



DABRAC

ORIENTATION

Foundational Overview: Key Documents Shaping Our Anti-Black Racism Initiatives



WELCOME

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LAND ACKNOWLEDGEMENT



We acknowledge that the Town of Newmarket is located on the traditional territories of the Wendat, Haudeno-saunee (Ho-den-no-show-knee), and the Anishinaabe peoples and the treaty land of the Williams Treaties First Nations and other Indigenous peoples whose presence here continues to this day. We thank them for sharing this land with us. We also acknowledge the Chippewas of Georgina Island First Nation as our close neighbours and friends, and we work to ensure a cooperative and respectful relationship.

Welcome to the DABRAC Orientation Session!

Goals:

- Brief overview of past dismantling anti-black racism work that has been done by the town
- Familiarize ourselves with the key resources

Background and Importance



- **Background**
 - Initiated by the Newmarket Dismantling Anti-Black Racism Task Force.
 - Final report delivered in December 2021 with 117 recommendations.
 - Plan developed by EMPOWER Strategy Group, rolled out in January 2023.
- **Priority Areas**
 - **Capacity Building and Training:** Enhance skills and knowledge to effectively address anti-Black racism.
 - **Inclusive Economic Development:** Improve economic opportunities for Black communities.
 - **Full Participation:** Ensure representation of Black constituents in local governance.
 - **Ongoing Leadership and Accountability:** Monitor and report on progress, ensuring leadership commitment.
- **Implementation Structure**
 - Plan structured by accountable departments, each with specific actions and timelines.
 - A DEI resource acts as a subject matter expert to advance actions.
- **Monitoring and Evaluation**
 - Quarterly updates to track progress.
 - Measures of success include the number of initiatives implemented, the engagement levels of Black constituents, and the economic impacts on Black communities.
- **Call to Action**
 - Importance of committee engagement in supporting and driving the plan's objectives.
 - Emphasis on collective efforts to uphold Newmarket's values of diversity and inclusion.

Background



Newmarket Dismantling Anti-Black Racism Task Force Final Report



Prepared by:
Newmarket Dismantling Anti-Black Racism Task Force Members

With support from Town Staff

Prepared for:
Town of Newmarket Council Members

December 06, 2021

•Establishment of the Task Force

- Formed in response to the global outcry following George Floyd's murder in May 2020.
- Aimed to advise the Newmarket Council on strategies to dismantle systemic anti-Black racism in the community.

•Role of NACCA

- The Newmarket African Caribbean Canadian Association (NACCA) has been pivotal since 2018.
- Leads initiatives focusing on youth empowerment, food security, and mental health for the Black community.

•Operational Phases

- Phase 1:** Involved data collection and preliminary analysis with an interim report outlining initial recommendations.
- Phase 2:** Deeper analysis and final recommendations, transitioned to online activities due to the COVID-19 pandemic.

•Key Themes

- Emphasis on community healing and maintaining open communication.
- Advocacy for robust review and accountability mechanisms to ensure sustainable anti-racism efforts.

•Importance of Task Force Documents

- These documents guide ongoing strategic discussions and decision-making.
- Essential for fostering an inclusive community and achieving the task force's objectives.

•Call to Action for Committee Members

- Encouragement to deeply engage with these resources to effectively contribute to achieving the set goals.

Background



ACTION PLAN TO
DISMANTLE ANTI-BLACK RACISM
IN THE TOWN OF NEWMARKET



JANUARY 2023
www.empowerstrategygroup.com



EMPOWER
STRATEGY GROUP

•Foundation of the Action Plan

- Response to systemic anti-Black racism intensified by global events and local needs.
- Informed by the comprehensive findings and 117 recommendations from the Newmarket Dismantling Anti-Black Racism Task Force's 2021 report.

•Development of the Plan

- EMPOWER Strategy Group commissioned to convert recommendations into actionable steps.
- Plan launched in January 2023, focusing on systemic changes across various sectors in Newmarket.

•Key Objectives

- Address inequalities and systemic barriers that affect the Black community.
- Foster an inclusive environment by implementing strategic actions in leadership accountability, community engagement, and policy reforms.

•Strategic Areas of Focus

- Enhancing capacity through training and resources.
- Promoting inclusive economic development and ensuring full participation of Black constituents.
- Strengthening ongoing leadership and maintaining rigorous accountability standards.

QUESTIONS?



Thank you for your contribution!