

# Anti-Black Racism

**Progress Report, September 3, 2020**

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Region of Peel

# Resolutions

June 11, 2020 - Resolution 2020-448

- Declares Anti-Black Racism as a crisis in the Region of Peel

July 9, 2020 - Resolution 2020-566

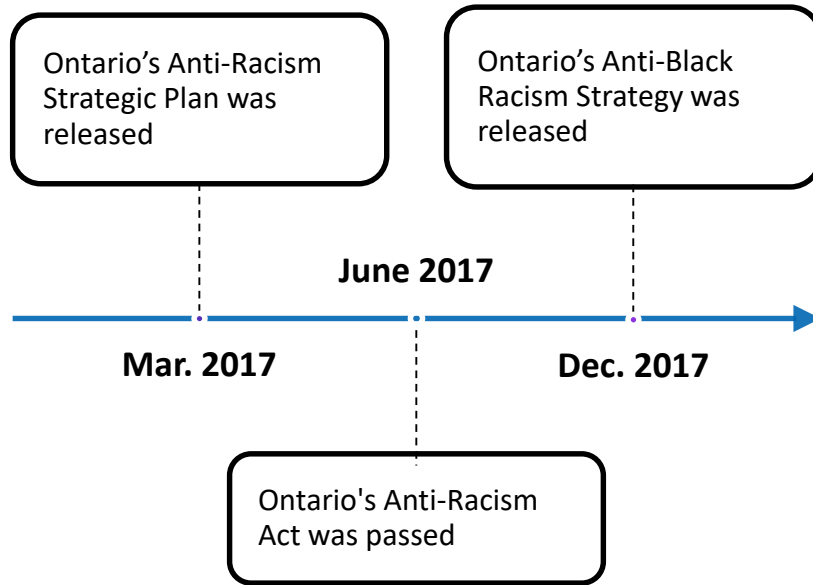
- Recommendations for effective implementation of calls to action

July 9, 2020 - Resolution 2020-559

- Equity focused calls to action



# Provincial Initiatives Addressing Anti-Black Racism



- Ontario's Anti-Racism Strategy Plan
- Ontario Public Service Anti-Racism Policy
- Anti-Racism Act, 2017
- Ontario's Anti-Black Racism Strategy
- Anti-Racism Data Standards
- Race Based Data Collection for Multiple Sectors
- Independent Review of Street Checks Regulation
- Correctional Services Reform
- Ontario Black Youth Action Plan
- One Vision One Voice

The Region's efforts support the Province of Ontario's plans

# Learnings from the Province's Journey



There are frameworks in place at the Provincial level



Policy Reviews will provide intelligence about our current state



Investment in efforts that drive behaviour change are critical to our success

# Our Guiding Principles

1

Build on existing  
work in progress

2

Fill gaps by increasing  
scope of work where  
possible

3

Leverage community  
partnerships and  
tables (including local  
municipalities)

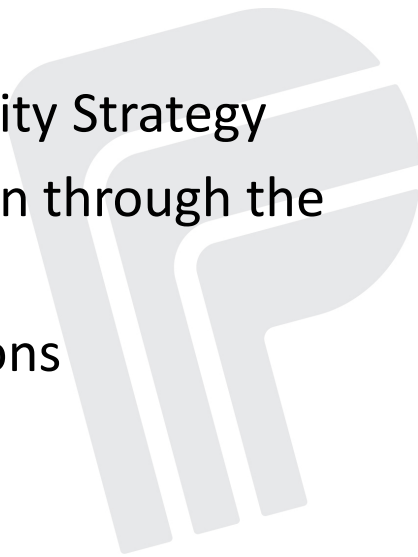
# Anti-Black Racism – Community Focus

## Call to Action from Council Resolution

1. Engaging Black communities to address racial inequities

### Action

- Engagement through Peel Public Health's Health Equity Strategy
- Continued engagement about systemic discrimination through the Community Safety and Well-being Plan
- Collaborative approach to local municipal consultations



# Anti-Black Racism – Community Focus

## Call to Action from Council Resolution

2. Funding to mental health/housing/ harm reduction programming to support marginalized groups including the Black community

## Action

- Working to embed an equity approach into the Housing service delivery model for discretionary and regionally funded programs
- Advocacy for funding and programming



# Anti-Black Racism – Community Focus

## Call to Action from Council Resolution

3. Ensuring Black led/black serving social agencies in Peel are funded equitably through the Regional funding mechanisms

## Action

- Applications for the 2020 Community Investment Capacity Fund and Change Fund include priority and outcome alignment criteria to support Black communities and address racial inequities
- The Region's Community Investment Program is piloting a tool to facilitate equitable funding decisions



# Anti-Black Racism – Community Focus

## Call to Action from Council Resolution

4. Local municipalities collaborate with the Region to carry out anti-racism public education



### Action

- Activities at PAMA directed at public education through exhibits and collections that focus on diversity in Peel
- Collaboration with local municipalities related to anti-racism public education



# Anti-Black Racism – Workforce Focus

To move the Region closer to building a diverse, equitable and inclusive workplace, these initiatives are being implemented internally.

<b>Courageous conversations</b> (Q3-Q4 2020)		Employees share personal lived experiences with racism and discrimination in the workplace and provide suggestions and recommendations to improve diversity, equity and inclusion in the workplace
<b>Workforce census</b> (Q3 2020)		Establish demographic baseline data to understand the make-up of the Region's workforce and create goals in areas where there are gaps.
<b>Learning and development</b> (Q4 2020)		Work with Human Resources to develop a learning framework on a variety of topics (i.e. anti-racism, unconscious bias, Indigenous culture and history, gender identity)
<b>Employment systems review</b> (Q1 2021)		Examine policies, practices and systems related to hiring, pay and promotion to identify systemic barriers that may disadvantage certain groups
<b>Communications</b> (Ongoing)		Numerous communications and opportunities for staff at all levels to engage in discussions about the Region's approach to addressing anti-Black racism and systemic discrimination

# Next Steps

1

The Region will move forward with its current activities to address anti-racism and systemic discrimination

2

Continued partnership between the Region and local municipalities to support one another in addressing anti-Black racism, anti-racism and systemic discrimination

3

Leverage partnerships and community tables to advance work related to anti-Black racism, anti-racism and systemic discrimination

# Thank you

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