



Town of Newmarket

Agenda

Newmarket Anti-Black Racism Task Force

Date: June 1, 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.

2. Additions & Corrections to the Agenda

3. Conflict of Interest Declarations

4. Presentations

5. Deputations

6. Approval of Minutes

6.1. Newmarket Anti-Black Racism Task Force Minutes - May 4, 2021

1. That the minutes of the Newmarket Anti-Black Racism Task Force Minutes May 4, 2021 be approved.

7. Items

7.1. Affirmation

7.2. Review of Interim Report Presentation to Council

7.3. Review of Draft Presentation to Council at Workshop on June 7, 2021

7.4. Review of Draft Vision Statement

7.5. Reports from Subcommittees

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

8. **New Business**

9. **Adjournment**



Town of Newmarket

Minutes

Newmarket Anti-Black Racism Task Force

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

Members Present: Jerisha Grant-Hall
Nadia Hansen
Councillor Bisanz (4:56 PM to 5:14 PM)
Councillor Broome
Claudius Brown
Holly Douglass
Gavin Gunter
Gary Miranda
Councillor Morrison
Opiyo Oloya
Maxine Gordon Palomino
Kimberly Roach (4:19 PM to 5:11 PM)
Leslie Serieux

Members Absent: Lori-Anne Beckford

Staff Present: Jennifer Rose, Healthy Program Workplace Specialist
Kiran Saini, Deputy Town Clerk
J. Grossi, Legislative Coordinator

The meeting was called to order at 4:04 PM.
Jerisha Grant-Hall in the Chair.

1. Notice

Jerisha Grant-Hall advised that all Town facilities were closed to the public, and that members of the public were encouraged to attend by joining through the ZOOM information provided with the agenda.

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 - April 6, 2021

Moved by: Opiyo Oloya
Seconded by: Nadia Hansen

1. That the Newmarket Anti-Black Racism Task Force Meeting Minutes from April 6, 2021 be approved.

Carried

7. Items

7.1 Affirmation

Jerisha Grant-Hall provided an affirmation and acknowledged ancestors who paved the way for the work that the Task Force is contributing to. She acknowledged the uncertainty of the times we live in and how it acts as a reminder of what our ancestors went through. She closed with a reminder that the road to healing started long ago and that as the power, resilience, pain and wisdom of our ancestors is within all of us.

7.2 Reports from Subcommittees

Gavin Gunter provided an update on behalf of subcommittee #1 and advised that he would be circulating a draft of the interim report to Council. He talked about some of the key themes that have emerged thus far, and

provided a preliminary overview of the structure of the report. Gavin advised he would lead compiling the report together for the Task Force, and reminded all subcommittees to provide their relevant sections to include with the report.

Leslie Serieux and Jerisha Grant-Hall provided an update on behalf of subcommittee #2. Leslie advised that they are working on summarizing their thoughts for the interim report. Jerisha advised of the key themes that have emerged from the survey and that may form part of the Task Force's recommendations to Council: 1. Black Leadership (Council representation, employment, recruitment, hiring, promotion and retention); 2. Education (campaign, awareness, training); 3. Black youth (mentorship and pathway planning); 4. Community engagement; 5. Representation and recognition; 6. Culture change; 7. Income inequality/disparity; 8. Support for Black-owned businesses; 9. Town policies and procedures; 10. Cross-municipal and Cross sector work (Town working with York Regional Police, School Boards and other municipalities); 11. Acknowledgement and mechanism for reporting and accountability; 12. Periodic townhalls and surveys; 13. Internal Town equity, diversity and inclusion committee; and, 14. Policing practices.

Holly Douglass provided an update on behalf of subcommittee #3 and acknowledged their review of the survey results also echoed issues surrounding education, a lack of sense of belonging, and affordability and accessibility of programming services.

7.3 Interim Report to Council

There was discussion regarding the interim report and reminders of deadlines for submitting the report and presentation to staff for inclusion on the May 25 Committee of the Whole agenda.

