



# Town of Newmarket

## Agenda

### Newmarket Dismantling Anti-Black Racism Advisory Committee

Date: Wednesday, June 11, 2025  
Time: 6:00 PM  
Location: Streamed live from the Municipal Offices  
395 Mulock Drive  
Newmarket, ON L3Y 4X7

#### 1. Notice

Members of the public may view this meeting through the live stream available at [newmarket.ca/meetings](http://newmarket.ca/meetings), or attend in person at the Council Chambers at 395 Mulock Drive.

#### 2. Additions & Corrections

#### 3. Conflict of Interest Declarations

#### 4. Approval of Minutes

##### 4.1 Dismantling Anti-Black Racism Advisory Committee meeting minutes of March 12, 2025

1. That the Dismantling Anti-Black Racism Advisory Committee meeting minutes of March 12, 2025 be approved.

#### 5. Presentations & Recognitions

##### 5.1 Dismantling Anti-Black Racism Advisory Committee Second Quarter 2025 Update

**Note:** Marsaydees Ferrell, Equity Diversity and Inclusion Specialist will provide a presentation on this matter.

1. That the Dismantling Anti-Black Racism Second Quarter 2025 Update be received.

#### 6. Other Business

##### 6.1 Dismantling Anti-Black Racism Implementation Plan June 2025

1. That the Dismantling Anti-Black Racism Implementation Plan June 2025 be received.

6.2 2025 Advisory Committee and Board Accomplishments

**Note:** Simon Granat, Legislative Coordinator will speak to this matter.

7. **New Business**

8. **Closed Session (if required)**

9. **Adjournment**



## **Town of Newmarket**

### **Minutes**

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

Date: Wednesday, March 12, 2025  
Time: 6:00 PM  
Location: Streamed live from the Municipal Offices  
395 Mulock Drive  
Newmarket, ON L3Y 4X7

Members Present: Jerisha Grant-Hall  
Claudine Gayle (6:22 PM to 6:36 PM)  
Mark Holmes  
Zana Palomino  
Maxine Gordon Palomino  
Nadia Hansen  
Jeremiah Leslie Serieux

Members Absent: Bolanle Ajiboye  
Simone McKenzie

Staff Present: M. Ferrell, Equity, Diversity, and Inclusion Specialist  
S. Granat, Legislative Coordinator

The meeting was called to order at 6:01 PM.  
Jerisha Grant Hall in the Chair

#### **1. Notice**

Jerisha Grant Hall provided notice that members of the public may view this meeting through the live stream available at [newmarket.ca/meetings](http://newmarket.ca/meetings), or attend in person at the Council Chambers at 395 Mulock Drive.

#### **2. Additions & Corrections**

None.

**3. Conflict of Interest Declarations**

None.

**4. Approval of Minutes**

**4.1 Dismantling Anti-Black Racism Advisory Committee meeting minutes of December 11, 2024**

Moved by: Mark Holmes

Seconded by: Zana Palomino

1. That the Dismantling Anti-Black Racism Advisory Committee meeting minutes of December 11, 2024 be approved.

**Carried**

**5. Presentations & Recognitions**

**5.1 Dismantling Anti-Black Racism Advisory Committee March Update**

The Equity, Diversity, and Inclusion Specialist provided a presentation regarding the Dismantling Anti-Black Racism Advisory Committee March Update including a progress update, completed actions, training, and updates from Central York Fire Services, Human Resources, and Recreation and Culture training.

Advisory Committee members queried the presenter regarding Central York Fire Services hiring practices, statistics regarding Black staff, Human Resources Integration System implementation, and recent hires.

Moved by: Jeremiah Leslie Serieux

Seconded by: Mark Holmes

1. That the presentation provided by Marsaydees Ferrell, Equity, Diversity, and Inclusion Specialist regarding the Dismantling Anti-Black Racism Advisory Committee March Update be received.

**Carried**

**6. Other Business**

**6.1 Dismantling Anti-Black Racism Implementation Plan Updates**

Moved by: Jeremiah Leslie Serieux

Seconded by: Maxine Gordon Palomino

1. That the Dismantling Anti-Black Racism Advisory Committee Implementation Plan Updates be received.

**Carried**

**7. New Business**

None.

