

Anti-Racism Advisory Committee

Review and Recommendations

Recommendation

That the November 16, 2020 Citizen Services report CR_8456, be received for information.

Previous Council/Committee Action

At the July 6/8, 2020, City Council meeting, the following motion was passed:

2. That Administration:

f. consult the Anti-racism Advisory Committee and report back with recommendations on the following:

i. A review of budget, terms of reference and mandate for the Anti-racism Advisory Committee to confirm its advisory role to City Council, on par with WAVE or the Edmonton Transit Advisory Board;

ii. The inclusion of per-meeting honoraria for members of the Anti-racism Advisory Committee (as well as other City boards and agencies); and

iii. A review of the current makeup of the Anti-racism Advisory Committee with the option to increase representation.

Executive Summary

In July 2020, City Council directed Administration to consult with the Anti-racism Advisory Committee to review the committee's terms of reference and mandate, member honoraria, and committee composition. The Anti-racism Advisory Committee established a working group to develop a series of recommendations related to its governance, mandate, and honoraria, aimed to improve their ability to take action on issues relating to racism.

Recommendations include updating the terms of reference and mandate to reflect the recommended advisory role of the committee, expanding the mandate to allow the committee to work collaboratively with Administration to advise on issues related to policies and procedures, and adding up to four additional members based on any gaps in experience and/or representation identified by the committee. The committee also recommended providing remuneration to committee and subcommittee members.

The recommendations were reviewed and approved by the Anti-racism Advisory Committee in October 2020.

Report

In June and July 2020, City Council held a non-statutory public hearing to hear from Edmontonians on their experiences with systemic racism and interactions with police. Following the non-statutory public hearing, City Council directed Administration to consult the Anti-racism Advisory Committee and report back with recommendations related to the committee's budget, terms of reference and mandate, current makeup, and potential honoraria for committee members.

The Anti-racism Advisory Committee established a working group at its inaugural meeting at the end of July 2020, to draft recommendations to be approved by the committee and presented to the City. The working group met throughout August and September. In developing the recommendations, the working group considered the following:

- City Council's current focus and commitment to anti-racism in Edmonton
- the infancy of the committee, as it had not conducted any activities associated with its mandate when the motion was passed
- the impacts of its advice to the current and planned activities of the committee

On October 21, 2020, the Anti-racism Advisory Committee reviewed and approved the recommendations put forward by the working group (Attachment 1).

Overview of Recommendations

Budget, Terms of Reference, and Mandate

- Maintain the approved budget of \$300,000 in 2021, with the potential to bring forward recommendations for any adjustments after the committee has been in operation for one year.
- Update the terms of reference and mandate outlined in Bylaw 18907 - Anti-racism Advisory Committee Bylaw (Attachment 2) to reflect the recommended advisory role of the committee to City Council. Recommendations include that the bylaw be expanded to allow the committee to work collaboratively with Administration and advise on issues related to policies and procedures which impact racialized citizens in relation to civic programs and services. These revisions would be in alignment with Bylaw 16929 Edmonton Transit Service Advisory Board and Bylaw 16658 Women's Advocacy Voice of Edmonton.

Honoraria for Committee Members

- Provide remuneration to committee and subcommittee members on a

per-meeting basis, as well as to individuals from the public and/or those brought in to provide expertise to support the group in fulfilling its proposed mandate.

- Provide honoraria for the preparation of reports, and if an educational component is added, the individual facilitating this component should also receive an honorarium.

Committee Membership

- Revise the Bylaw to add up to four additional members to be recommended by the committee to City Council for appointment based on any gaps in experience and/or representation identified by the committee. Recognizing the current membership is based on who applies and there may be barriers to the process, the committee recommends that it have greater involvement in determining the makeup of its membership to address gaps and any associated power imbalances.

Implications and Possible Next Steps

Bylaw Amendments

If City Council would like to make changes to the terms of reference, mandate and/or membership of the Anti-racism Advisory Committee, a motion to return with bylaw amendments, including specific changes, would be required.

Remuneration and other Civic Agencies

City Policy C575C Agencies, Boards, Committees and Commissions states that members will serve on a voluntary basis, unless City Council expressly directs otherwise. City Council has approved honoraria for certain committees in the past (Attachment 4).

If City Council wishes to consider providing honoraria to Anti-racism Advisory Committee members, a motion would be required to provide an exemption to Policy C575C and further updates to the committee's bylaw would be required to outline the approved remuneration schedule.

If City Council wishes to consider providing honoraria to all or a subset of Council Committees, specifically advisory committees and the three decision-making boards, City Council may direct Administration to review and present amendments to City Policy C575C to indicate that members do not serve on a voluntary basis. Following the update to the policy, the bylaw establishing each Committee of Council's would also need to be updated to reflect the changes. Members appointed to civic agencies are compensated for out-of-pocket, receipted expenses, such as parking, bus fare, and taxis.

Budget/Financial Implications

Administration expects 2020 costs for the committee to be less than \$10,000 and will be absorbed within the existing budget. In December 2019, City Council approved \$300,000 in ongoing funding beginning in 2021, which will be used to support the mandate of the Anti-racism Advisory Committee. Future budget requests may be required to address evolving needs of the committee.

Corporate Outcomes and Performance Management

Corporate Outcome(s): Edmontonians are connected to the city in which they live, work and play			
Outcome(s)	Measure(s)	Result(s)	Target(s)
Awareness and education on anti-racism is increased in Edmonton.	Number of supported community-based anti-racism initiatives	N/A	TBD

Attachments

1. Anti-Racism Advisory Committee Recommendations
2. Anti-Racism Advisory Committee Bylaw 18970
3. Complete list of Civic Agencies
4. Board Member Remuneration Rates - 2020

Others Reviewing this Report

- C. Owen, Deputy City Manager, Communications and Engagement
- M. Persson, Chief Financial Officer and Deputy City Manager, Financial and Corporate Services
- B. Andriachuk, City Solicitor