



Town of Newmarket

How to attend an Electronic Task Force Meeting

As all Town facilities remain closed to the public, members of the public can attend an electronic Advisory Committee or Board Meeting by joining through ZOOM.

These instructions are for the public and not Committee or Board Members. **The public will join in “listen only” mode (as an “Attendee”).**

Meeting: Anti-Black Racism Task Force
Date: Tuesday, September 7, 2021 at 4:00 PM
Location: Electronic VIA ZOOM Meeting

How to Join the Meeting by laptop, tablet, iPad, phone or computer:

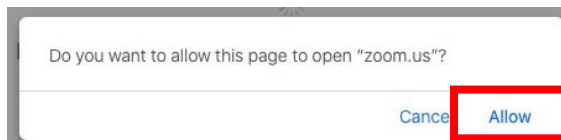
1

Click the link to the ZOOM Meeting below:

<https://townofnewmarket.zoom.us/j/98019663330?pwd=ZUQwZDZWb3puUGMrMIU4ZFhYQzVsQT09>

2

The link will open in your browser and the following pop-up will appear, click “Allow”



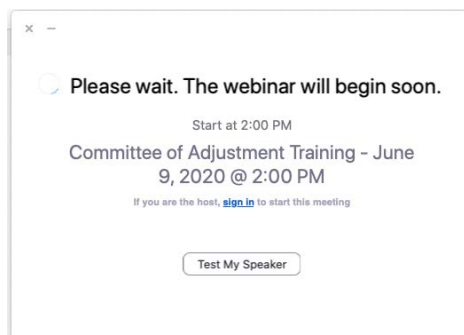
3

Type your First and Last name into the “Your Name” field and type your email into the “Your Email” field. Then click “Join Webinar”.

A screenshot of the Zoom registration form. It has a title "Finish registration to join the webinar." and two input fields: "Your Name:" with the text "Jaclyn Grossi" and "Your Email:" with the text "jgrossi@newmarket.ca". Both fields are highlighted with a red rectangle. At the bottom are "Cancel" and "Join Webinar" buttons.

4

The following pop-up window will appear, and you will join the meeting when it begins.



Reminder – you will only be able to listen and view the meeting, your camera and audio will not be on.

5

When the meeting begins you will be able to see the Committee or Board Members and Staff who are attending the meeting.

How to Join the Meeting by telephone:

1

Dial one of the numbers below:

647 374 4685 or
647 558 0588

2

Follow the telephone prompts and input the following information:

Meeting ID: 980 1966 3330 followed by #

There is no Participant ID, just press #

Passcode: 111448 followed by #

You will be placed in a “waiting room” until the meeting begins

3

Once the meeting begins, the telephone operator will advise that you have joined as an attendee and that you will be muted throughout the meeting.

Technical Tips

- ✓ **You will be attending the meeting in “listen only mode” (i.e., without your video or audio on)**
- ✓ If you cannot connect, check your internet connection by going to another website (such as www.newmarket.ca) - If the internet is not working on other sites, you may need to reboot your device or modem



If your screen freezes, try to refresh or you may need to disconnect from the meeting and then reconnect using the link above

- ✓ If you get disconnected, rejoin the meeting using the link above



Town of Newmarket

Agenda

Newmarket Anti-Black Racism Task Force

Date: September 7, 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

4.1. Engaged Inclusive Communities Summary Report

Note: Kim Clark will be in attendance to provide a presentation on this matter.