**8. Closed Session (if required)**

The Dismantling Anti-Black Racism Advisory Committee did not resolve into Closed Session.

**9. Adjournment**

Moved by: Nadia Hansen

Seconded by: Mark Holmes

1. That the meeting be adjourned at 6:36 PM.

**Carried**

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Jerisha Grant-Hall, Chair

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Date

Dismantling Anti-Black Racism Advisory Committee

**SECOND QUARTER (Q2) 2025 2025**

# LAND ACKNOWLEDGEMENT



We acknowledge that the Town of Newmarket is located on the traditional territories of the Wendat, Haudeno-saunee (Ho-den-no-show-knee), and the Anishinaabe peoples and the treaty land of the Williams Treaties First Nations and other Indigenous peoples whose presence here continues to this day. We thank them for sharing this land with us. We also acknowledge the Chippewas of Georgina Island First Nation as our close neighbours and friends, and we work to ensure a cooperative and respectful relationship.

# Progress Update: March to June



## Key Updates:

- **Completed Actions:** Increased from **20.5** to **23.5**, showing steady progress.
- **In-Progress Actions:** Reduced from **26.5** to **24.5**, as more projects move toward completion.
- **Future Work Actions:** Decreased from **8** to **7**, reflecting a continued shift toward active implementation.

Putting us at **87.27%** of our actions either completed or in progress, demonstrating strong momentum in executing initiatives and minimizing outstanding work.

## Key Updates:

- EDI and Anti-Black Racism training rollout for CYFS, PWS, and PFS staff to be completed by Q4.
- Collaboration with York Region partners to identify and support Black-owned businesses and community programs.
- Development of a live directory of Black-owned businesses in Newmarket and York Region.
- Engagement strategies to support racialized youth in fire services.
- Continuing to share and integrate the DABR Action Plan across municipal departments and community stakeholders.

## Accountable Owner: Communications

Theme	Action	Timeline	Measure of Success
Inclusive Economic Development	Where possible, consider hosting media events at black owned businesses/support highlighting Newmarket's black owned businesses	In Progress	Number of media events held at black owned businesses/# of media and social media articles/posts
Ongoing Leadership and Accountability	Communications team will continue to support the implementation of the DABR action plan and list of recommendations	Ongoing	
	Embed questions from DEI Lens related to Communications in our communications plans and strategies	Q4 2025	
Inclusive Economic Development	Use "Hey Newmarket" to crowd source list of Black-owned businesses in TOWN OF NEWMARKET	Q3 2025	Percent of completion of the Newmarket Black owned businesses database
Ongoing Leadership and Accountability	Coordinate a photoshoot (in partnership with NACCA and/or other partner(s)) to increase the <u>amount</u> of photos and imagery of black residents in the community to be used in Town communications and marketing materials	In Progress Q3 2025	Number of images made available for Town marketing materials

Update

Update

### Communications team will continue to support the implementation of the DABR action plan and list of recommendations

- Worked with York Region News to highlight me and the advancements of the DABRAC, amplifying the program's impact across the region.
- Will be working with York Region News to spotlight the Trailblazers program and its role in promoting equity and inclusion.

### Coordinate a photoshoot (in partnership with NACCA and/or other partner(s)) to increase the amount of photos and imagery of Black residents in the community to be used in Town communications and marketing materials

- Currently in the planning phase.
- Emailed the committee to confirm interest in doing the photo shoot.
- Exploring potential Black photographers.
- Reaching out to suggested photographers to check September availability.

# EXAMPLES OF DIVERSE IMAGERY IN CURRENT MEDIA AND MARKETING



## Town of Newmarket's Post

**Town of Newmarket**  
May 25 at 9:08 AM · 🌐

#Newmarket is helping build a world where everyone can participate fully. Today marks the start of National AccessAbility Awareness Week! Since its establishment in 2017, NAAW has celebrated the efforts and initiatives that help create a more accessible Canada.

We have a week full of FREE activities! Check out the full schedule at <https://www.newmarket.ca/naaw>.

Let's come together and recognize the ongoing work to build a more accessible and inclusive community.



