

INFORMATION NOTE

Title:	United Nation's International Day for the Elimination of Racial Discrimination
Date Prepared:	March 9, 2021
Report To:	Inclusion Advisory Committee
Councillor and Role:	Councillor Deanne Stapleton
Ward:	N/A

Issue: United Nations marked March 21st as the International Day for the Elimination of Racial Discrimination. The 2021 theme of the International Day for the Elimination of Racial Discrimination was "Youth Standing Up Against Racism". In observance of this day the City of St. John's encouraged employees to embrace cultural diversity and cultural humility through education.

Discussion – Background and Current Status: Information was shared internally with employees and highlighted some positive steps the City has taken toward inclusion, as well as those taken to address racism in the workplace, such as:

- In June 2020, Council issued a statement respecting Black Lives Matter demonstrations and acknowledged that as a City Council "we will continue to keep Canada's value of anti-racism and multiculturalism as a guiding principle in our policy and decision making".
- In September, City Council signed a Declaration in Support of the Rights of Indigenous Peoples to promote and strengthen mutually respectful relationships with the urban Indigenous community in St. John's and with all other First Peoples in the Province of Newfoundland and Labrador. A community action plan is in development with Community Services staff sitting on working groups, beginning this month, to tackle the issues of Health & Wellness; Housing & Social Supports; and Education, Training & Employment.
- Last fall, Council approved the addition of a position to the Inclusion Advisory Committee's to provide expertise on anti-racism as well as lead an anti-racism working group. On January 26, 2021 Mayor Breen and Dr. Sulaimon Giwa, the new Chair of our Anti-Racism Working Group, hosted a brainstorming session tasked with identifying organizations and individuals to sit on the City's Anti-Racism Working Group. A "What We Heard Document" is being finalized.
- This year, we will finalize our Healthy City Strategy which will incorporate recommendations of the Anti-Racism Working Group and First Voice Call to Action.

ST. JOHN'S

- Our new Respectful Workplace Policy includes the organization's commitment to providing a workplace that ensures all people - regardless of differences - are welcome, belong, and are meaningfully engaged.
- To date, nearly 750 City employees have received Respectful Workplace training, and a secondary session called Inclusion 101 has been rolled out in specific divisions.
- Our Inclusive Organization Working Group also worked closely with Inclusion NL and organized a user audit of some of our frontline services, including our recruitment portal. We participate in student internship pilot programs organized by Association of New Canadians, and currently, various groups of City staff are in the process of completing the Indigenous Cultural Diversity Training Program with First light.

Employees were also encouraged to embrace cultural diversity through education. Increase their understanding around the barriers which language and communications can place on relationships, to learn cultural humility, and questioning personal stereotypes. They were also encouraged to explore the United Nations' website.

Key Considerations/Implications:

1. Budget/Financial Implications: N/A
2. Partners or Other Stakeholders: N/A
3. Alignment with Strategic Directions/Adopted Plans: A connected City where people feel connected, have a sense of belonging and are actively engaged in community life.
4. Legal or Policy Implications: N/A
5. Privacy Implications: N/A
 - a. Engagement and Communications Considerations: Internal engagement through the intranet and email.
6. Human Resource Implications: N/A
7. Procurement Implications: N/A
8. Information Technology Implications: N/A
9. Other Implications: N/A

Conclusion/Next Steps:

Prepared by/Date: Sherry Mercer, May 13, 2021

Reviewed by/Date:

Approved by/Date: