



Town of Newmarket **TERMS OF REFERENCE**

NAME: Dismantling Anti-Black Racism Advisory Committee (DABRAC)

REPORTS TO: Council

STATUS: Advisory Committee

ESTABLISHED: March 20, 2023

ENABLING LEGISLATION/AUTHORIZING BY-LAW

On March 20, 2023 Council dissolved the Dismantling Anti-Black Racism Task Force and established the Dismantling Anti-Black Racism Advisory Committee (DABRAC). This Terms of Reference is established in accordance with the framework created in the Dismantling Anti-Black Racism Action Plan. Accountability to the external community will be performed by a Dismantling Anti-Black Racism Advisory Committee.

MANDATE

The DABRAC will:

1. Provide input, guidance, and support to the Town of Newmarket on addressing anti-Black racism;
2. Strengthen the Town of Newmarket's connection to its Black communities;
3. Facilitate transparent and effective communication and engagement with Town of Newmarket Black communities; and,
4. Work with the DABR Representatives to provide joint annual reports to Council on the Town of Newmarket progress in dismantling and eliminating Anti-Black Racism.

Deliverables

The DABRAC will accomplish its mandate by:

- Jointly reporting to Council once per year on the progress of the Dismantling Anti-Black Racism Implementation Plan;
- Focus on whether the Dismantling Anti-Black Racism Implementation Plan is delivering the results as measured by its impact on outcomes for the Newmarket Black community.

Council Priority Linkages

Diverse, welcoming, and inclusive community – Building a strong, healthy and equitable community where everyone feels an unwavering sense of belonging.

COMPOSITION AND STAFF RESOURCES

The DABRAC will be composed of a minimum of 7 and maximum of 11 community members. Of these 7 to 11 members, one position will be held by the Chair of Newmarket African Caribbean Canadian Association.

The DABRAC will be supported by:

- Equity, Diversity & Inclusion Specialist

Term of Office

Members will serve two-year terms, or until a successor is appointed.

Qualifications

To ensure the DABRAC has the greatest opportunity of representing the diversity of Newmarket's Black community, representation of the following intersectionality should be considered:

1. Multiplicity of genders
2. Seniors, working age adults and youth
3. Diversity of cultural, ethnic, language and country origins
4. Diversity of socio-economic status
5. Abilities and disabilities
6. Diverse educational histories

Recruitment and Appointment of DABRAC members

The membership for the DABRAC will be determined by an external Selection Committee. Appointments to the DABRAC will not be made by Council. The Selection Committee for DABRAC will be composed of 3 to 5 members of the Black community, and of those 3 to 5 members, one position will be held by the Chair of Newmarket African Caribbean Canadian Association.

FREQUENCY OF MEETINGS

At the first meeting, the DABRAC will elect a Chair and Vice-Chair among its membership.

- Quarterly meetings will be established by the Advisory Committee and presided over by the Chair, or a facilitator as needed;
- Members will receive a quarterly update/report on the action plan and milestones achieved; and,

- Annual reports will be presented to Council.

WORK PLAN

A report or presentation summarizing the Committee's accomplishments shall be provided to Council in the fourth quarter annually.

REMUNERATION

Members will receive a \$100 honorarium per meeting.

SUNSET DATE

The DABRAC will remain active until all actions in the Dismantling Anti-Black Racism Implementation Plan are complete.