👍❤️ 25

2 comments 2 shares

**Town of Newmarket**  
March 4 · 🌐

Thank you to the community for joining us in honouring Black History Month. We celebrated Black Canadian storytelling through the theme "I and I, I Wanna Rule My Destiny" that was showcased through a powerful Black History Month Reception, Ujamaa Marketplace and month-long Gallery Exhibition, a Community Visioning Board exercise about hopes and dreams, the raising of the Pan-African flag, an empowering Energy Hygiene Workshop, and an inspiring Paint & Sip session.

A very special thank you to the [Newmarket African Caribbean Canadian Association \(NACCA\)](#) for creating a month of powerful programming that showcased local Black-owned businesses, artists, leaders and storytellers.

And, thank you to our presenting sponsor [MagnatInternational](#)

Education, conversations, and action must, and will, continue all year-long. In 2023, the Town of Newmarket established an action plan to dismantle anti-Black racism and remove barriers Black individuals face in Newmarket. Learn more at <https://www.heynewmarket.ca/dabr>

📷 Check out the photos to see some of the ways we came together for #BHM2023



👍❤️ 27

1 share

**Town of Newmarket**  
May 11 at 9:30 AM · 🌐

🌸 Happy Mother's Day, #Newmarket!

Today, we celebrate the love, encouragement and dedication shown every day by mothers, grandmothers and mother figures.

We love seeing you and your loved ones enjoying community events, exploring our parks and playgrounds and sharing special moments together.

Here's to all the incredible moms who help make our community such a wonderful place to live!



👍❤️ 46

4 shares



Town of Newmarket

March 31 · 🌐

🔗 Starting next week! Step up to the plate with #Newmarket's Girls At Bat program this spring!

In partnership with Jays Care Foundation, this program is a girl-centered baseball and softball program for 8- to 12-year-olds that makes it easy to build belonging for girls.

No experience necessary. Learn more and register now (course code 57630): <https://bit.ly/41hPbA>



**JAYS CARE FOUNDATION**  
LOCAL GOVERNMENTS

**GIRLS AT BAT**

Do you want to make some new friends this year? Sign up for Girls at Bat! This is a fun introductory baseball/softball program that focuses on friendships and learning new skills. All self-identified girls and gender-diverse participants are welcome.

**Date:** April 8 to June 10  
**Time:** 6:15 to 7:15 p.m.  
**Location:** Crossland Public School (255 Brimson Dr.)  
**Ages:** 8 to 12 years  
**Course Code:** 57630

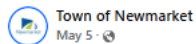
**Register at:**  
[newmarket.perfectmind.com](https://newmarket.perfectmind.com)

**Newmarket**



7

5 shares



Town of Newmarket

May 5 · 🌐

#Newmarket residents: This is your friendly reminder that registration for Recreation & Culture activities opens on Wednesday, May 7 at 8 a.m.

Heat things up with new activities this summer and check out the Summer Magazine at <https://www.newmarket.ca/recreation> to directly access all the program information in a few simple clicks.

Remember to have your Xplor account information ready. If you do not have an account, create one here: <https://www.newmarket.ca/xplor>



**Are you ready?**

**Summer Program registration opens this Wednesday, May 7!**

[newmarket.ca/recreation](https://newmarket.ca/recreation)



Town of Newmarket

April 23 · 🌐

🔗 Youth Week = maximum fun! 🌟 We're celebrating Youth Week in #Newmarket from May 1 to 7 with events and activities all week long at the Recreation Youth Centre and telMAX Indoor Skate Park.

Mark your calendars for:

- 🍕 Pizza night\*
- 🎬 Movie night (with free popcorn and ice cream!)
- 🎮 Video game tournament
- 🧶 Craft night\*
- ...and more!

Check out the full Youth Week schedule at <https://www.newmarket.ca/youth>

\*Pre-registration required. Visit [newmarket.perfectmind.com](https://newmarket.perfectmind.com).



