



# **Town of Newmarket**

## **Agenda**

### **Newmarket Anti-Black Racism Task Force**

Date: Tuesday, April 6, 2021  
Time: 4:00 PM  
Location: Electronic VIA ZOOM  
See How to Login Guide

#### **1. Notice**

At this time, the Municipal Offices remain closed to the public. This meeting will be available VIA ZOOM Meeting at [newmarket.ca/meetings](https://newmarket.ca/meetings).

#### **2. Additions & Corrections to the Agenda**

#### **3. Conflict of Interest Declarations**

#### **4. Presentations**

##### **4.1. Presentation from Toronto's Confronting Anti-Black Racism Unit**

**Note:** Kemba Byam Akinbo and Teshini Harrison from Toronto's Confronting Anti-Black Racism Unit will be in attendance to provide a presentation.

1. That the presentation provided by Kemba Byam Akinbo and Teshini Harrison entitled Confronting Anti-Black Racism be received.

#### **5. Deputations**

#### **6. Approval of Minutes**

##### **6.1. Newmarket Anti-Black Racism Task Force Meeting Minutes - March 2, 2021**

1. That the Newmarket Anti-Black Racism Task Force Meeting Minutes from March 2, 2021 be approved.

#### **7. Items**

##### **7.1. Affirmation**

7.2. Reports from Subcommittees

**Note:** A member from each subcommittee will provide a verbal update.

7.3. Interim Report to Council

7.4. Upcoming Council Workshop - June 7, 2021

**Note:** Kiran Saini will provide information at the meeting in relation to this matter.

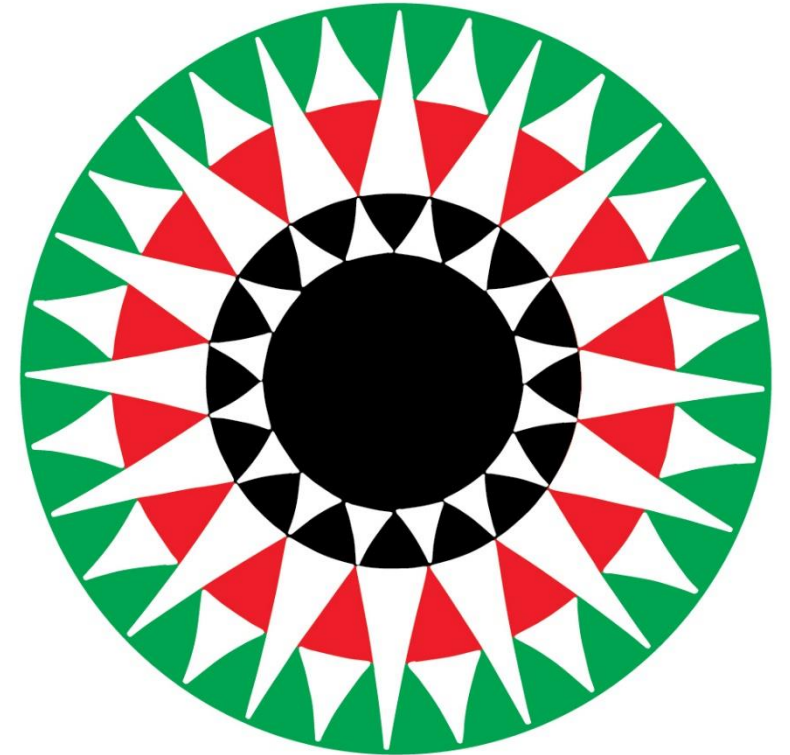
8. **New Business**

9. **Adjournment**

# Confronting Anti-Black Racism

***Town of Newmarket***  
**April 6, 2021**

**Teshini Harrison and Kemba Byam Akinbo**



# Land Acknowledgment

*"We acknowledge the land we are meeting on is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit."*

