

Anti-Racism Advisory Committee Recommendations

Budget

ARAC's budget will remain at \$300,000 in 2021, but the committee may request that the budget be modified in subsequent years.

Terms of Reference and Mandate

The committee's mandate and terms of reference are established by Bylaw 18970 - Anti-Racism Advisory Committee Bylaw. The following are recommended changes to the bylaw.

Section	Original	Suggested Changes	Rationale
Mandate	<p>The mandate of the Anti-racism Advisory Committee is to provide advice to Council regarding community perspectives on issues relating to racism, including but not limited to:</p> <ul style="list-style-type: none"> (a) diversity; (b) discrimination; (c) hate and extremism; (d) racial equity; (e) xenophobia; (f) islamophobia; (g) antisemitism; and (h) the lived experiences of persons of colour 	<p>The mandate of the Anti-racism Advisory Committee is to raise awareness and catalyze action on racism and anti-racism in Edmonton, and provide advice to Council regarding community perspectives on issues relating to racism, including but not limited to:</p> <ul style="list-style-type: none"> (a) diversity; (b) discrimination; (c) hate and extremism; (d) racial equity; (e) anti-Black racism (f) racism against Indigenous Peoples (g) xenophobia; (h) islamophobia; (i) antisemitism; and (j) the lived experience of persons of colour 	<p>Language was added to clarify the Committee's role.</p> <p>Wording added to heighten visibility and recognize the historical oppression faced by Black and Indigenous Peoples.</p>
Functions & Authorities	<p>To carry out its mandate, the Anti-racism Advisory Committee may:</p> <ul style="list-style-type: none"> (a) identify and engage stakeholder groups and seek their input into the Committee's work; (b) recommend to Council anti-racism funding program allocations which support community-based initiatives that: <ul style="list-style-type: none"> (i) address hate groups or hate incidents; (ii) build community capacity and cultural understanding; (iii) promote awareness, training, and education; 	<p>To carry out its mandate, the Anti-racism Advisory Committee may:</p> <ul style="list-style-type: none"> (a) identify and ensure equitable engagement of stakeholder groups and seek their input into the Committee's work; (b) recommend to Council anti-racism funding program allocations which support community-based 	<p>Language ensures that resources are allocated by Administration to ensure barriers to participation are addressed and/or minimized as much as possible in the execution of the Committee's work.</p> <p>"Racially motivated" was added to clarify that the hate</p>

	<p>or</p> <p>(iv) involve research, monitoring and evaluation on diversity, anti-racism, and/or discrimination;</p> <p>(c) conduct research and prepare reports on community based issues and concerns; and</p> <p>(d) work with the City Manager to develop and maintain a dialogue about matters of concern to stakeholders in relation to anti-racism.</p>	<p>initiatives that:</p> <p>(i) address racially motivated hate</p> <p>(ii) build community capacity and cultural understanding; (iii) promote awareness, training, and education; or</p> <p>(iv) involve research, monitoring and evaluation on diversity, anti-racism, and/or discrimination;</p> <p>(c) conduct research, prepare reports on community-based issues and concerns, and complement existing structures by providing recommendations on programs and services and their priorities; and</p> <p>(d) work with the City Manager to develop and maintain a dialogue about, and take action on, matters of concern to stakeholders in relation to anti-racism.</p>	<p>being addressed is hate based on race while "hate groups or hate incidents" was replaced with "hate" to remove limitations (e.g. hate= hate incidents, hate crimes, hate groups, hate speech, etc.)</p> <p>Language ensures that ARAC will have the ability to complement the work of existing structures by providing input on issues related to the Committee's mandate.</p> <p>ARAC will work collaboratively with Administration to discuss and address issues arising from communities.</p>
Membership	The Anti-racism Advisory Committee will be comprised of up to 13 members appointed by Council.	The Anti-racism Advisory Committee will be comprised of up to 13 members appointed by Council and up to 4 additional members recommended by the Anti-racism Advisory Committee to City Council for appointment to fill gaps in experience and/or representation.	Language provides the Committee with the option to address gaps in experience/representation.

Honoraria for Committee Members

- Per-meeting honorariums should be provided to committee members and subcommittee members, including members of the public and experts
- Honorariums should also be provided to cover the time committee members spend conducting research for reports
- If an educational component is added to the beginning of the meeting, the individual facilitating this component should also receive an honorarium
- Honorariums should be time-based