**YOUTH WEEK AT THE RYC**

**MAY 1 TO 7**

FREE drop-in all week at the RYC! Variety of free events and programs:

- Free Gymnasium & Skate Park Drop Ins
- Free Throw Competition
- Youth Pizza Night\*
- Youth Movie Night
- Free Popcorn & Ice Cream
- Mario Kart Tournament
- Youth Craft Night\*

\*Pre-Registration Required

[newmarket.ca/youth](https://newmarket.ca/youth)

## Accountable Owner: Central York Fire Services (CYFS)



Theme	Action	Timeline	Measure of Success
<b>Ensure full participation and representation of Black constituents in Newmarket</b>	Proactively look for creative ways to interest racialized youth in fire services. This may include a model like Camp Blaze, outreach to guidance counsellors and/or other solutions. Team will pilot 2-3 new strategies over the next 18 months. Continue to develop and grow the relationships with Black community groups.	Ongoing	Number of engagements and outreach activities per year
<b>Ongoing Leadership and accountability</b>	Hiring processes and practices will be reviewed as part of broader HR review of recruitment. CYFS will implement recommendations where possible following review.	Complete Q4 2024	
	Members of CYFS will utilize the best practices and tools developed by the OAFCD DEI Committee.	Q2 2025	Number of programs created and delivered as influenced by the DEI Toolkit.
<b>Capacity building and training</b>	Members of CYFS have completed EDI training. Team will adopt and roll out Anti-Black racism training.	Q2 2025	Percentage of CYFS staff who have completed ABR training

Update

Update

### Proactively engaging racialized youth in fire services through outreach, pilot programs, and ongoing partnerships with Black community groups

- 18 students are currently involved, but two will be leaving in September when they graduate.
- Looking to open up the program again and will reach out to the same community groups, as well as the Aurora Black Community Association, to share this opportunity.
- Students have been busy:
  - Went to Seneca for a human trafficking event — YRP was impressed.
  - Went to a car wash at 4-5.
  - Coming in to clean a smoke alarm room in the near future..

### Training Development:

- Significant progress on training for CYFS, PWS, and PFS staff.
- Self-paced modules: DEI Fundamentals, Introduction to Unconscious Bias, Respect in the Workplace.
- In-person workshops: Inclusive Leadership, Understanding Privilege, Being an Ally.
- Basic EDI Principles training for 169 PWS & PFS staff.
- By end of year, 369 staff will be trained in EDI, including Anti-Black Racism content.

# ADOPTION OF ANTI-BLACK RACISM TRAINING



## Video to be shown at meeting

### Anti-Black Racism Training

- Partnering with Vubiz to roll out Anti-Black Racism training.
- Pilot project for CYFS, PWS, and PFS staff to be completed by end of year.
- Around 370 staff will have completed Basic Anti-Black Racism training by end of Q4.



Accountable Owner: Economic Development			
Theme	Action	Timeline	Measure of Success
Inclusive economic development	Implement the Town's DEI Lens for Economic Development policy, projects and communications.	Q1 2025	% of completion of policy review using Newmarket's DEI lens
	Build relationships with Black owned businesses. Actively engage Black owned businesses in the Town of Newmarket Corporate Visiting Program.	Q1 2023 - Onwards	% of businesses in the Corporate Visiting Program that are Black owned.
	Engage Black community in Newmarket Economic Development Advisory Committee in collaboration with Clerks by circulating committee posting to key partners (ig: NACCA)	Q1 2027	
	Meet with York Region Small Business Enterprise Centre to discuss opportunities available to Black owned businesses, opportunities for mentorship/training session led by Black people from the Northern Six and put in place benchmarking systems for understanding the YSBEC's reach into the Black community.	Q1 2025	# of Black Businesses served by YSBEC
	Develop partnerships with Black Chamber of Commerce, <a href="#">African-Canadian</a> Construction Association etc.	Q4 2025	# of formal partnerships with Black serving organizations such as the ACCA and Black Chamber of Commerce
	Share the Interim and Final DABR and subsequent action plans with the Main Street Business Improvement Area and Newmarket Economic Development Advisory Committee.	Q3 2025	# of Businesses in the BIA and EDA committees receiving the interim and final DABR Implementation Plans



### Black Owned business directory

- Attended a Black-owned business event on April 12 and created a live directory of businesses.
- A new Business Specialist role (expected by July) will maintain and grow these relationships through the Town's Corporate Visiting Program.

### Meeting with York region Small business Enterprise Centre

- Met with York Region Small Business Enterprise Centre to explore opportunities for Black-owned businesses.
- No specific programs available yet; equitable outreach approach in place.
- We plan to follow up with YRBEC to explore workshop options.
- Potential need to create a new program if gaps remain.

### Sharing of DABR Updates

- Shared with EDAC and will continue to provide updates.
- Sent to BIA when first released; minimal feedback received.