# African Acknowledgment

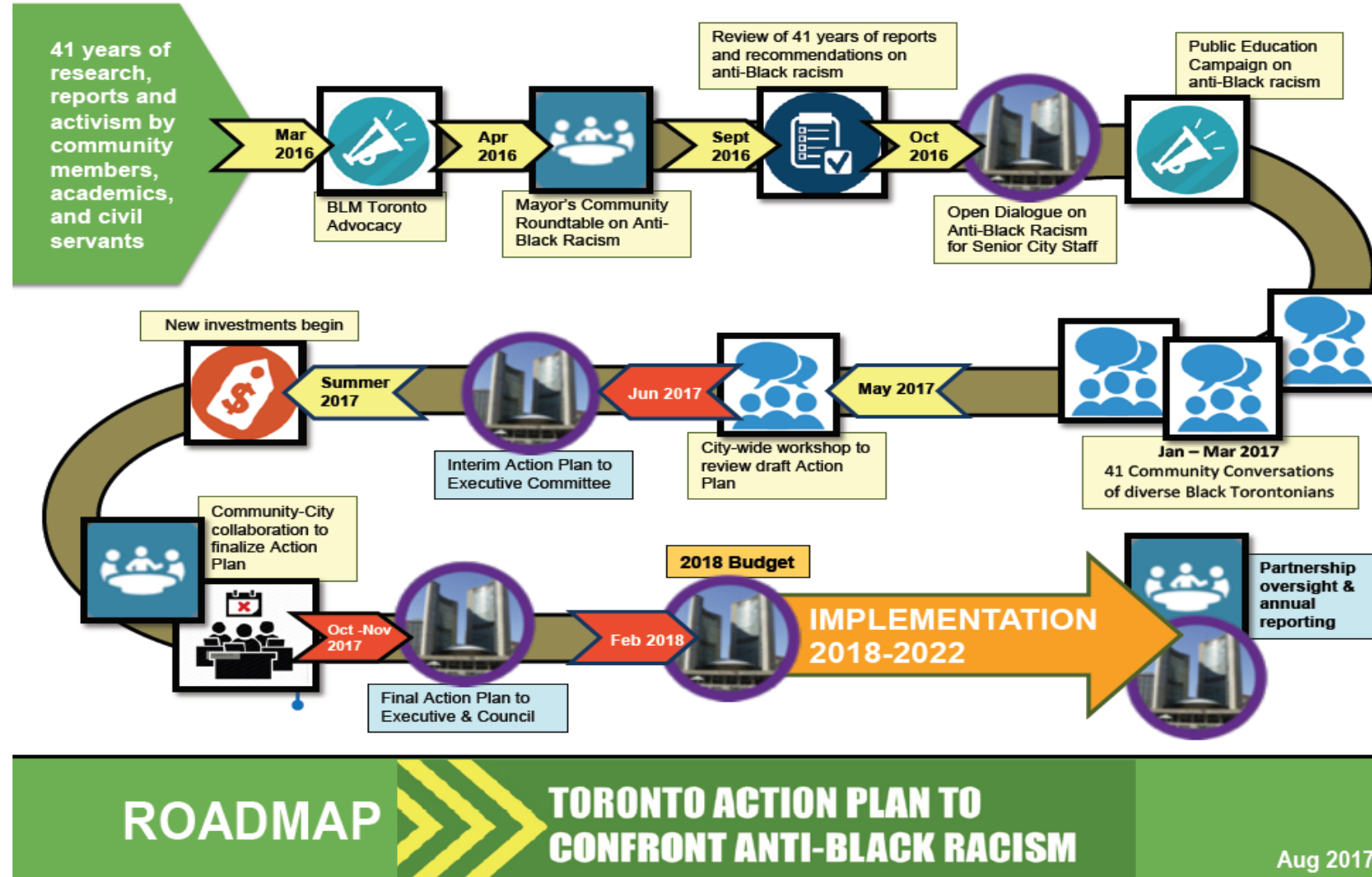
*The City of Toronto acknowledges all Treaty peoples – including those who came here as settlers – as migrants either in this generation or in generations past – and those of us who came here involuntarily, particularly those brought to these lands as a result of the Trans-Atlantic Slave Trade and Slavery. We pay tribute to those ancestors of African origin and descent.*

# Toronto Recognizes International Decade for People of African Descent 2015-2024



<https://www.un.org/en/observances/decade-people-african-descent/background>





# **What is Anti-Black Racism?**

Anti-Black Racism is policies and practices that are embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that are directed at people of African descent and are rooted in their unique history and experience of enslavement and colonization here in Canada.



