



Town of Newmarket
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Newmarket Anti-Black Racism Task Force Interim Report Staff Report to Council

Report Number: 2021-38

Department(s): Legislative Services and Human Resources

Author(s): Kiran Saini, Deputy Town Clerk and Jennifer Rose, Healthy Workplace Program Specialist

Meeting Date: May 25, 2021

Recommendations

1. That the report entitled Newmarket Anti-Black Racism Task Force Interim Report dated May 25, 2021 be received; and,
2. That the Newmarket Anti-Black Racism Task Force Interim Report to Council included as **Attachment 2** be received; and,
3. That Staff be authorized and directed to do all things necessary to give effect to this resolution.

Purpose

The purpose of this report is to provide Council with an update on the work conducted to-date by Newmarket Anti-Black Racism Task Force.

Background

On July 27, 2020 Council established the Newmarket Anti-Black Racism Task Force (“Task Force”) with the mandate of making recommendations to Council that focus on racial equity opportunities in Newmarket, and on issues or activities that impact the Black community.

The Task Force is comprised of 11 community members and three members of Council:

- Jerisha Grant-Hall (Chair)
- Nadia Hansen (Vice Chair)
- Lori-Anne Beckford

- Claudius Brown
- Holly Douglass
- Gavin Gunter
- Gary Miranda
- Opiyo Oloya
- Maxine Gordon-Palomino
- Kimberly Roach
- Leslie Serieux
- Councillor Bisanz
- Councillor Broome
- Councillor Morrison

Additionally, Kiran Saini, Deputy Town Clerk and Jennifer Rose, Healthy Workplace Program Specialist sit on the Task Force as Town staff liaisons who support the Task Force in their work.

Discussion

The Task Force had its inaugural meeting in November, and developed a work plan based on the deliverables outlined in the Task Force's mandate (**Attachment 1**).

Three subcommittees were formed and developed to support three areas of focus.

Subcommittee one worked on the following deliverables:

1. Consulting with the community to advise Council on matters involving anti-Black racism and racial equity within the Town of Newmarket; and,
2. Engage with local groups, businesses, agencies and institutions within Newmarket to support racial equity.

Subcommittee two worked on the following deliverables:

1. Sharing with Council and staff any policies and procedures which will enhance racial equity in the Town of Newmarket; and,
2. Promoting understanding and acceptance of the diverse Black community residing in Newmarket by advising Council on issues and concerns raised by residents.

Subcommittee three worked on the following deliverables:

1. Cooperating and working in partnership with staff, coordinating with institutions and voluntary organizations to promote mutual trust and respect with Newmarket's diverse Black community; and,
2. Assisting staff as requested, in: promoting awareness of equity issues going on at the Town and Region; and carrying out programs and initiatives as directed by Council with specific reference to Black communities.

In February 2021, the Task Force launched a survey to gain insight on community members' lived experiences in relation to anti-Black racism in Newmarket.

The survey was promoted and shared by the Town and Task Force Members through various channels including: social media, the Town's website, Newmarket Now, word of mouth, sharing through Town diversity, equity and inclusion networks, sharing through the Newmarket African Caribbean Canadian Association, and communicating through the announcements and community events information prior to Council and Committee of the Whole meetings. Additionally, Jerisha Grant-Hall, Chair of the Task Force also conducted a [media interview](#) with Newmarket Today to promote the survey. The survey closed on March 31, 2021.

Survey results and analysis of the key themes will form part of the Task Force's final report to Council, which is scheduled for Q4 2021.

Attachment 2 is the Task Force's interim report to Council.

Attachment 2 provides information on the Task Force's work performed from the inception up until May 2021, and focuses on themes identified during Task Force deliberations as well as themes that emerged from the community engagement process.

The final report of the Task Force will include recommendations to Newmarket Council.

Conclusion

The Task Force continues to meet on a monthly basis to achieve its deliverables and complete its mandate prior to the end of 2021. The final report to Council will be made in Q4 2021 and it will include recommendations to Newmarket Council with respect to addressing anti-Black racism in the community.

Business Plan and Strategic Plan Linkages

Council's Strategic Priorities for 2018-2022 are guided by the principles of diversity and inclusion, and the Task Force specifically assists with creating an environment for an engaged, accessible and inclusive community.

Consultation

The Newmarket Anti-Black Racism Task Force members were consulted as part of this report.

Human Resource Considerations

None.

Budget Impact

None.

Attachments

Attachment 1 – Newmarket Anti-Black Racism Task Force Terms of Reference

Attachment 2 – Newmarket Anti-Black Racism Task Force Interim Report to Council

Approval

Lisa Lyons, Director of Legislative Services/Town Clerk

Lynn Georgeff, Director of Human Resources

Jag Sharma, Chief Administrative Officer

Contact

Please contact Kiran Saini at ksaini@newmarket.ca or Jennifer Rose at jrose@newmarket.ca as staff liaisons on the Task Force.