Accountable Owner: Human Resources			
Theme	Action	Timeline	Measure of Success
Ongoing Leadership and accountability	Implement voluntary workforce census when we have our new HRIS.	2025-2026	% completion rate of the demographic questions
	Goal to have Newmarket's staff base reflect the diversity of Newmarket (inclusive of race, abilities, LGBTQ2S+). Reduce gaps each year.	2025-2026	Demographic study of Newmarket staff disaggregated by race and other dimensions of diversity as compared to the demographics of the community of Newmarket.
Inclusive economic development	Work with Strategic Initiatives to search for grants related to ABR programs.	Ongoing	# of granting processes engaged related to ABR
Capacity building and training	Annual commitment for training and professional development specifically for topics related to EDI.	Ongoing	# of ongoing EDI professional development opportunities offered to staff (e.g. webinars, workshops, communities of practice, speakers)  Assessment through surveys of the effectiveness of the professional development tools regarding EDI
Ongoing Leadership and accountability	Review the DEI Lens and specify communities to focus on during use of the tool (e.g., Black, Indigenous, persons with disabilities, LGBTQ2S+).	COMPLETE Q1 2023	
Capacity building and training	Members of CYFS have completed EDI training. Team will adopt and roll out Anti-Black racism training.	Q2 2025	Percentage of CYFS staff who have completed ABR training

Update

#### Training

- EDI and Anti-Black Racism training for CYFS will begin this summer and is expected to be completed by the end of Q4.

# Comments and Questions?

**Thank you for your contribution!**



# Dismantling Anti-Black Racism Implementation Plan



**June 2025**

# Dismantling Anti-Black Racism Implementation Plan

In December of 2021, the Newmarket Dismantling Anti-Black Racism task force (DABRTF) delivered its [Final Report](#) to Council. The report included 117 recommendations related to dismantling barriers, addressing inequalities and systemic racism in Newmarket and the broader York Region.

Following Council's adoption of the DABRTF report, the Town of Newmarket hired EMPOWER Strategy Group to develop an [Action Plan](#) which was presented to Council in January 2023.

Through consultations and discussions, 4 priority areas were identified:

- Capacity building and training
- Inclusive economic development
- Ensure full participation and representation of Black constituents in Newmarket
- Ongoing leadership and accountability

This Implementation plan outlines the actions that Town staff have committed to working on over the next 2 years (2023 - 2024) and is organized by the accountable department.

A DEI resource will act as subject matter expert and will focus on advancing DABR actions within their dedicated scope of work. Along with the tasks outlined in The Plan, the DEI resource will research Racial Equity Framework options and compare those to our current DEI Lens to identify any gaps.

As part of the accountability framework, this document will be updated quarterly to provide staff and the community with an update on the progress of the actions.

The below update is as of June 2025.



## LEGEND

■ Complete   ■ In Progress   ■ Future Work

# Dismantling Anti-Black Racism Implementation Plan

These actions are Foundations to the success of the DABR Implementation Plan.

Foundation	
Action	Timeline
Hire a DEI resource to advance DABR actions and initiatives within their dedicated scope of work	Complete
Creation of a DABR Advisory Committee	Complete
Council to consider the implementation of the DABR Plan in the development of Council Strategic Priorities	In Progress
Creation and implementation of a Racial Equity Framework, including toolkits	In Progress
Public Communication and Engagement including progress reports	In Progress

## LEGEND

Complete
  In Progress
  Future Work

# Dismantling Anti-Black Racism Implementation Plan

## Accountable Owner: Communications

Theme	Action	Timeline	Measure of Success
<b>Inclusive Economic Development</b>	Where possible, consider hosting media events at black owned businesses/support highlighting Newmarket's black owned businesses	In Progress	Number of media events held at black owned businesses/# of media and social media articles/posts
<b>Ongoing Leadership and Accountability</b>	Communications team will continue to support the implementation of the DABR action plan and list of recommendations	Ongoing	
	Embed questions from DEI Lens related to Communications in our communications plans and strategies	Q4 2025	
<b>Inclusive Economic Development</b>	Use "Hey Newmarket" to crowd source list of Black-owned businesses in TOWN OF NEWMARKET	Q3 2025	Percent of completion of the Newmarket Black owned businesses database
<b>Ongoing Leadership and Accountability</b>	Coordinate a photoshoot (in partnership with NACCA and/or other partner(s)) to increase the amount of photos and imagery of black residents in the community to be used in Town communications and marketing materials	In Progress Q3 2025	Number of images made available for Town marketing materials