1. That the presentation provided by Kim Clark regarding the Engaged Inclusive Communities Summary Report be received.

5. Deputations

6. Approval of Minutes

6.1. Newmarket Anti-Black Racism Task Force Minutes of August 3, 2021

1. That the Newmarket Anti-Black Racism Task Force Minutes of August 3, 2021 be approved.

7. Items

7.1. Affirmation

7.2. Report from Working Group

7.3. Vision Statement

1. That the vision statement be received.

8. **New Business**

9. **Adjournment**

ENGAGED INCLUSIVE COMMUNITIES – SUMMARY REPORT

JUNE 2021

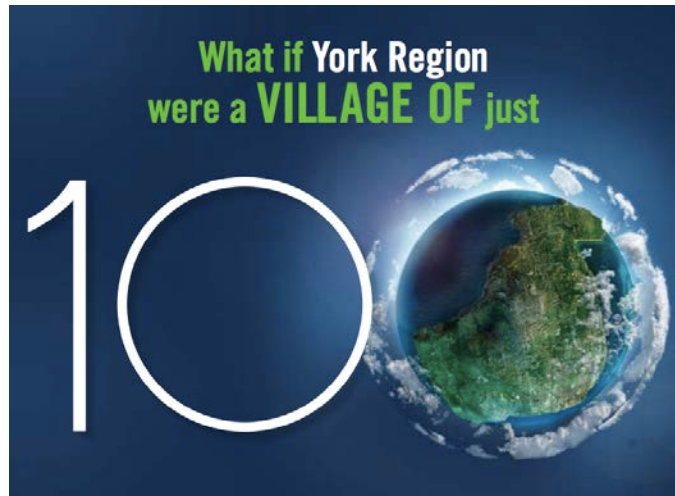


“IF YOU DON’T EAT HAMBURGERS, YOU WILL BE AN AUDIENCE NOT A PARTICIPANT.” – LOCAL COMMUNITY ORGANIZATION LEADER



WHY?

YORK REGION



OUR COMMUNITIES

- Lack of specific data
- Our communities are changing
- We want to engage meaningfully with our communities
- Gain better understanding of our communities
- Growth and opportunity

WHY?



- Engage more effectively
- Inform program and policy development
- Ensure reflective and inclusive communications and engagement
- Provide deeper connection and engagement
- Encourage growth, economic opportunity and sense of community belonging

WHAT ARE WE LOOKING AT?

Project focus

Inclusive Engagement – what do we mean?

“Inclusive public engagement is not only the right thing to do, it’s what builds strong, sustainable relationships and helps capture a complete range of values and perspectives. Getting diversified public feedback ultimately leads to better decision making and policy discussions. Gaining a full range of perspectives also increases the likelihood of successful implementation of public programming because the entire community takes ownership.”

<https://www.bangthetable.com/blog/inclusive-engagement/>



PROJECT OVERVIEW

PHASE 1 – WHERE WE ARE

REVIEW/REPORT

- This initial phase focused on connecting and gathering information to gain understanding
 - This work entailed two pieces:
 - A collection of conversations with municipal departments and local community organizational leaders
 - The development of a high level demographic snapshot of our communities.

PHASE 2 – WHAT IS NEXT

ENGAGE/LEARN

- This phase will focus on learning and engaging around the key themes and opportunities. Such as:
 - Municipal staff workshops
 - Institutional partner engagement/presentation
 - Engaging on themes through Neighbourhood Network partners and communities
 - Process development for organization listing

PHASE 1 ELEMENTS

Demographic Snapshot

- Based on 2016 Census Data and York Region demographic reports

Municipal & Community Conversations

- 20 conversations across all three municipalities
 - Planning, communications, recreation, economic development, library, HR, culture
- Council engagement sessions (March/April)
- 14 Community organization conversations

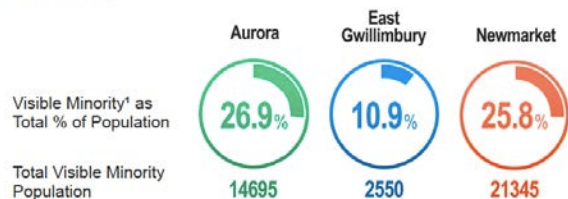
Municipal Committee engagement

- Aurora – to come Accessibility and ABR/AR taskforce, Aurora Collaborative Arts Committee
- Newmarket Anti-Black Racism Task Force and Internal D&I
- EG – D&I Committee

DEMOGRAPHIC SNAPSHOT

VISIBLE MINORITY - OVERALL

Visible Minority



¹From Census - Visible minority refers to whether a person belongs to a visible minority group as defined by the Employment Equity Act and if so, the visible minority group to which the person belongs. The Employment Equity Act defines visible minorities as "persons other than Aboriginal peoples who are non-Caucasian in race or non-white in colour." The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean, and Japanese.

VISIBLE MINORITY – TOP 5

Aurora	East Gwillimbury	Newmarket
Chinese	Chinese	Chinese
West Asian	South Asian	South Asian
South Asian ³	Black	Black
Black	West Asian ⁴	South East Asian ⁵
Filipino	Filipino	West Asian

¹From Census - Visible minority refers to whether a person belongs to a visible minority group as defined by the Employment Equity Act and if so, the visible minority group to which the person belongs. The Employment Equity Act defines visible minorities as "persons other than Aboriginal peoples who are non-Caucasian in race or non-white in colour." The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean, and Japanese.

