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## **Dismantling Anti-Black Racism Implementation Plan Staff Report to Council**

Report Number: 2023-11

Department(s): Human Resources; Office of the CAO

Author(s): Human Resources Business Partner; Director, Human Resources

Meeting Date: March 6, 2023

### **Recommendations**

1. That the report entitled Dismantling Anti-Black Racism Implementation Plan dated March 6, 2023 be received; and,
2. That the DABR Task Force be dissolved immediately; and,
3. That a DABR Advisory Committee be created; and,
4. That Council approves a Diversity, Equity, and Inclusion two-year contract position, which will include DABR initiatives within the scope of work of the position; and,
5. That Staff be authorized and directed to do all things necessary to give effect to this resolution.

### **Purpose**

This report serves to provide Council with the Implementation Plan to Dismantle Anti-Black Racism for the Town of Newmarket.

### **Background**

On January 16, 2023, Council received a presentation from EMPOWER on the Dismantling Anti-Black Racism Action Plan. Within that Action Plan was the framework for actions to be taken over a multi-year period. Following that presentation, Staff were directed to develop an initial two-year implementation plan and report on options for human resources support.

As part of the DABR Action Plan, EMPOWER recommended that the Town hire at least one staff resource that will advance DABR actions and initiatives within their dedicated scope of work.

Through the Town of Newmarket's Workplace Diversity, Equity and Inclusion (DEI) Plan, the Town commits to nurturing and embracing diversity in creating an environment for extraordinary public service. The Town's Inclusion, Diversity and Equity Advocacy (IDEA) Group is currently made up of employees from across the organization. The responsibility for DEI and DABR activities lays with every town employee and department; responsibility for DEI in Human Resources has been part of the duties of the Healthy Workplace Program Specialist. The Program Specialist has made tremendous progress in the past few years, including contributing to the creation of the Workplace DEI Plan and Lens and the DABR Action Plan. The organization is at a point where a dedicated subject matter expert is a necessity.

## **Discussion**

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

The term of the Dismantling Anti-Black Racism Task Force (DABRTF) was extended in order to provide input and comments into the DABR Action Plan. With the presentation of the DABR Action Plan by EMPOWER, the DABRTF has fulfilled their function as per the Terms of Reference and is ready to be dissolved.

### **DABR Implementation Plan**

The preliminary Implementation Plan attached was developed based on the actions and recommendations within the DABR Action Plan. The document has been created so that it can also be used a status update tool for reporting on progress. The Plan is divided by area of accountability and chronological within each area. The status of each item is clearly indicated by the legend. There is an initial workplan of recommendations from EMPOWER to ensure success of the implementation, including DEI resourcing.

### **DABR Advisory Committee**

In the next phase of the Town of Newmarket's journey of DABR, the Action Plan recommended a DABR Advisory Committee. This Committee is an important part of the Implementation Plan to establish an external body composed of members of the diverse Black communities of Newmarket. Legislative Services staff would lead the recruitment and selection process along with a group of up to five members of the Newmarket Black Community to assess applicants and select members to serve for a two-year term as members of the DABR Advisory Committee.

### **Resourcing DABR**

EMPOWER recommended the Town hire at least one staff resource in year one that will advance DABR actions and initiatives within their dedicated scope of work. This

position is required in order to utilize subject matter expertise in Diversity, Equity, Inclusion and Anti-Racism. The position is critical to the provide support to the Implementation Plan across the organization. DEI and Anti-Racism is complex and a need for a subject matter expert dedicated to this in the organization is a necessity. There are a number of initiatives throughout the DEI Plan, DABR Implementation Plan and Workplace DEI that require a DEI dedicated resource. Organizations that have diverse workplaces are more innovative and perform better financially.

Starting with a contract position will allow the town to assess the longer-term resource needs and current resource allocations, a two-year contract will attract experienced and qualified individuals and concentrate on the initiatives of the first two-years of the programs/implementation plan and planning for future years.

### **Foundation Work**

Within the DABR Action Plan there are a number of actions that are identified that could be described as foundation work to the implementation plan. These include, but are not limited to:

- Creation and implementation of a Racial Equity Framework, including Racial Equity Toolkits across all departments;
- Ongoing public communication and engagement, including reporting on progress of the implementation plan;
- Council's Strategic Priorities for 2023-2026;

Further detail on this foundation work can be found in the Action Plan to Dismantle Anti-Black Racism.

### **Conclusion**

The DABR Implementation Plan provides a roadmap of actions for Town Staff to follow in Dismantling Anti-Black Racism. A DEI resource will provide advice and support to the Town's staff and will work with the DABR Advisory Committee and all town departments in support of the implementation plan.

### **Business Plan and Strategic Plan Linkages**

Council's Strategic Priorities for 2018-2022 were guided by the principles of diversity and inclusion. Council will be setting strategic priorities for the 2023-2026 term.

### **Consultation**

This report was created through consultation with Legislative Services and with the recommendations from the Action Plan to Dismantle Anti-Black Racism, created by EMPOWER Strategy Group with contributions from the Newmarket DABRTF,

community members, Town staff and the Newmarket African Caribbean Canadian Association (NACCA).

## **Human Resource Considerations**

The DABR Implementation Plan is the responsibility of every town employee and department. A DEI resource will provide advice and support to the Town's staff and will work with the DABR Advisory Committee and all town departments in support of the implementation plan and the foundation work required.

## **Budget Impact**

The annual cost of the DEI two-year contract is \$98,280, including mandatory employment costs. This cost is an operational budget requirement above the current budgets within the Office of the CAO - Human Resources. The costs of the Implementation Plan as whole are undetermined, any costs that cannot be managed within current departmental budgets would be brought forward through the annual budget process.

## **Attachments**

Dismantling Anti-Black Racism Implementation Plan

## **Approval**

Jennifer Rose, Human Resources Business Partner

Tricia Quinlan, Director, Human Resources

Ian McDougall, Chief Administrative Officer

## **Contact**

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