### LEGEND

Complete
  In Progress
  Future Work

# Dismantling Anti-Black Racism Implementation Plan

## Accountable Owner: Central York Fire Services (CYFS)

Theme	Action	Timeline	Measure of Success
<b>Ensure full participation and representation of Black constituents in Newmarket</b>	Proactively look for creative ways to interest racialized youth in fire services. This may include a model like Camp Blaze, outreach to guidance counsellors and/or other solutions. Team will pilot 2-3 new strategies over the next 18 months. Continue to develop and grow the relationships with Black community groups.	Ongoing	Number of engagements and outreach activities per year
<b>Ongoing Leadership and accountability</b>	Hiring processes and practices will be reviewed as part of broader HR review of recruitment. CYFS will implement recommendations where possible following review.	<b>Complete Q4 2024</b>	
	Members of CYFS will utilize the best practices and tools developed by the OAFC DEI Committee.	Q2 2025	Number of programs created and delivered as influenced by the DEI Toolkit.
<b>Capacity building and training</b>	Members of CYFS have completed EDI training. Team will adopt and roll out Anti-Black racism training.	Q2 2025	Percentage of CYFS staff who have completed ABR training

### LEGEND

Complete
  In Progress
  Future Work

# Dismantling Anti-Black Racism Implementation Plan

## Accountable Owner: Economic Development

Theme	Action	Timeline	Measure of Success
Inclusive economic development	Implement the Town's DEI Lens for Economic Development policy, projects and communications.	Q1 2025	% of completion of policy review using Newmarket's DEI lens
	Build relationships with Black owned businesses. Actively engage Black owned businesses in the Town of Newmarket Corporate Visiting Program.	Q1 2025 - Onwards	% of businesses in the Corporate Visiting Program that are Black owned.
	Engage Black community in Newmarket Economic Development Advisory Committee in collaboration with Clerks by circulating committee posting to key partners (ie: NACCA)	Q1 2027	
	Meet with York Region Small Business Enterprise Centre to discuss opportunities available to Black owned businesses, opportunities for mentorship/training session led by Black people from the Northern Six and put in place benchmarking systems for understanding the YSBEC's reach into the Black community.	Q1 2025	# of Black Businesses served by YSBEC
	Develop partnerships with Black Chamber of Commerce, African-Canadian Construction Association etc.	Q4 2025	# of formal partnerships with Black serving organizations such as the ACCA and Black Chamber of Commerce
	Share the Interim and Final DABR and subsequent action plans with the Main Street Business Improvement Area and Newmarket Economic Development Advisory Committee.	Q3 2025	# of Businesses in the BIA and EDA committees receiving the interim and final DABR Implementation Plans

### LEGEND

■ Complete
 ■ In Progress
 ■ Future Work

# Dismantling Anti-Black Racism Implementation Plan

## Accountable Owner: Economic Development continued

Theme	Action	Timeline	Measure of Success
Inclusive economic development	Develop and keep up to date a list of Black business owners, entrepreneurs and residents who would like their business and/or family highlighted in marketing materials, media opportunities, Economic Development blog posts and other engagements.	Q1 2025	# of Black business owners, entrepreneurs on marketing profile list
	Compile a list of Black-owned businesses in the Town of Newmarket and add (voluntarily) to Choose Local business directory and newsletter list.	Q1 2025	% Completion of Black owned businesses list
	Investigate/research what other municipalities do and what capacity municipalities have (under the Municipal Act) for incentivizing Black owned businesses and employees.	Q3 2025	# of Municipal reviews completed
	Benchmark the number of businesses with owners /management that identify as Black on the Choose Local directory.	Q3 2025	% completion of list identifying owners that are Black on the choose local directory
	Highlight grant opportunities, mentorship and networking programs etc. on the Newmarket Economic Development website.	Ongoing	% completion of the update to the Newmarket website highlighting grants, mentorship and networking.
	Explore partnerships with community organizations to recognize businesses that promote equity and address discrimination.	Q2 2025	# of partnerships with Black community organizations that promote equity.

