



Town of Newmarket  
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## **Dismantling Anti-Black Racism Action Plan Staff Report to Council**

Report Number: 2023-03

Department(s): Human Resources

Author(s): Jennifer Rose, Human Resources Business Partner  
Tricia Quinlan, Director, Human Resources

Meeting Date: January 16, 2023

### **Recommendations**

1. That the report entitled Dismantling Anti-Black Racism Action Plan dated January 16, 2023 be received; and,
2. That Staff develop an initial two-year implementation plan and report back to Council within 6 weeks; and,
3. 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 Action Plan to Dismantle Anti-Black Racism for the Town of Newmarket.

### **Background**

In December 2021, the Newmarket Dismantling Anti-Black Racism Task Force (DABRTF) presented their final report to Council which contained 114 recommendations. As next steps, Council recommended that staff develop an implementation plan for their consideration and extended the term of the DABRTF in order to provide input and comments into the implementation plan. Given the timeframe for the implementation plan and resource requirements, [an RFP](#) was posted for a Consultant to develop the implementation plan with the Town. EMPOWER Strategy Group were the successful consultants and they have received input from various Town staff, the Inclusion, Diversity and Equity Advocacy (IDEA) Group, community members

and organizations; as well, they had a number of touch points with the Newmarket DABRTF.

## **Discussion**

On January 16, 2023, EMPOWER is making a presentation to Council regarding the Action Plan to Dismantle Anti-Black Racism in the Town of Newmarket. The full Action Plan is attached to this staff report.

The Action Plan covers direct Town related recommendations from the DABRTF and provides us with a multi-year work plan to address gaps and help us move forward in dismantling anti-Black racism. The actions, timelines and key performance indicators (KPI) within the report were developed by key staff and their department heads with EMPOWER's guidance.

Responsibility for implementation of the work plan lays with every town employee and department; however, in order to provide in-house subject matter expertise, coordination and reporting, a Diversity, Equity and Inclusion (DEI) staff resource should be an important future consideration.

Council may want to consider the implementation of the DABR Plan in the development of Council's Strategic Priorities for 2023-2026.

The DABR Action Plan will be made accessible to Town of Newmarket residents on Hey Newmarket and we will partner with community organizations so they can communicate to their networks and share the link on their websites. Social media platforms will be used to enhance awareness of the action plan. The Action Plan includes ongoing communication, community engagement and reporting.

## **Conclusion**

Staff is seeking Council's receipt of the Action Plan to Dismantle Anti-Black Racism. It is recommended that over the next 6 weeks, Town staff and applicable departments tabulate a list of anticipated successes/deliverables spanning the next 2 years of the action plan's implementation. This will be brought back to Council through either an Information Report or Committee of the Whole report.

## **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**

The Action Plan to Dismantle Anti-Black Racism was 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**

A Diversity, Equity and Inclusion dedicated staff resource should be an important go-forward consideration.

## **Budget Impact**

There would be a budget impact for any dedicated staff resources.

## **Attachments**

Action Plan to Dismantle Anti-Black Racism in the Town of Newmarket

## **Approval**

Jennifer Rose, Human Resources Business Partner

Tricia Quinlan, Director, Human Resources

Ian McDougall, Chief Administrative Officer

## **Contact**

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