



EMPOWER

STRATEGY GROUP

DABR Action Plan

January 16, 2023

DABR Action Plan

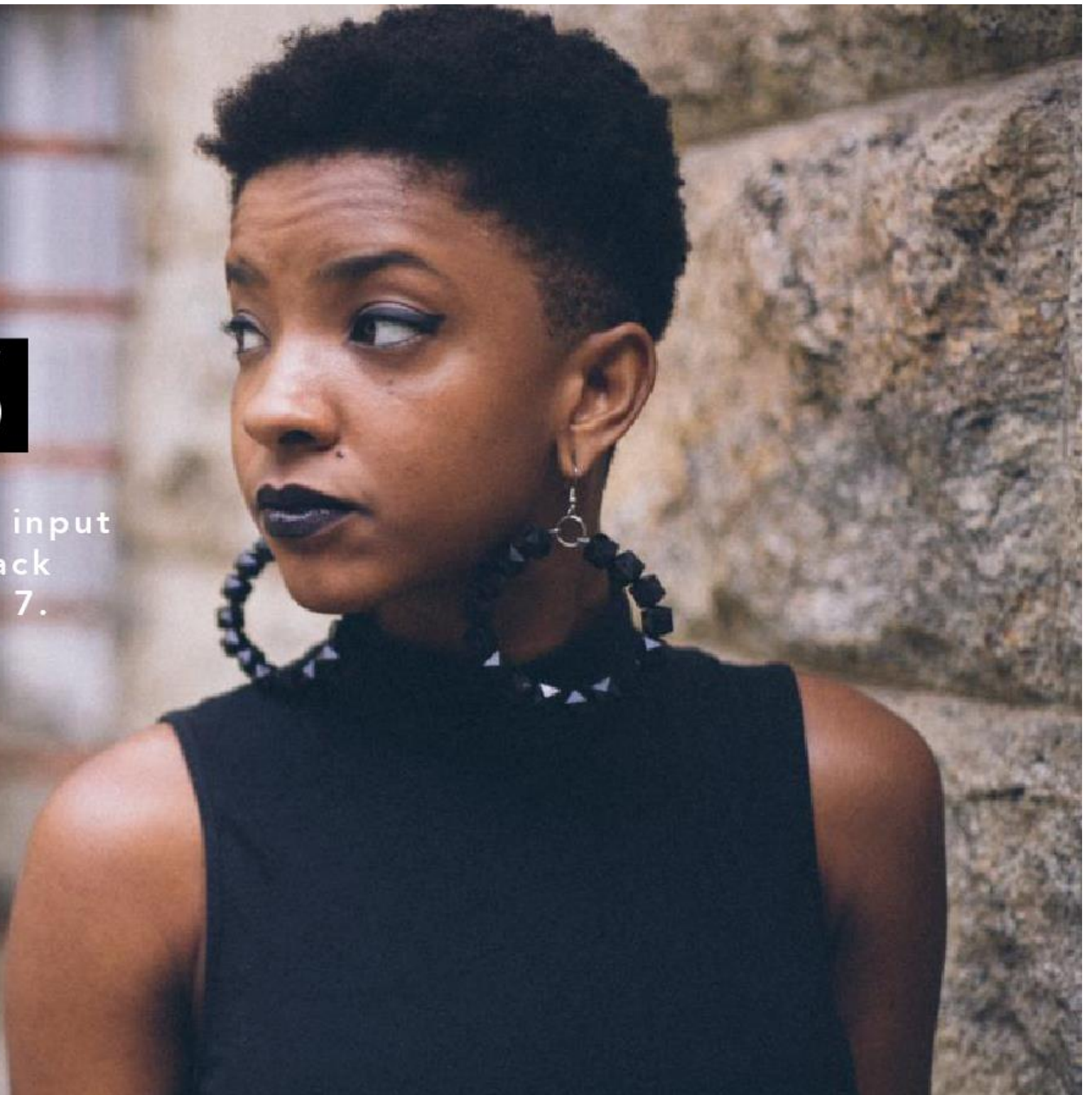
Initial Consultation Process

- EMPOWER Strategy Group met with a number of internal departments as well as the Mayor and the Strategic Leadership Team. These departments included: Central York Fire Services (CYFS), Economic Development, Planning, Recreation and Culture, Library Services, Legislative Services, Legal and Procurement, Communications and Human Resources.
- Conversations were engaging and iterative and each department then committed to a set of action items with short (next few quarters) or long (1-3 year) timelines.
- EMPOWER Strategy Group also met with employees across York Region: the Catholic and Public-school boards, York Regional Police, Southlake Regional Hospital and York Region.
- Towns Hall on July 21 and two Focus Groups on August 4th and 8th, 2022. The focus group and town halls were attended by members of Newmarket's Black community who offered feedback on the Task Force recommendations.

DABR Report

Report/Action Plan Consultation

- Report was posted on HeyNewmarket for about four weeks
- Survey was available to provide feedback
- Additional Town Hall early November



YOUR VOICE MATTERS

EMPOWER Strategy Group seeks public input on the action plan to dismantle Anti-Black Racism. Provide feedback by November 7.

Find out how to get involved:
heynewmarket.ca/dabr

Newmarket | Facilitated by: **EMPOWER** STRATEGY GROUP

Final Report

Key Recommendations

- Resourcing – recommend 1 FTE to lead work while building capacity in Anti-Black Racism across all departments
- Review of resourcing requirements at end of Year 1 considering a variety of models: additional FTE, consultants with specific skill sets, partnerships in community
- Detailed action plan with clear timelines and KPIs
- Recommend clear communication of final report disseminated widely and action plans tracked for completion and updated regularly