### LEGEND

■ Complete
 ■ In Progress
 ■ Future Work

# Dismantling Anti-Black Racism Implementation Plan

## Accountable Owner: Human Resources

Theme	Action	Timeline	Measure of Success
<b>Ongoing Leadership and accountability</b>	Implement voluntary workforce census when we have our new HRIS.	2025-2026	% completion rate of the demographic questions
	Goal to have Newmarket's staff base reflect the diversity of Newmarket (inclusive of race, abilities, LGBTQ2S+). Reduce gaps each year.	2025-2026	Demographic study of Newmarket staff disaggregated by race and other dimensions of diversity as compared to the demographics of the community of Newmarket.
<b>Inclusive economic development</b>	Work with Strategic Initiatives to search for grants related to ABR programs.	Ongoing	# of granting processes engaged related to ABR
<b>Capacity building and training</b>	Annual commitment for training and professional development specifically for topics related to EDI.	Ongoing	# of ongoing EDI professional development opportunities offered to staff (e.g. webinars, workshops, communities of practice, speakers)  Assessment through surveys of the effectiveness of the professional development tools regarding EDI
<b>Ongoing Leadership and accountability</b>	Review the DEI Lens and specify communities to focus on during use of the tool (e.g., Black, Indigenous, persons with disabilities, LGBTQ2S+).	<b>COMPLETE</b> Q1 2023	
<b>Capacity building and training</b>	Members of CYFS have completed EDI training. Team will adopt and roll out Anti-Black racism training.	Q2 2025	Percentage of CYFS staff who have completed ABR training

### LEGEND

■ Complete
 ■ In Progress
 ■ Future Work

# Dismantling Anti-Black Racism Implementation Plan

## Accountable Owner: Human Resources continued

Theme	Action	Timeline	Measure of Success
Capacity building and training	Anti-Black Racism training for all Town of Newmarket staff.	Q2 2025	Percentage of all staff who have completed ABR training  Percentage of new hires who have completed ABR training (e.g. complete within 90 days of start date)
	External review of the Recruitment program and processes, action plan development and rollout of new processes. Includes training for hiring panels.	External review <b>COMPLETE</b>  Implementation Q4 2025	Percentage of recruitment panel participants trained  # of policy improvements based on external review
Ongoing Leadership and accountability	Succession planning program to be rolled out and have EDI and ABR Lens to ensure equity in access and success.	Q2 2025	% roll out of EDI and ABR program

### LEGEND

Complete
  In Progress
  Future Work

# Dismantling Anti-Black Racism Implementation Plan

## Accountable Owner: Legal and Procurement

Theme	Action	Timeline	Measure of Success
<b>Inclusive economic development</b>	As part of the planned Procurement Law Update / Refresh, staff will conduct research into best practices around social procurement. The report to Council that will go with the updated bylaw will provide the results of the research conducted and make recommendations.	In Progress	Completion of the report to Council which addresses social procurement and adoption of new Procurement Bylaw

### LEGEND

■ Complete
 ■ In Progress
 ■ Future Work

# Dismantling Anti-Black Racism Implementation Plan

Accountable Owner: Library			
Theme	Action	Timeline	Measure of Success
Ensure full participation and representation of Black constituents in Newmarket	Develop Complete an audit of library policies to determine if there are any gaps/barriers:	In Progress Q1 2026	% of policies audited
	<ul style="list-style-type: none"> <li>· Customer related policies</li> <li>· Library specific policies</li> <li>· HR related policies</li> </ul>	<b>COMPLETE</b> Q2 2023  Q1 2026  Q2 2026  In Progress	% of policies amended
	Ensure Black writers are represented in book club choices by purchasing at least 5 book club kits featuring Black authors per year.	Ongoing 2023-2027	# of book club kits featuring Black authors added to collection
	Continue to embed ABR into programming. Ensure Black writers are represented by programming by including Black representation in at least 25% of story times.	25% by Q4 2023 30% by Q4 2024  <b>COMPLETE</b>	% of Black representation in story times programming.
	Continue to embed ABR into programming. Increase the number of Black author readings by 50% over 2022	In Progress	% of Black authors included in readings.
	Develop a Diversity Audit template for the Children's and Adult Collection – including diverse quality tags/markers unique to the Newmarket community.	Children Collection - Q4 2023  Adult Collection - Q4 2024  <b>COMPLETE</b>	% completion of Development of audit methodology  % Completion of audit