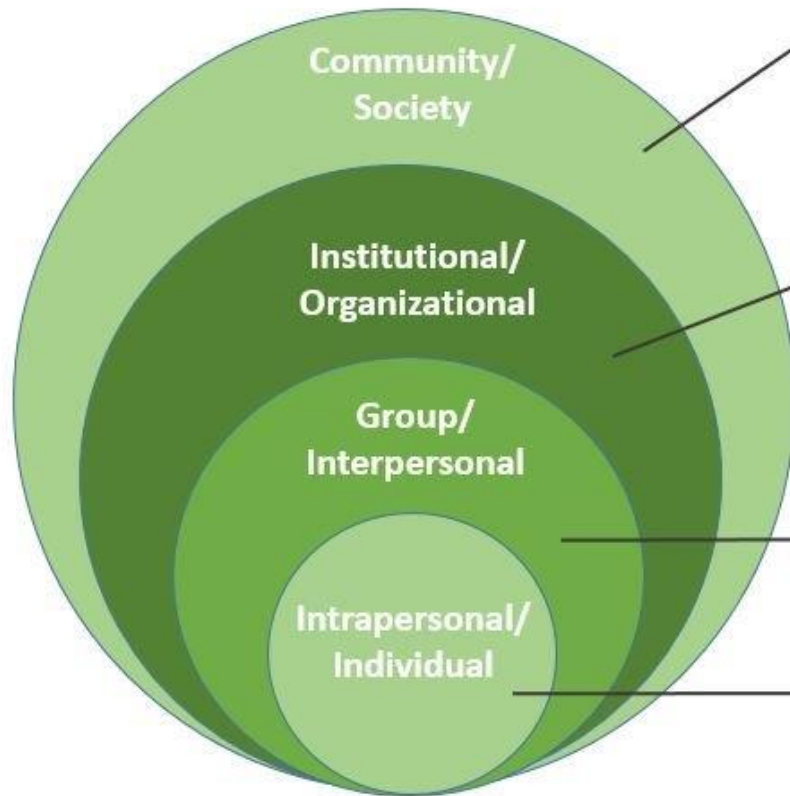
# **Implementation: 2018 to 2022**

## **Toronto Action Plan to Confront Anti-Black Racism**

is the beginning of meaningful restoration of our relationship with Black colleagues, neighbours, clients and friends in the most diverse city in the world.

# The Ubuntu Framework

## The Confronting Anti-Black Racism Ubuntu Framework:



**Community/Society:** We need to sustain and contribute to broader societal and communal change. Anti-Black racism is embedded in all parts of society. Anti-Black racism must be confronted in all of its societal incarnations. Whether it be racial profiling, disproportionate levels of mental health challenges, or a higher vulnerability to gentrification and displacement.

**Institutional/Organizational:** We need to transform and cultivate new cultures within organizations and institutions. Cultures that promote robust engagement with the root causes of systematic disadvantage and inequity built on and sustained by anti-Black racism. This level is about our shared psychologies, emotions, systems, policies and practices.

**Group/Interpersonal:** We need to transform group dynamics on the small scale to form a foundation for broader institutional and communal change. We need to engage teams, working groups, committees in disruptive conversations that upset the dominance of white supremacy, hetero-patriarchy, and class in small to mid size group dynamics.

**Personal/Individual:** We need to activate, sustain, and promote change at the personal and individual. Confronting Anti-Black Racism depends on psychological, emotional, spiritual and intellectual level change in individuals.

# **Intervention Themes**

## **22 Recommendations & 80 Actions**

1. Children and Youth Development
2. Health and Community Services
3. Job Opportunities and Income Supports
4. Policing and the Justice System
5. Community Engagement and Black Leadership

# The CABR Team

## Policy Development:

- implementation of activities and strategies to embed the recommendations and actions of the Toronto Action Plan to Confront Anti-Black Racism in the planning, policy and practice of City staff.

## Community Development:

- implementation of community development strategies, based on the Toronto action plan to confront anti black racism.

## Training and Development:

- developing, coordinating and delivering learning sessions and opportunities for City of Toronto staff to embed the recommendations and actions of the Toronto Action Plan to Confront Anti-Black Racism in the planning, policy and practice of City staff.

