



Dismantling Anti-Black Racism Task Force (DABR)

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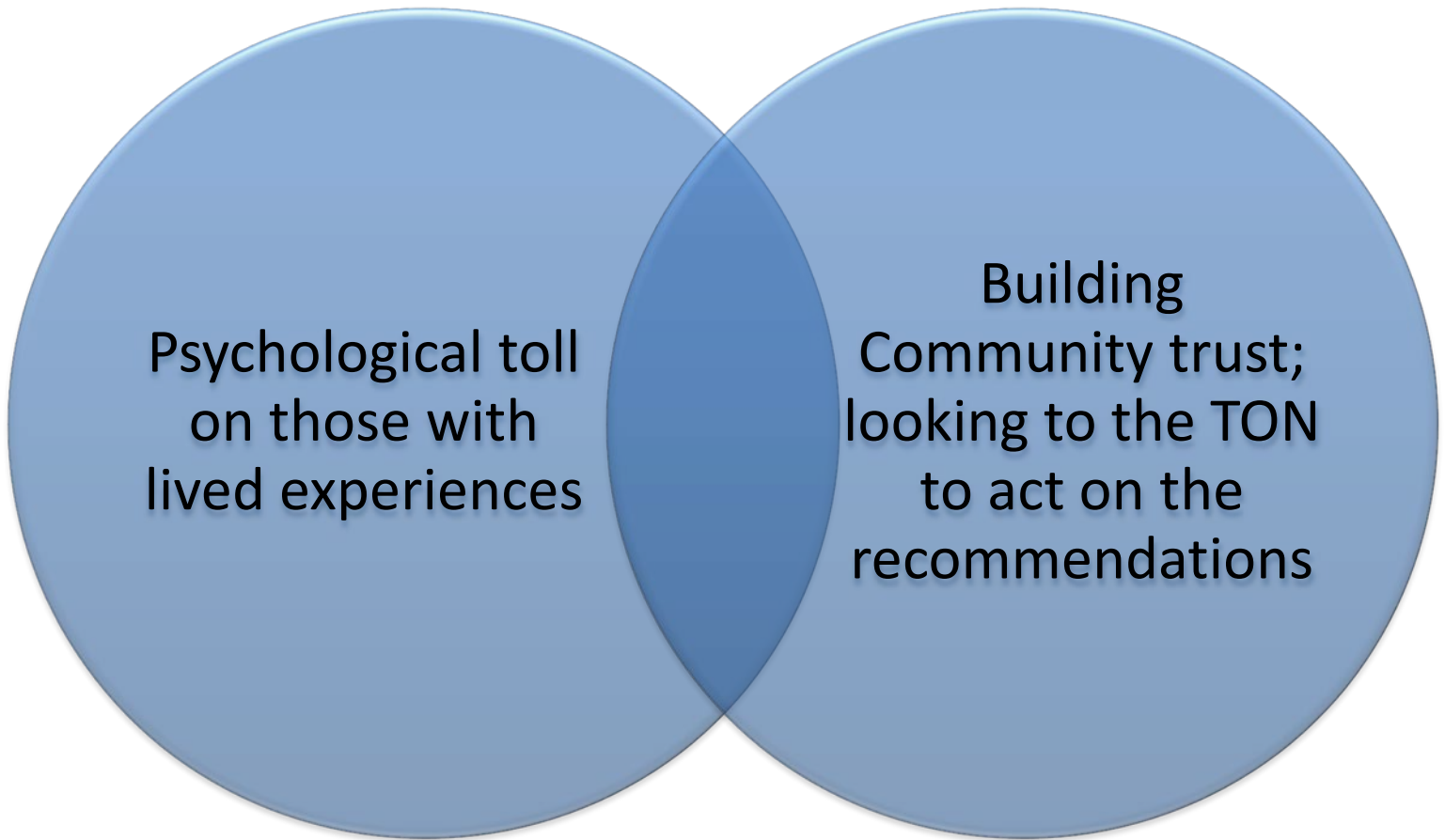


Vision Statement: Dismantling Anti-Black Racism Task Force (DABR)

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 UN's International Decade for People of African Descent, 2015-2024, outlines a framework for respect and protection of African descendant peoples' fundamental freedoms and human rights.

The Newmarket Dismantling 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.

THE IMPACT ON MEMBERS



Psychological toll
on those with
lived experiences

Building
Community trust;
looking to the TON
to act on the
recommendations

COMMUNITY VOICES

“... People of Colour are not part of the Town’s identity right now. Newmarket is a ‘White town’ as far as the perception goes but when 40-50% of the town is racialized... so we need representation.”

“...My house significantly undersold and certain groups declined showings when they realized the owners were Black...”

“Make people of Afro-descent feel more welcome in this town. There seems like a huge focus on hockey and there aren’t many cultural events for our people.”

“Reflecting on my own experience growing up in Newmarket, it’s easy for young Black folk to feel isolated from their community. Visible and positive representation is extremely important for young people to look towards.”