## LEGEND

■ Complete
 ■ In Progress
 ■ Future Work

# Dismantling Anti-Black Racism Implementation Plan

## Accountable Owner: Library continued

Theme	Action	Timeline	Measure of Success
<b>Ensure full participation and representation of Black constituents in Newmarket</b>	Proactively reach out to every first and second grade class in Newmarket to make sure every child has the opportunity to sign up for a Library Card.	Q2 2026	Percentage of grade one and two classes reached
	Proactively reach out to every ninth grade class in Newmarket to make sure every teenager has the opportunity to sign up for a Library Card.	Q2 2025	Percentage of grade nine classes reached

### LEGEND

■ Complete
 ■ In Progress
 ■ Future Work

# Dismantling Anti-Black Racism Implementation Plan

## Accountable Owner: Legislative Services

Theme	Action	Timeline	Measure of Success
<b>Ongoing Leadership and accountability</b>	Staff would recommend that Council proclaims February as Black History Month each year without the need for a formal application from a community group.	<b>COMPLETE</b> In Q1 2023 the Town proclaimed February as Black History Month ongoing.	Black History Month proclaimed annually
<b>Ensure full participation and representation of Black constituents in Newmarket</b>	Review Committee Public Appointment Policy and make recommendations to Council to adopt changes to remove barriers. This may align with the Committee Review conducted with the beginning of every new term of Council.	In Progress	Increase in number of Black applicants and successful candidates in public appointments
	Participate in the corporate review of recruitment practices.	In Progress	% of Black applicants and appointments to Committees and Boards
	Engage diverse and racialized community groups, such as Operation Black Vote, who can leverage the 2026 Municipal Election to encourage more Black candidates to run for political office.	Q1-Q3 2026	Increase in number of Black candidates in 2026 municipal election

### LEGEND

Complete
  In Progress
  Future Work

Accountable Owner: Planning			
Theme	Action	Timeline	Measure of Success
<b>Ensure full participation and representation of Black constituents in Newmarket</b>	Review and revise the parks and street naming policy(ies) to specifically encourage and promote names that represent Black peoples, Indigenous peoples, and people of colour, and/or their achievements	<b>COMPLETE</b> 2023	Annual staff report to Council updating list of pre-approved names  Percentage of new names recognizing Black peoples, Indigenous peoples, and people of colour, and/or their achievements on the list of pre-approved names
	Include consultation strategies for Black peoples, Indigenous peoples, and people of colour for use in the development of the Town's New Official Plan.	On Going	This subject matter's inclusion in the Communication and Engagement Strategy prepared as part of the Official Plan project

## LEGEND

Complete
  In Progress
  Future Work

# Dismantling Anti-Black Racism Implementation Plan

## Accountable Owner: Recreation and Culture

Theme	Action	Timeline	Measure of Success
<b>Inclusive economic development</b>	Develop a list of Black-owned businesses (arts, sports etc) and launch a pilot summer camp with one or more groups in summer 2023.	In Progress	% completion of a list of Black owned businesses
<b>Ensure full participation and representation of Black constituents in Newmarket</b>	Conduct further research with Black community to understand barriers which may be leading to lower uptake of services. With their input, evaluate current programming, costs and establish strategies for better engagement.	In Progress Q2 2025	Robust data collection disaggregated by race to identify key barriers to service. KPIs to be determined.
<b>Ensure full participation and representation of Black constituents in Newmarket</b>	Review permit policy to determine if Black groups may be denied permits and adjust policy to prevent this as required.	Ongoing	# of Black groups denied permits.
<b>Inclusive economic development</b>	Review grants processes for barriers and eliminate those as needed.	Ongoing	% completion of grants reviewed
<b>Ensure full participation and representation of Black constituents in Newmarket</b>	Visible representation/commitment to the Black community through art installation in a prominent place.	In Progress	% of art installations featuring Black artists

### LEGEND

■ Complete
 ■ In Progress
 ■ Future Work



For questions, comments or discussion, please email [info@newmarket.ca](mailto:info@newmarket.ca)