DEMOGRAPHIC SNAPSHOTS

Households

Households¹¹

	Aurora	East Gwillimbury	Newmarket
Proportion of children (under 14) living with one parent	13.9%	10.7%	16.8%

¹¹ Taken from York Region Census Release Report – Population, Families, Households and Marital Status

THEMES

Theme 1:

Meet people where they are

- Go beyond traditional communications tactics
- Shift from expecting people to come to “us” to meeting people where they already are both physically and online

Theme 2:

Engage with intention

Whether in general engagement or purposeful for a program, policy or strategy engage with an intentional inclusive lens - reach out specifically to underrepresented groups

- Leverage community partners to share and engage
- Develop relationships with community for relationship and trust purpose - shift from transactional focus

THEMES

Theme 3:

Communicate the commitment

- Ensure commitment to DEI and inclusive engagement is clearly articulated and understood internally as a priority
- Wherever communicating with community reinforce commitment both in message and also approach to engagement and communications
- Give clarity across organization and from leadership that working through an inclusive lens is a key priority
- Make it clear and measured expectation

Theme 4:

Make the informal, formal

- Embed this within all work – not just Inclusion and Diversity focused work (and/or HR)
- Shift inclusive engagement and DEI away from side of desk to ingrained in process and systems
- Articulate expectations of inclusive lens to engagement both internal and to external programming partners

THEMES

THEME 5:

Access

Who is invited? Who feels included?
Where are there barriers?

- Accessibility speaks not only to physical access, but also to access of processes, programs, people, and place/space. It also deals with how we engage the communities we serve to make them feel welcome and encouraged to participate.

THEME 6:

Engage meaningfully

At times, the ways in which we communicate and engage can themselves become barriers. There is an opportunity to examine how, when, and why we engage and how we can do it with an intention towards creating meaning, trust, and relationships.

This is broken down in 3 areas:

- The relationships we build
- The words we use
- The ways we engage and expectation mismatch

AREAS OF OPPORTUNITY

Leadership

Who are our leaders? Who is at the decision-making tables? How do we identify leaders?

Broad Community Leadership Development

Explore the idea of a “Community Leadership Development” program in the 3 municipalities and potentially N6 – focused on developing a pipeline of leaders

Municipalities as a Leader, Champion, and Catalyst for Change

Local municipalities have an opportunity to take an increased leadership role in action and change around inclusive engagement

Partnership

Who do we partner with and why? This speaks to the themes of meeting people where they are and engaging with intention. Whether for broad communications strategies or specific engagement opportunities, creating a partnership strategy through an inclusive lens will help ensure more reflective and inclusive involvement



AREAS OF OPPORTUNITY

Building capacity for community

Similar to partnerships, for many grass roots organizations and members of marginalized communities there may be a lack of clarity on how to engage with their municipalities, what the opportunities are, and the protocols for engagement.

Stories – Breaking Through with Stories

There are incredible stories of impact and potential in our communities. What role can local municipalities play in amplifying and prioritizing these voices?

Creating Spaces and Opportunities for Conversations


As noted in the themes, it is important to look at how and where we engage as a lever for change.

Measuring Success

Traditional areas of measurement (ex: the total number of event attendees) can be a barrier to creating inclusive programming as our communities change.

Collaborative Opportunities

There are two potential areas and a gap that could be a shared opportunity to explore – translation and community development/building/awareness.



WHERE FROM HERE

A shift to Phase 2 – ENGAGE/LEARN

Development and delivery of Municipal workshops



Institutional partner engagement/presentation



Engaging on themes through NNetwork partners



Process development for organization listing



Diverse and inclusive cities and communities have more social, economic and physical resilience in the face of unforeseen challenges because community members are equipped with the values of equity, diversity and inclusion to adapt to changes and create positive opportunities for community-(re)building.

Building Inclusive Cities Case Study – Cities of Migration





Town of Newmarket

Minutes

Newmarket Anti-Black Racism Task Force

Date: Tuesday, August 3, 2021

Time: 4:00 PM

Location: Electronic VIA ZOOM
See How to Login Guide

Members Present: Jerisha Grant-Hall, Chair
Nadia Hansen, Vice Chair
Claudius Brown
Holly Douglass
Gavin Gunter
Councillor Morrison
Maxine Gordon Palomino
Kimberly Roach
Leslie Serieux (4:46 PM - 5:09 PM)

Members Absent: Lori-Anne Beckford
Councillor Bisanz
Councillor Broome
Gary Miranda
Opiyo Oloya

Staff Present: J. Rose, Healthy Program Workplace Specialist
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 an electronic meetings by joining through the ZOOM information provided with the agenda.