# The CABR Ecosystem



- **Planning and Accountability Circle**
- **Black Staff Network**
- **Black Resilience Cluster**
- **Council Advisory Body**
- **City Leads Table**

# **Year 3**

## **Work Plan Priorities - CABR**

- **Continuing a Culture of Change within the City**
- **Community Capacity Building**
- **Community Safety, Wellbeing and Alternatives to Policing**
- **Black Community Resilience**

# Year 3

## Work Plan Priorities – City of Toronto



### EC17.3 Appendix D

#### APPENDIX D

#### YEAR THREE WORK PLAN PRIORITIES

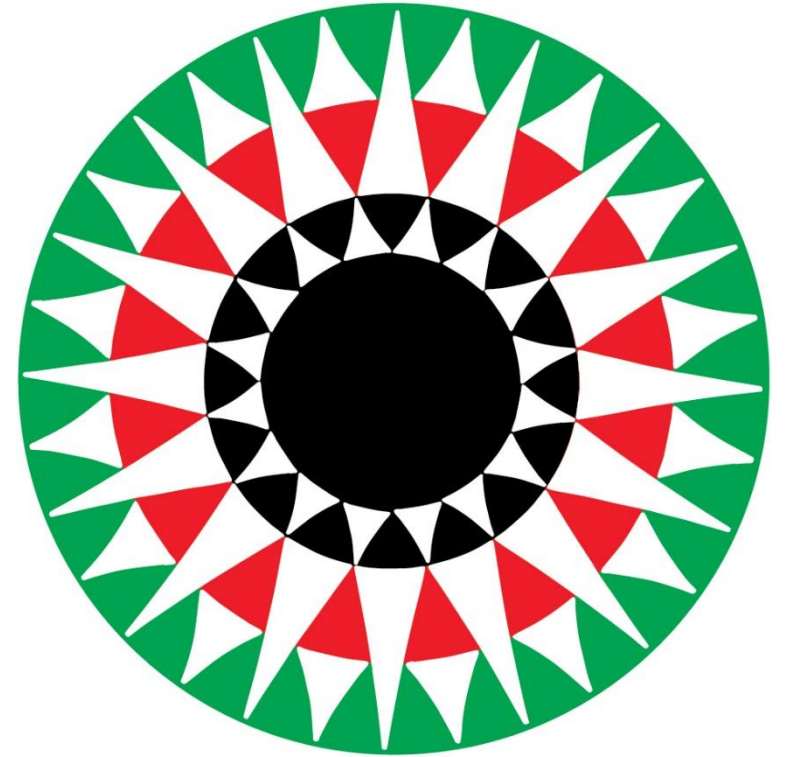
In Year Three (January 2021 to December 2021), the Confronting Anti-Black Racism (CABR) Unit will continue work with agencies, boards, commissions, and divisions across the City to refine and finalize 2021 work plans. Please see below for the CABR Unit's Year 3 Work Plan Priorities.

#	Priorities	Rec. #	Year Three Key Deliverables	City Leads
1	<b>Continuing to Create Culture Change at the City</b>		Year Three will prioritize increasing the number of staff trained, expanding use of anti-Black racism analysis by City staff, and recruitment and talent strategy for Black staff, which is particularly important as the City focuses on building a workforce that reflects our city's diversity	
		11.1	Engage diverse Black experts and community members to continue to <b>inform recruitment and talent strategies with the aim to advance professional development, promotion, and leadership opportunities</b> for employees of African Descent at the City of Toronto.	TTC SSLTC TPL SDFA EDC SSHA
		11.2 & 16.5	Continue to deliver a <b>comprehensive, mandatory learning program for City staff</b> from frontline to leadership levels, leveraging the expertise of Black subject matter experts and embedding capacity within organizations.	TTC TPL P&E SSLTC
		20	<b>Make city spaces more accessible and welcoming to Black Torontonians</b> through reviews of <b>City consultation processes and public space and street naming review.</b>	DCM- CS EDC





