

# INFORMATION NOTE

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<b>Title:</b>	<b>Anti-Racism Working Group Brainstorming Session</b>
<b>Date Prepared:</b>	January 28, 2021
<b>Report To:</b>	Inclusion Advisory Committee
<b>Councillor and Role:</b>	Councillor Deanne Stapleton
<b>Ward:</b>	N/A

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**Issue:** Canada is a diverse society where we recognize the value and dignity of Canadians of all races and ethnic groups, languages and religions. Unfortunately, this does not mean racism does not impact our society and communities. We know that racism exists in our community, and we must guard against that if we are to be a truly just and welcoming municipality. The City is committed to developing anti-racism and anti-oppressive frameworks.

**Discussion – Background and Current Status:** The Vision Statement for the City’s strategic plan is “a progressive city, shaped by its geography and history, where people want to live and feel they belong”. As the City works toward realizing this vision, we want to ensure that the inherent rights of all people are respectfully recognized and actively supported. We understand that systemic change is necessary, and that meaningful change can occur only when we listen to and act based on the lived experience and perspectives of residents.

In response, Council recently appointed an Anti-racism position to the City’s Inclusion Advisory Committee. This position will work with anti-racism practitioners, First Light representatives, individuals with lived experience of racism and City staff to develop policies and practices that support the inclusion of all citizens and visitors.

With support from community organizations, the City has also applied to the Canadian Heritage funding grant which, if successful, would support the work of the Anti-Racism Working Group for 30 months starting fall of 2021.

On January 26<sup>th</sup> the City held an Anti-Racism Brainstorming Working Group Session tasked with identifying workplan and perspectives/ qualities of appropriate organizations and individuals to form the Anti-Racism Working group. Participants included individuals with lived experience as well as the Human Rights Commission, the Internationalization Office, FFTNL, the ANC, Diversity in Theatre, MUN, the Women’s Multi Cultural Association, ARC NL, the YMCA’s Newcomer Women Services, Sharing Our Cultures, ACOA, Mind the Gap, and Tobolo Festival among others. Common themes arose such as:

- The need to acknowledge the existence of racism
- The need to provide education around what racism is, how to identify it and how to respond.
- The need to provide tools for those who feel mistreated.

# ST. JOHN'S

A complete What We Heard document will be compiled to provide future summary of the session and we hope to finalize the group in the near future.

**Key Considerations/Implications:**

1. Budget/Financial Implications: N/A
2. Partners or Other Stakeholders:  
Inclusion NL & the Inclusion Advisory Committee, Individuals with lived experience, First Light, Human Rights Commission, Internationalization Office, FFTNL, ANC, Diversity in Theatre, MUN, Women's Multi Cultural Association, ARC NL, YMCAs Newcomer Women Services, Sharing Our Cultures, ACOA, Mind the Gap and Tobolo Festival .
3. Alignment with Strategic Directions/Adopted Plans:
  - a. Connected City; supporting a city where people feel connected, have a sense of belonging, and are actively engaged in community life.
  - b. Healthy City Strategy
4. Legal or Policy Implications: N/A
5. Privacy Implications: N/A
6. Engagement and Communications Considerations: N/A
7. Human Resource Implications: N/A
8. Procurement Implications: N/A
9. Information Technology Implications: N/A
10. Other Implications: N/A

**Conclusion/Next Steps:** To compile information from the Anti-Racism Working Group Brainstorming session into a What We Heard Document, as well as form the group and its respective workplan.

**Report Approval Details**

Document Title:	Anti Racism Working Group.docx
Attachments:	
Final Approval Date:	Feb 3, 2021

This report and all of its attachments were approved and signed as outlined below:

**Natalie Godden - Feb 3, 2021 - 1:00 PM**

**Tanya Haywood - Feb 3, 2021 - 5:39 PM**