The Legislative Coordinator reviewed the process for members of the public to join an electronic Advisory Committee, Board or Task Force Meeting and how to view all in attendance via ZOOM.

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 Minutes - June 1, 2021

An alternate motion was presented and is noted below in bold.

Moved by: Holly Douglass

Seconded by: Nadia Hansen

1. That the minutes of the Newmarket Anti-Black Racism Task Force Minutes June 1, 2021 be approved, **as amended.**

Carried

7. Items

7.1 Affirmation

Holly Douglass provided an affirmation to the Newmarket Anti-Black Racism Task Force which included the following quote from the podcast

On Being episode 855 entitled Robin DiAngelo and Resmaa Menekem: In Conversation.

“For me, this idea of allyship really does fall into the place of whether or not white people have the capacity to stop what I call Declarations of Independence. Declarations of I’m not racist. Declarations of I’m an ally. Declarations that I’m a good individual white person – and they’re going to have to start really beginning to figure out how to build a CULTURE around abolishing white supremacy. Anything other than that, for me, really is performance art. It’s not real. If you’re not going to be with other white bodies, grinding on specifically about race and specifically about the things that show up when white bodies get together to build culture – then I’m not interested in your credentialing or your virtue signaling”.

7.2 Review of Vision Statement

Jerisha Grant-Hall provided an overview of the draft vision statement attached and asked the Members to provide input on any revisions. The Members discussed a few minor language changes to ensure that the vision thoroughly captured the mandate of the Task Force.

Jerisha Grant-Hall advised that a final vision statement was expected to be adopted at the September meeting of the Task Force.

7.3 Reports from Subcommittees

Gavin Gunter provided an update on behalf of subcommittee one and advised that there were no updates at this time.

Holly Douglas provided an update on behalf of subcommittee two and advised that there were no updates at this time.

Nadia Hansen provided an update on behalf of subcommittee three and advised that they have reached out to Statistics Canada to request a breakdown of the census data categories by race, reviewed some of the findings, highlighted specific areas of interest.

7.4 Revision of the Workplan

Jerisha Grant-Hall reviewed the mandate of the Task Force and provided clarity on how to meet the goals outlined. The Members discussed the subcommittees and agreed that they were no longer needed as their mandates had been fulfilled, and the opportunity for a working group to be created for the curation of the final report.

Moved by: Nadia Hansen

Seconded by: Gavin Gunter

1. That the current three subcommittees be dissolved as their mandates have been fulfilled; and,
2. That a working group made up of one Council representative and up to six Task Force Members be formed to develop the final report, which contains the following Members:
 - Councillor Morrison, Maxine Gordon Palomino, Gavin Gunter, Nadia Hansen, Jerisha Grant-Hall, and Holly Douglass.

Carried

8. New Business

None.

9. Adjournment

Moved by: Holly Douglass

Seconded by: Councillor Morrison

1. That the meeting be adjourned at 5:09 PM.

Carried

Jerisha Grant-Hall, Chair

Date

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

We recognize the tremendous diversity among those who possess African heritage and ancestry in Newmarket and celebrate the immense contributions Afro descendant people have made to the Canadian way of life since the early seventeenth century. The United Nations declared 2015-2024 as the International Decade for People of African Descent which outlines the framework for respect and protection of African descendant peoples' fundamental freedoms and human rights.

The Newmarket Anti-Black Racism Task Force aims to provide strategic direction to the Town of Newmarket which will lead to the implementation of the full and effective elimination of systemic discrimination in Newmarket. Building a strong and connected community where Black residents feel safe, and where racial equity, belonging and intercultural understanding are realized for all racialized communities, not just Black communities.

Furthermore, we seek to:

- Act as a conduit between the Town's afro-descendant peoples (and their allies), bringing their lived experiences to the forefront. 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.
- Promote confidence in our democratic institutions by bringing these social issues and concerns to the municipal government to advance the voice of the community.
- Nurture a safe, harmonious and peaceful Newmarket community through targeted recommendations that focus on racial equity and seek to advance the emotional and physical wellbeing of afro-descendant people
- Urge the Town of Newmarket to champion equitable outcomes for the afro descendant segment of the community.