



Dismantling Anti-Black Racism Advisory Committee 2025 Annual Update (Q1 – Q3)



Presented by Jerisha Grant-Hall, Chair, Town of Newmarket Council Workshop Meeting

Committee Mandate (Terms of Reference)

Mandate:

- Provide guidance to the Town on dismantling anti-Black racism
- Strengthen the Town's connection with Black communities
- Facilitate transparent + effective engagement
- Report annually to Council on progress of the DABR Implementation Plan

Committee Scope of Work

- The Committee is responsible for assessing whether Town actions are improving outcomes for Black residents, including:
 - Access to programs and services
 - Safety and cultural belonging
 - Representation and visibility
 - Equitable participation
 - Barriers removed, not reinforced

This work supports Council's DEI Priority: A community where everyone belongs.

Summary of Progress (Q1 – Q3)

Town staff report strong internal momentum:

- Q1: 85.45% of actions complete/in progress
- Q2: 87.27% of actions complete/in progress
- Q3: 92.85% of actions complete/in progress

Significant movement across training, internal systems, policy work, representation and economic inclusion

Internal Accomplishments (Highlights)

Training & Capacity Building

- Extensive ABR & EDI training across Town departments
- Pre-boarding training being developed for all new hires

Equity Framework

- Corporate Equity Toolkit developed; rollout planned

Economic Inclusion

- Black-owned business directory expansion
- Corporate visitation protocol in development

Youth Engagement

- Continued participation in Trailblazers; expanded outreach

Representation & Policy Work

- Permit/grant policy review
- Increased Black representation in communications
- Art and culture initiatives underway

Gaps and Areas Requiring Further Attention

To fully align with the Action Plan and strengthen outcomes for Black residents, several areas require deeper focus:

1. Race-Based Data Collection

Required to measure equity; not yet fully implemented

2. Community Outcome Measurement

Reporting reflects internal activity; more insight is needed on resident experiences

3. Evaluating Cultural Change

Training is extensive; evaluation of impact will strengthen cultural transformation

4. Understanding Barriers & Accessibility

More data is needed on program access and potential barriers for Black residents

5. Strengthening Accountability Mechanisms

Clearer performance and implementation accountability will enhance long-term impact

These areas represent opportunities to deepen the Town's progress and fulfill the full intent of the Action Plan.

Recommendations

To fully align with the Action Plan:

- Implement race-based data collection across programs and services
- Include community outcome indicators in quarterly reporting
- Assess cultural change, not only training completion
- Strengthen partnerships with Black-led, Black-serving organizations
- Maintain alignment with community-identified priorities in the Action Plan
- Standardize departmental reporting; include barriers, risks, successes

Closing

The Committee recognizes and appreciates the significant internal work underway across the Town.

- We remain committed to ensuring this progress results in:
- Meaningful and measurable improvements
- Greater access and representation
- Stronger service equity
- A deeper sense of safety and belonging for Black residents

We look forward to continuing this work in partnership as we advance the full promise of the Action Plan:

a Newmarket where equity is both intentional and experienced by all.

Thank You!