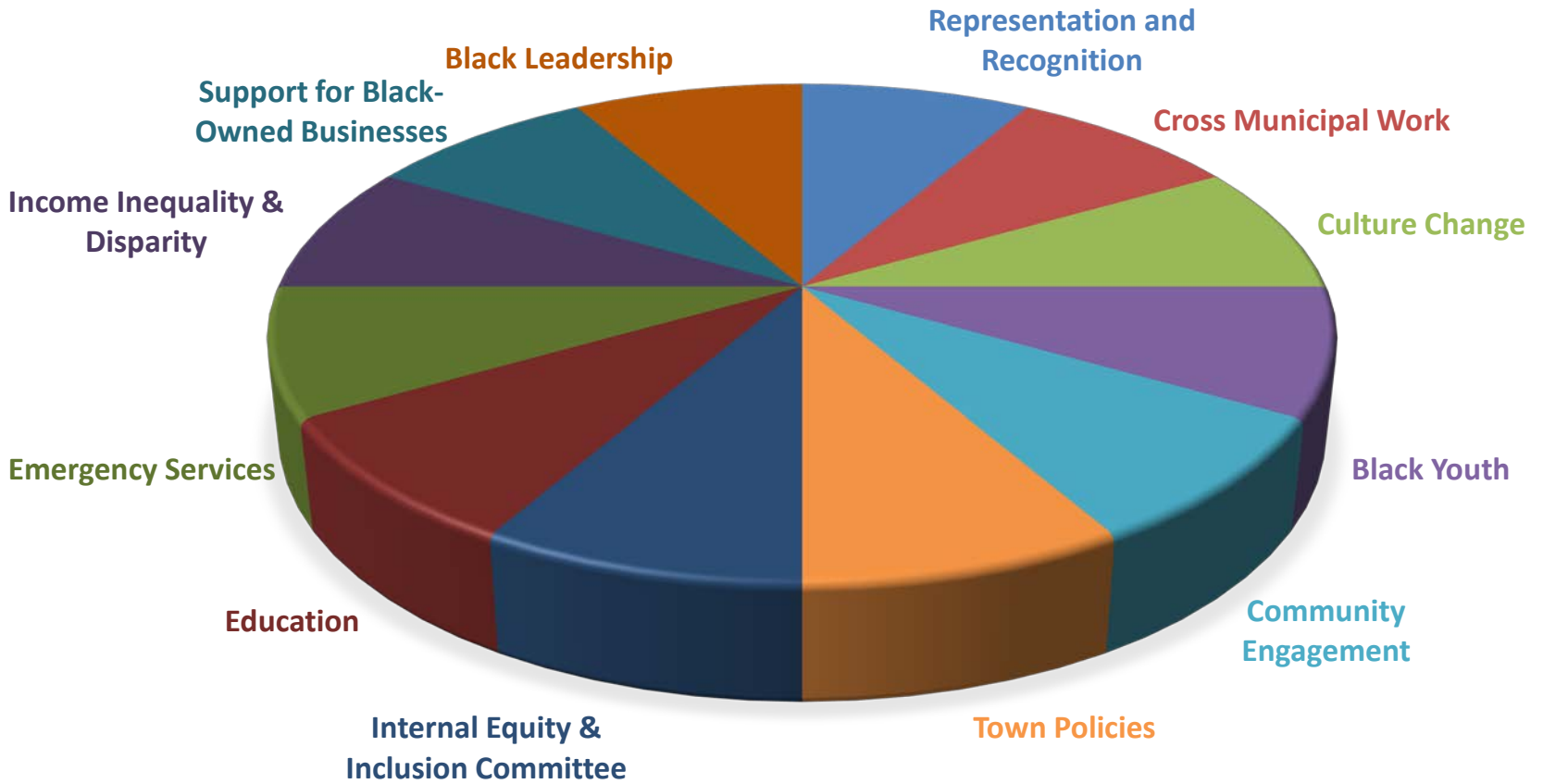
“Most importantly is listen to the African/Black community and continue to do things like this survey and then implement suggestions.”

FINAL REPORT

The Dismantling 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.
- The final report includes 12 focus areas, 3 immediate actions and 117 recommendations.
- The recommendations are based on the task force's extensive research, consultation with community members, literature and policy reviews, and study of best practices in other jurisdictions.

FOCUS AREAS



RECOMMENDATIONS

As a starting point, it is recommended that the Town of Newmarket:

- Create an Advisory Committee to oversee the implementation of the recommendations in the report
- Implement a Racial Equity Tool that will facilitate the integration of racial equity into routine decision making
- Commit to reporting on the progress of the actions in the report, quarterly, develop Key Performance Indicators (KPIs) and set clear and ambitious targets and/or measurements of success for each of the twelve (12) priority areas in the report

KEY ACCOUNTABILITIES

- A quarterly report on the action plan and milestones achieved toward racial equity
- An annual report on the progress towards racial equity until 2025
- Annual review of the action plan, evaluation and revision with community input

CONCLUSION

- A compilation of recommendations, on its own, will not elicit change and dismantle anti-Black racism, bias and discrimination in the Town, within businesses, institutions and communities.
- The municipality will need to be innovative and creative, and commit resources and energy towards a strategy or plan.
- Newmarket is an extraordinary community with extraordinary potential.
- We acknowledge and laud the good work that has already been done through partnerships with community organizations, active allyship, financial assistance, and many forms of intangible support. The work to confront, tackle and dismantle anti-Black racism is an ongoing one. To come, are the efforts from all segments of the community as we collectively seek to build a harmonious space where all are welcomed, acknowledged, respected and loved.



**ASANTE SANA
THANK YOU**