

Appendix II

Region of Peel Anti-Black Racism Update



BLACK COMMUNITY ACTION NETWORK OF PEEL
240 Superior Blvd, Suite 200 Mississauga, ON L5T 2T2

June 18, 2020

Dear Councillor Downey,

On behalf of the Black Community Action Network of Peel (BCAN), I want to thank you again for championing the equity and justice in our community through your Motion to recognize anti-Black Racism as a crisis within the Region of Peel. We also thank you for taking the time to meet with BCAN members (on June 16, 2020) to discuss possibilities for implementation of the motion's calls to action.

In response to our conversation, we offer the following recommendations for effective implementation of the calls to action.

1. Guiding Principles: The implementation of all calls to action should be based on foundational core values and principles, including: (a) race equity; (b) sustainability; (c) continuous learning and accountability; (d) co-design and shared responsibility; (e) community capacity-building; and (f) innovation.
2. The Region of Peel should conduct an inventory of internal organizational activities related to anti-Black racism in order to ensure future implementation efforts maximize the potential for efficiencies and synergies and avoid duplication with current scope of work.
3. Calls to Action 1, 2, and 3: We believe, calls to action 1^[1], 2^[2], and 3^[3] can be implemented in a comprehensive and integrated way, through the development of a multi-sectoral, community-based initiative to address the social determinants of anti-Black racial health inequities. The model for such an initiative should incorporate principles of co-design, involving shared responsibility for service planning and resource allocation (similar to the Human Trafficking Service Provider Table). The initiative should prioritize the equitable funding and sustainable capacity-building of Black-focused organizations and build on synergies with existing initiatives in the Region (such as the United Way of Peel Region's Black Youth School Success Initiative and BCAN's System Leaders Roundtable).
4. Call to Action 4: We believe the implementation of call to action 4^[4] should involve extensive consultation and co-design with stakeholders of the Black community in order to ensure public education efforts accurately and sensitively reflect the issues of anti-Black racism. Public education strategies should use a range of innovative social marketing approaches (e.g., web-based campaigns, documentary, arts,

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special events, community town halls, 21st century community ‘talk shows’) and can involve various stakeholders, including the private sector and our allies.

Councillor Downey, you and the Regional Council have demonstrated the value in collaborating with stakeholders simply by your act of incorporating BCAN’s call to action in the Motion you passed. As we all navigate the wake of this unprecedented unrest we are facing in Peel region and throughout the globe, we are reminded of Dr. Martin Luther King, ‘Letters from Birmingham jail’ in April 1963 that, “Injustice anywhere is a threat to justice everywhere...whatever affects one directly, affects all indirectly.” Here in Peel region, we are all affected and so we take stock in the fact there is a willingness by our elected officials to walk in lock step with the community it serves. I know we all agree that we are faced with the ‘fierce urgency of now,’ so let’s continue to move forward in solidarity. Thank you again for your continued support.

Sincerely,



Sophia Brown Ramsay
BCAN-Peel

[1] engaging black communities to address racial inequities related to COVID 19

[2] providing funding to mental health/housing/harm reduction programming to support marginalized groups including the black community through Peel funded programs

[3] ensuring Black led/black serving social agencies in Peel are funded equitably through the Regional funding mechanisms

[4] requesting that the local municipalities collaborate with the Region to carry out anti-racism public education