



Office of the City Manager

Edmonton

OCM03051 Analysis of Options for an Independent Anti-Racism Body

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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

- OCM02612 Anti-Racism Strategy Update earlier this afternoon provided an update on anti-racism work at the City. This report will provide a more comprehensive update on the Independent Anti-Racism Body.

Independent Anti-Racism Body

What was asked for:

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

What we have:

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

Independent Anti-Racism Body Advisory Panel

Recruitment

A 15 member Administrative committee was formed through an open and competitive recruitment process

Approach

Met every two weeks
Undertook this work as an action of Reconciliation
Sought guidance
Established five working groups

Validation

December 2023 On-Line Survey and an in person Indigenous Elders discussion, reaching over 200 people
Ecosystem Mapping Workshop in April 2024, reaching 60 organizations
Public Validation in June 2024 with 30 organizations and 70 people

Recommendation

Final recommendation submitted in August 2024

Independent Anti-Racism Body Advisory Panel

Advisory Panel Recommendation

- 7 priority areas for the Body to advance
 - Hate Crimes Systems Support, Treaty Foundations, Anti-Indigenous Racism, Intercultural Relations, Restorative Processes, Education Systems, Long-Term Strategy
- 3 year work plan - some actions implemented by the Body, and others through collaboration with community organizations
- Incorporated within the Alberta Societies Act with a governing board consisting only of community members; not an ABC
- Accountable to community and a Municipal Funding Agreement
- The Body administers the City's Anti-Racism Grant Program
- Staffing plan, organizational development plan, and budget

Why the Bloomberg Harvard City Leadership Initiative?

Mayor's Program

Mayor Sohi was invited to participate in the Mayor's stream of the program. He chose anti-racism as his focus area.

Senior Leader Program

Chiefs of Staff were nominated as Senior Leaders for the program.

Opportunity to Apply to Collaboration Track

Open call from the Initiative for projects that could use extra support to navigate the complexities of collaboration.

Edmonton Selected for the Cohort

Edmonton was selected as one of 11 cities in the 2025 Collaboration Stream cohort alongside cities in the United States, Argentina, Germany and the Netherlands.

Kick off Meeting in Edmonton

Dr. Kim Leary and Griffin Jones came to Edmonton to host a kick off meeting with representatives from community and the City.

Edmonton Team Commenced the Program

The Mayor's Office selected a team of 7 to represent Edmonton in this program (with support from Administration). In January, the team started attending weekly virtual sessions through to mid-June as well as a one-week intensive session in Cambridge.

Harvard Bloomberg: Mayor's Experience

The Value of Collaboration

- In-person and online sessions with leaders from around North America to hear about best practices.
- The City of Edmonton leveraged the HBCLI resources to apply learnings in a local context.
- Because of our participation, the City of Edmonton's team was able to apply for the Collaboration Track of the HBCLI.
- This led to the creation of Team Edmonton's final report outlining the recommendation to continue with a collaborative model and next steps.



Edmonton Team

Bloomberg Harvard Update: Establishing an Independent Anti-Racism Body

Kayli Avveduti, Chief Executive Officer - Confederacy of Treaty Six

Jasmine Brazil, Strategic Advisor, Chief of Staff Office, City of Edmonton

Irfan Chaudhry, Commissioner - Edmonton Police Commission

Salima Ebrahim, Chief of Staff and Corporate Lead for Reconciliation and Anti-Racism, City of Edmonton

Lisa Holmes, Chief of Staff - Office of Mayor Amarjeet Sohi

Andre Tinio, Registered Social Worker and former Chair - Independent Anti-Racism Body Advisory Panel

Barhet Woldemariam, Executive Director - Centre for Race and Culture

Edmonton

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HARVARD
City Leadership
Initiative

Where we started...

Anti-Racism Strategy

All team members reacquainted themselves with the original report (CS00872) and the intent of the Independent Anti-Racism Body

Advisory Panel Final Report

The final report provided by the Advisory Panel also guided our conversations from the beginning. The work of the Advisory Panel was our starting point in knowing what the priorities and potential models of an Independent Body look like.

This project was an opportunity to “stress test” the various models one more time using the tools provided by Harvard.