Jaclyn Grossi provided an overview of the various chart and stylistic options to display survey results for non-open ended questions. Jerisha advised that she will work with Jaclyn to assist with grouping responses for the question related to race and ethnicity. It was noted that these charts would be prepared for the final report to Council and would not be included as part of the interim report.

8. New Business

(1) Pan African Flag

Councillor Broome advised that Bradford developed a Pan African flag for Black History Month this year, and advised that she would provide this information to Jerisha as the Chair of NACCA for consideration for collaboration for 2022.

9. Adjournment

Moved by: Leslie Serieux
Seconded by: Councillor Morrison

1. That the meeting be adjourned at 5:14 PM.

Carried

Jerisha Grant-Hall, Chair

Date



Anti-Black Racism Task Force

Presented by: Jerisha Grant-Hall

Date: June 7, 2021

Members

- Jerisha Grant-Hall, Chair
- Lori-Anne Beckford
- Claudius Brown
- Holly Douglass
- Gavin Gunter
- Nadia Hansen
- Gary Miranda
- Opiyo Oloya
- Maxine Gordon-Palomino
- Kimberley Roach
- Leslie Serieux
- Councillor Morrison
- Councillor Bisanz
- Councillor Broome

Djembe Drum



Mandate

The Anti-Black Racism Task Force supports the Town's work and encourages positive race relations within the Town of Newmarket by providing advice to Council/the Strategic Leadership Team and being mindful of its focus on anti-Black racism and racial equity within Newmarket by:

- Making recommendations to Council that focus on racial equity opportunities in Newmarket, and on issues or activities that impact the Black community.

Accomplishments

- Developed and distributed first community-wide survey on anti-Black racism (367 responses)
- Designed and conducted 14 interviews with local Black community members
- Built a reservoir of resources (100+ videos and 50+ articles/reports)
- Established cross sector collaboration with Toronto Confronting Anti-Black Racism unit

Events

- Committee is considering a Town Hall to hold space for community to engage in open dialogue on lived experiences etc.

Current Projects

- Working towards a final report to council
 - Review survey and interview data
 - Review best practice from other municipalities
 - Review literature on anti-Black racism and the Black experience in Canada

Asante Sana!
Thank you!



Vision Statement of the Anti-Black Racism Task Force, Town of Newmarket

[DRAFT]

To provide strategic direction to the Town of Newmarket which will lead to the elimination of systemic discrimination in Newmarket. Making Newmarket a welcoming place, where all can feel like they belong, by creating a safe and respectful space where racial equity is realized for Black residents. Building on the vibrancy of the Afro-descendant community, while promoting a harmonious and peaceful means of intercultural understanding which will build a stronger community.

With the foremost recognition that anti-Black racism exists, the task force seeks ways to disrupt, displace and dismantle this scourge within our community of Newmarket.

In furtherance of these objectives we seek to:

- Act as one of the conduits to bring the challenges being faced by afro-descendants and their allies into the light. By so doing, we seek to be an agent for healing within the community for those whose lives have been adversely impacted by anti-Black racism in all its forms.
- Foster confidence in our democratic institutions by bringing these challenges and concerns to the local government (namely the Newmarket Town Council) thereby increasing the sense that this minority community feels ‘heard’ and is ‘empowered’.
- Promote safe, harmonious and peaceful means of intercultural understanding which will build a stronger community via appropriate recommendations.
- Conceive or adopt recommendations tailored to the needs of the Newmarket community (at the procedural and policy levels) that seek to advance the equality of afro-descendants as well as improve the physical and emotional wellbeing outcomes of this segment of the community.

We further recognize the tremendous diversity within the community of those who possess African heritage & ancestry and celebrate the immense contributions such individuals have made to the Canadian way of life from the very start. Within the context of 2015-2024 being declared by the United Nations as the International Decade for People of African Descent, we further underscore and emphasize that harmonious and inclusive ways, beliefs and institutions will further strengthen the nation of Canada and that the scourge of racism detracts from the present and future prosperity of our beloved nation.