	Institutionalize Outcomes
<ul style="list-style-type: none"> <li>→ Approval of strategy</li> <li>→ Form 3 person project team</li> </ul>	<ul style="list-style-type: none"> <li>→ Review 300+ recommendations</li> <li>→ Fall 2023 Anti-Racism Service Package</li> </ul>	<ul style="list-style-type: none"> <li>→ Form High Level Office</li> <li>→ 7 Corporate Commitments</li> <li>→ Develop City-wide anti-racism actions</li> </ul>	<ul style="list-style-type: none"> <li>→ Corporate Anti-Racism Action Plan</li> </ul>
<ul style="list-style-type: none"> <li>→ Recruit Independent Body Advisory Panel</li> </ul>	<ul style="list-style-type: none"> <li>→ Advisory Panel process</li> </ul>	<ul style="list-style-type: none"> <li>→ Panel Public Engagement</li> <li>→ Advisory Panel Report</li> </ul>	<ul style="list-style-type: none"> <li>→ Harvard Bloomberg</li> <li>→ 3 Options for Council</li> </ul>
<ul style="list-style-type: none"> <li>→ Anti-Racism Community Safety Fund</li> </ul>	<ul style="list-style-type: none"> <li>→ Anti-Racism Grants Program</li> </ul>	<ul style="list-style-type: none"> <li>→ Anti-Racism Grants Showcase</li> </ul>	
<ul style="list-style-type: none"> <li>→ Decade for People of African Descent</li> <li>→ Anti-Black Racism consultations</li> <li>→ Civic Youth Fellowship</li> </ul>	<ul style="list-style-type: none"> <li>→ Anti-Black Racism Action Plan Report</li> <li>→ Anti-Black Racism Convening Table</li> <li>→ Events (BMH, Iftar)</li> </ul>	<ul style="list-style-type: none"> <li>→ Black History Month Initiatives Fund</li> <li>→ Black communities leaders outreach</li> <li>→ Internship Showcase</li> </ul>	<ul style="list-style-type: none"> <li>→ Community recommends Anti-Black Racism Council Committee</li> <li>→ Long-term CRRF Funds for Internship program</li> </ul>

# Independent Anti-Racism Body

## The Strategy Asks For:

- A community-driven body
- Independent from government
- Accountable to communities
- Stand outside of existing structures
- Equivalent funding
- Anti-racism oversight and “back-bone” for Edmonton

## Implementation Progress:

- Three options resulting from indepth and intensive processes undertaken by an Advisory Panel and the Harvard Bloomberg Initiative.

To be discussed with OCM03051 on today's agenda.

# Grants and Funding

## The Strategy Asks For:

- ☑ Funding for community organizations' core operations and capacity building

## Implementation Progress:

- Moved from \$300K investment to an \$1.5M [Anti-Racism Grants Program](#) that has multiple streams to advance community-led anti-racism initiatives.

### Additional supports:

- Indigenous-led Operating Grant
- Community Safety and Wellbeing Grants
- Family and Community Support Services (FCSS) Program
- Festival and Events Micro Grant

## High Level Office

### The Strategy Asks For:

- ☑ A new organization within Admin
- ☑ Challenge the corporation
- ☑ Champion anti-racism work
- ☑ Partner with communities to deliver anti-racist initiatives
- ☑ Develop and implement strategies from community voices

### Implementation Progress:

- High Level Office for Reconciliation and Anti-Racism
- 6 professional staff and includes lived experience
- Highly integrated with Departments
- Embedded within priorities such as Community Safety and Wellbeing
- Community Partnerships
- Corporate Anti-Racism Action Plan

# Corporate Commitment to Anti-Racist Systemic Change

1	<b>Accountability</b>	Be accountable to Indigenous and racialized communities.
2	<b>Engagement</b>	Including Indigenous and racialized perspectives in the planning/delivery of services.
3	<b>Grants and Funding</b>	Equitably awarding City grants to Indigenous and racialized organizations.
4	<b>Hiring and Employment</b>	Advancing diversity within the organization to reflect Edmonton's population.
5	<b>Spaces and Facilities</b>	Improving access to City-owned facilities and spaces.
6	<b>Education and Awareness</b>	Advancing opportunities to learn about truth, reconciliation, anti-racism and multiculturalism.
7	<b>Cultural Resurgence</b>	Creating the conditions for vibrant Indigenous and diverse cultural representation.



# Corporate Anti-Racism Action Plan

17 actions to transform corporate policies and complex systems.



19 actions to improve the way Departments plan and deliver services.



34 actions in progress or complete that are ready for community updates.



# Integrating the Anti-Black Racism Action Plan

Over 70 recommendations to combat anti-Black racism are integrated within the Corporate Anti-Racism Action Plan.

The Corporate Plan advances the four priorities identified by community, with many actions substantially underway.

Community recommendations have been shared with ABCs (e.g., Police Commission, Arts Council) and other orders of government (e.g., Minister of Justice)

## Hiring Equity

Black Employees Resource Network, Employment Systems Review

## Community Media

Increased advertising in community media, Media Summit 2025



## Black Businesses

Business Friendly Edmonton, EDGE Fund

## City Procurement

Purchase With Purpose, How to Sell to the City



Community Recommendation to City Council:  
A new Council Advisory Committee

# Cultural Resurgence

- Connecting and building relationships with Edmontonians from all backgrounds is critical to advancing anti-racism
- The City sponsors events that are important to Indigenous and multicultural communities, some examples include:
  - ◆ National Day for Truth and Reconciliation
  - ◆ Black History Month
  - ◆ Community Iftar
  - ◆ Indigenous History Month
  - ◆ Diwali



## Civic Youth Fellowship

- Program is in its third year, with 50 interns over the three cohorts.
- Secured a 5 year funding relationship between City of Edmonton, Canadian Race Relations Foundation and IslamicFamily.
- Connections with Alumni indicate a number of interns are employed part-time, full-time and/or volunteering within municipal government or community partner organizations.



## What's Next?

- Update on the Independent Body (OCM03051)
- Administration is prioritizing the 7 Corporate Commitments to Anti-Racist Systemic Change.
- A publicly accessible Corporate Anti-Racism Action Plan Dashboard will be developed by the fall.
- Council memo on progress made on the TRC Municipal Response Plan this fall

**Thank you.**