What we did...



Key Findings

→ The **priorities identified by the Advisory Panel resonated**, and opportunities to prioritize immediate actions were explored.

Advisory Panel's Priorities for an Independent Body

- Hate Crimes Systems Support
- Indigenous Self-Determination and Treaty Foundations
- Truth and Reconciliation
- Intercultural Relations
- Restorative Processes in Racial Justice
- Education
- Long-term Anti-Racism Action Plan for Edmonton

→ A **number of the models** reviewed by the Advisory Panel were also assessed. Assessment criteria were expanded, and **new models reviewed**.

→ While there are a number of implementation options (each with merits), **working with existing organizations or institutions in a collaborative manner** is a strong way forward.

A Collaboration Model

Structure

A small number of specialized, transparently recruited community organizations working collaboratively and leading focus area projects.

Governance

An independent Collaborative Table of community and systems partners, with support from a Collaboration Manager.

Budget

The \$1.6M service package is stewarded by the Collaborative Table to fund partners, their project work and Collaboration Manager.

Focus Areas

1. Ecosystem collaboration and convening, 2. Community-based education, 3. Data and research, 4. Hate crimes systems support.

Success

A collaboration of systems and grassroots partners, working together to respond to racism and advance community priorities.

Why this model?

Stance towards community	0 IGNORE	1 INFORM	2 CONSULT	3 INVOLVE	4 COLLABORATE	5 DEFER TO
Impact	<i>Marginalization</i>	<i>Placation</i>	<i>Tokenization</i>	<i>Voice</i>	<i>Delegated Power</i>	<i>Community Ownership</i>
Community Engagement Goals	Deny access to decision-making processes	Provide the community with relevant information	Gather input from the community	Ensure community needs and assets are integrated into process and inform planning	Ensure community capacity to play a leadership role in implementation of decisions	Foster democratic participation and equity by placing full decision-making in the hands of the community; bridge divide between community and governance
Message to Community	"Your voice, needs, and interests do not matter"	"We will keep you informed"	"We care what you think"	"You are making us think (and therefore act) differently about the issue"	"Your leadership and expertise are critical to how we address the issue"	"It's time to unlock collective power and capacity for transformative solutions"
Activities	Closed-Door Meetings Misinformation Systematic Disenfranchisement Voter Suppression	Fact Sheets Open Houses Presentations Billboards Videos	Public Comment Focus Groups Community Forums Surveys	Community Organizing & Advocacy House Meetings Interactive Workshops Polling Community Forums	MOUs with Community-Based Organizations Community Organizing Citizen Advisory Committees Open Planning Forums with Citizen Polling	Community- Driven Planning Consensus Building Participatory Action Research Participatory Budgeting Cooperatives
Resource Allocation Ratios	100% systems admin	70-90% to systems admin 10-30% to promotions and publicity	60-80% to systems admin 20-40% to consultation activities	50-60% to systems admin 40-50% to community involvement	20-50% to systems admin 50-70% to community partners	80-100% to community partners and community-driven processes that ideally generate new value and resources that can be invested in solutions

This tool was developed by Rosa González of Facilitating Power, in collaboration with Movement Strategy Center, in part drawing on content from a number of public participation tools, including Arnstein's Ladder of Citizen Participation and the Public Participation Spectrum created by the International Association for Public Participation.

Three Options for Consideration

Non-Profit

The Advisory Panel's recommendation as presented to the City Manager.

Why?

Community-led recommendation that outlines what was felt as the best response for the specifications outlined in the Anti-Racism Strategy .

Collaboration Model

A model that brings local experts together to address a number of the work plan priorities.

Why?

Leverages existing organizations in the ecosystem to respond to the intentions of the Anti-Racism Strategy; keeps the City in their lane as convener and partner.

Council Advisory

An advisory that has a direct relationship with City Council

Why?

Allows community to hold the City accountable for advancing anti-racism work

Next Steps

- Administration will take City Council's direction and implement with additional work to learn from others working in these spaces
- This work will continue with community, including those that have been part of the Advisory Panel and the Harvard Bloomberg Initiative
- Continue to align this work with the broader approach to anti-racism at the City

Thank you.

Edmonton