# Questions



# Contact Us

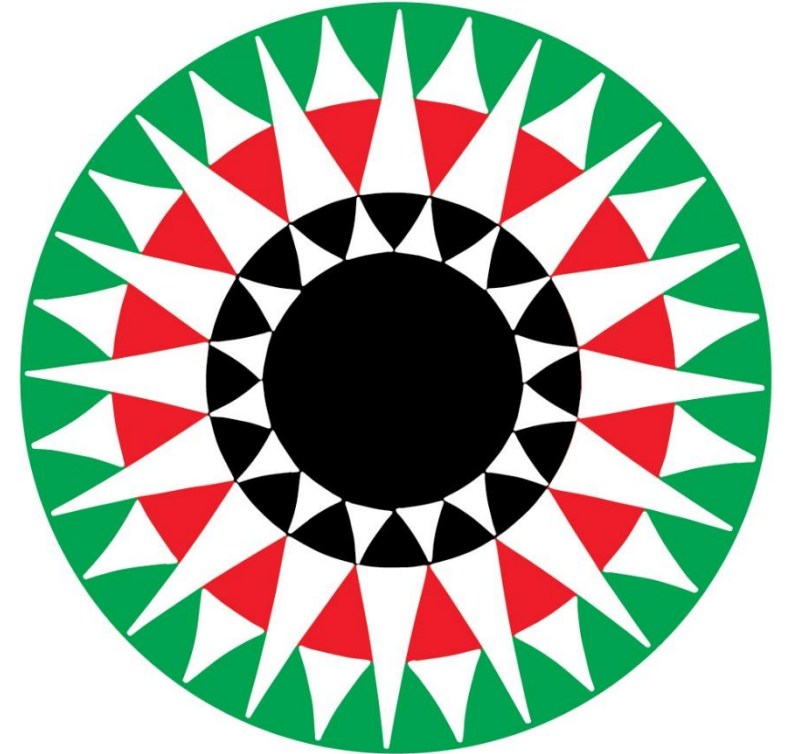
**General Inquires:**

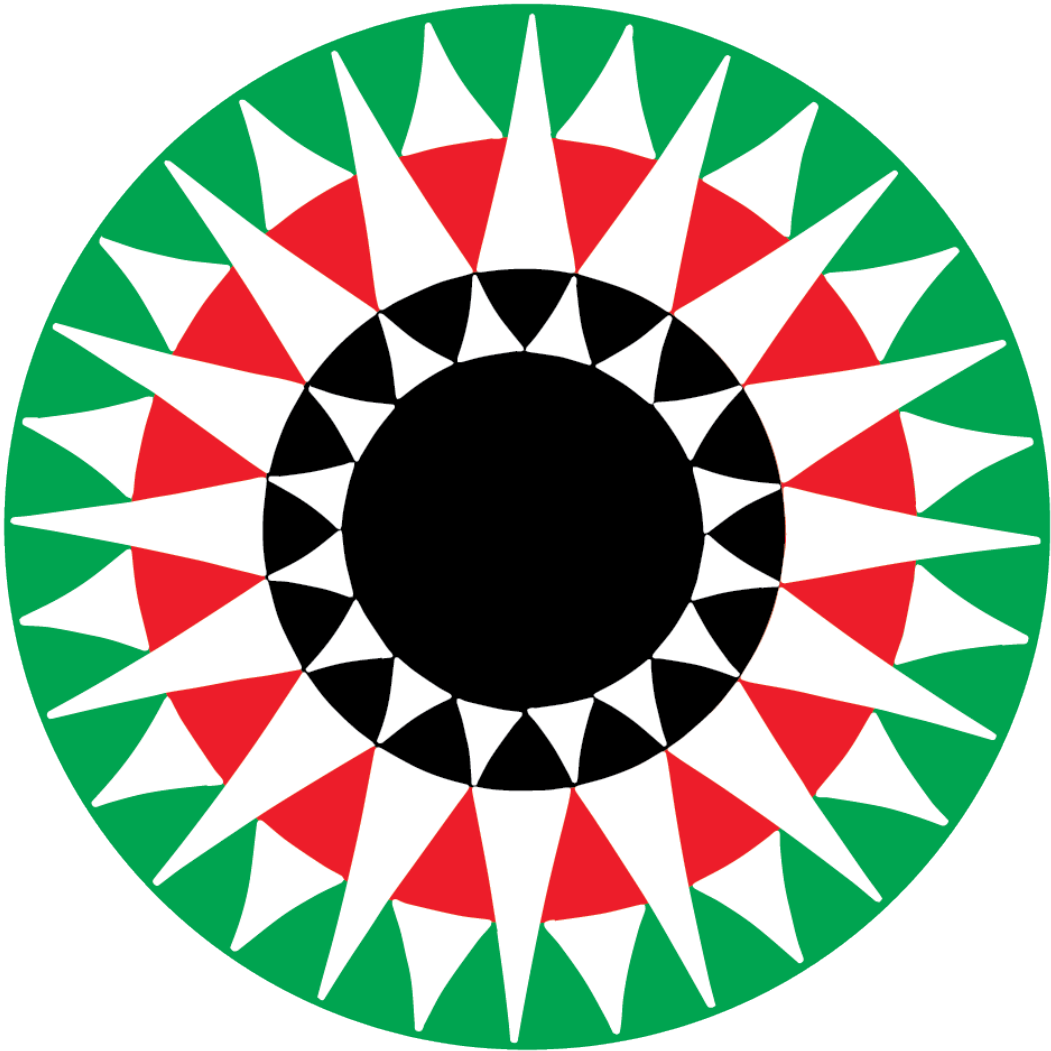
**[CABR@toronto.ca](mailto:CABR@toronto.ca)**

**Training:**

**[CABRTraining@toronto.ca](mailto:CABRTraining@toronto.ca)**

**Website: [toronto.ca/abr](http://toronto.ca/abr)**





Thank You!



## **Town of Newmarket**

### **Minutes**

### **Newmarket Anti-Black Racism Task Force**

Date: Tuesday, March 2, 2021  
Time: 4:00 PM  
Location: Electronic VIA ZOOM  
See How to Login Guide

Members Present: Nadia Hansen, Vice Chair  
Lori-Anne Beckford  
Councillor Bisanz  
Councillor Broome  
Claudius Brown  
Holly Douglass  
Gavin Gunter  
Gary Miranda  
Councillor Morrison  
Opiyo Oloya  
Maxine Gordon Palomino  
Kimberly Roach

Members Absent: Jerisha Grant-Hall, Chair  
Leslie Serieux

Staff Present: Jennifer Rose, Healthy Program Workplace Specialist  
Kiran Saini, Deputy Town Clerk

The meeting was called to order at 4:01 PM. Nadia Hansen in the Chair.

#### **1. Notice**

Nadia Hansen advised that the Municipal Offices remain closed to the public.  
This meeting was available VIA ZOOM Meeting at [newmarket.ca/meetings](https://newmarket.ca/meetings).

#### **2. Additions & Corrections to the Agenda**

None.

**3. Conflict of Interest Declarations**

None.

**4. Presentations**

None.

**5. Deputations**

None.

**6. Approval of Minutes**

**6.1 Newmarket Anti-Black Racism Task Force Meeting Minutes - February 2, 2021**

Moved by: Opiyo Oloya

Seconded by: Councillor Broome

1. That the Newmarket Anti-Black Racism Task Force Meeting Minutes of February 2, 2021 be approved.

**Carried**

**7. Items**

**7.1 Affirmation**

Nadia Hansen acknowledged that although Black History Month was in February, important work to advance and address anti-Black racism continues on. She advised that she is currently reading a book by Angela Davis, which inspired her to share the importance of remembering that freedom is a constant struggle.

**7.2 Reports from Subcommittees**

Gavin Gunter provided an update on behalf of subcommittee #1. He advised that during February the subcommittee was focused on creating a communications plan for the survey to encourage as many respondents as possible. There was discussion regarding engaging institutions as part of the subcommittee's consultative process, and it was noted that the

subcommittee will be revisiting the idea of a Town Hall style forum as a form of engagement in phase two of the Task Force's work plan.

Kimberly Roach provided an update on behalf of subcommittee #2. She shared what their research has shown thus far, and indicated that there is very little data collected for racialized groups in Newmarket. She also noted that income disparities continue to exist for racialized groups in York Region. Kimberly advised the Task Force members that she has requested a member of Toronto's Confronting Anti-Black Racism Unit to present at the April Task Force meeting.

Nadia Hansen provided an update on behalf of subcommittee #3. She shared that the subcommittee is awaiting the survey results to build an understanding on where gaps exist. Holly Douglass advised that Town Staff from the Recreation and Culture Services department will be sharing their strategies on outreach to youth to understand if there are any areas for continued improvement.

## **8. New Business**

### **1. Work plan timelines**

Gavin Gunter advised that the Task Force is quickly approaching their mid-way point for their term, and recommended that all members think about the structure of the interim report to Council. Gavin shared some preliminary themes that have emerged: policing, education, recreation, culture, and communication.

## **9. Adjournment**

Moved by: Holly Douglass  
Seconded by: Gavin Gunter

### **1. That the meeting be adjourned at 4:59 PM.**

**Carried**

---

Nadia Hansen, Vice Chair

---

Date