



A People Place, A Change of Pace
SHELBURNE
ONTARIO, CANADA

Meeting Date: Monday, January 25, 2021

To: Mayor Mills and Members of Council

From: Denyse Morrissey, Chief Administrative Officer, and Jennifer Willoughby, Director of Legislative Services/Clerk

Report: CAO 2021-02

Subject: Anti-Black Racism, Anti-Racism & Discrimination Task Force
Recommendations: 3 to 6 months general overview

Recommendation

Be it Resolved that Council:

1. Receives report CAO 2021-02 regarding the Anti-Black Racism, Anti-Racism & Discrimination Task Force Recommendations: 3 to 6 months general overview; and that
2. The Town of Shelburne adopts the declaration of the Canadian Coalition of Municipalities Against Racism and Discrimination; and that
3. Council approves the terms of reference for the Diversity, Equity and Inclusion Committee and directs staff to advertise for Committee Members.

Background

On June 8, 2020, Council approved an anti-racism task force be created. The task force held their first meeting on June 19, 2020 and generally met weekly until September 2020.

On October 5, 2020, the Anti-Black Racism, Racism & Discrimination Task Force presented their recommendations to Council. The presentation is provided in Appendix 1. The task force also presented to the Upper Grand District School Board on October 21, 2020. The list of recommendations to the school board was expanded and is provided in Appendix 2.

Recommendations were categorized:

Short Term	3 to 6 months
Medium Term	6 to 12 months
Long Term	12 to 24 months

Recommendations were made to:

1. The Town of Shelburne
2. Business' and General Community
3. Upper Grand District School Board

The presentation was also made to the Shelburne Rotary in 2020. Presentations to the Shelburne BIA, and the Dufferin Board of Trade are currently being coordinated for Q1 2021 by the Task Force Chair.

Top Five (5) Priorities were summarized in the October 5, 2020 presentation and are:

1. Town of Shelburne to develop an action plan to implement the changes identified in the recommendations, which may include the creation of an ongoing committee.
2. Town of Shelburne to develop a work plan on the Town website and document the progress of all the recommendations that have been submitted to Council by the Task Force.
3. Establish a safe space for marginalized groups to come together i.e., utilizing Grace Tipling Hall, Mel Lloyd Community Center, Shelburne Public Library etc. for social gatherings, secular or cultural group events.
4. Town to put the links for all established formal complaints processes on the Town Website and establish a Liaison Person from the Town who could help navigate citizens to the appropriate contact/resource i.e., a link to the Integrity Commissioner. Number of complaints to be tracked and shared with council.

5. The Town to establish a Diversity, Equity & Inclusion position to focus on the ongoing work of Diversity, Equity, and Inclusion work in our community.

Council Direction: October 26, 2020

On October 26, 2020 Council approved:

BE IT RESOLVED THAT Council supports the recommendations provided by the Anti-Black Racism, Racism and Discrimination Task Force as presented to Council October 5, 2020;

AND THAT Council and Staff will utilize the recommendations to develop a costed work plan with timelines for consideration for adoption by Council in January 2021.

This report primarily addresses the Short-Term Recommendations of 3 to 6 months. This report also provides recommendations for the establishment of a new Diversity, Equity and Inclusion Committee or DEI Committee.

Additional Council Directions – November 2020 to January 2021

The following notice of motions/motions, some of which were also recommendations of the Task Force, have also been made:

❖ January 11, 2021

BE IT RESOLVED THAT, In the spirit of the recommendations made by the Shelburne Anti -racism Task Force, that Council approve the creation of a Diversity and Inclusion Committee and that staff report back to Council with the terms of reference and mandate (inclusive of 8-10 members from the community and 2-3 members of Council) at the next scheduled meeting for approval.

❖ December 14, 2020:

In the spirit of the Anti-Racism Task Force recommendations,

BE IT RESOLVED THAT Council considers naming the designated park area within the Fieldgate development after William and Mary Ghant.

❖ December 14, 2020

In the spirit of the Anti-Racism Task Force recommendations and as the Town of Shelburne having a long-standing history of recognizing and honouring military service,

BE IT RESOLVED THAT Council approves the naming of the relaxation garden, designated for the community garden at Fiddle Park, after the No. 2 Construction Battalion Members who were the first Black Military Unit in Canadian History;

AND THAT a standing plaque be installed onsite to highlight their contributions.

❖ November 23, 2020:

BE IT RESOLVED THAT with the recent recommendations provided from the Anti-Black Racism, Racism and Discrimination Task Force and the guidelines associated with regards to timeline implementation and the current planning stage of the east end Fieldgate development;

Council directs Town Staff to work within the street naming policy and with Fieldgate to create inclusive street names including but not limited to Dufferin County's Black and Indigenous community history;

AND THAT the following Indigenous names be considered Potawatomi, Chippewa, Ojibway and Anishinaabe;

AND FURTHERMORE, Council directs Town Staff to review the current street naming policy and report back to council any recommendations required to ensure the policy meets the inclusive vision of both the Anti-Black Racism, Racism and Discrimination Task Force and Council's Strategic Plan.

Analysis

Short Term: 3 to 6 Month Task Force Recommendations

The twelve (12) 3-to-6-month recommendations are listed. The status of each, or actions taken is summarized for each recommendation.

1. Town of Shelburne to participate in the coalition of municipalities against racism and racial discrimination, and for the Town to join the declaration of the Canadian Coalition of Municipalities Against Racism and Discrimination.

The steps to joining the Coalition are summarized:

- Obtain support (from your Municipal council)
- Adopt a resolution to join the Coalition
- Sign the Declaration
- Inform the Canadian Commission for UNESCO
- Announce your involvement to your local partners and residents

The following is extracted from the declaration:

The Federation of Canadian Municipalities (FCM) endorses the Call for a Coalition of Inclusive Municipalities and encourages its members to join.

Municipal governments in Canada, along with other levels of government, have responsibilities under Canada's *Charter of Rights and Freedoms* as well as federal, provincial, and territorial human rights codes, and therefore have an important role to play in combating racism and discrimination and fostering equality and respect for all citizens;

By joining the Coalition of Inclusive Municipalities and, in joining the Coalition, The Town of Shelburne agrees to endorse the Common Commitments and agrees to develop or adapt its own unique Plan of Action accordingly.

The full declaration is provided in Appendix 3.

2. Town of Shelburne to develop an action plan to implement the changes identified in the recommendations, which may include the creation of an ongoing committee.

As referenced under the background section of this report at the January 11, 2021 Council meeting the following resolution was passed:

BE IT RESOLVED THAT, In the spirit of the recommendations made by the Shelburne Anti-Racism Task Force,

THAT Council approves the creation of a Diversity and Inclusion Committee and that a staff report be brought back to Council with the terms of reference and mandate (inclusive of 8-10 members from the community and 2-3 members of Council) at the next scheduled meeting for approval.

The recommended mandate and terms of reference for the new Diversity, Equity & Inclusion (DEI) committee is provided in Appendix 4.

We also wish to acknowledge and thank the County of Dufferin and Town of Orangeville. Staff has reviewed their committee structures, mandates, and terms of reference for their recently established DEI committees in creating one for the Town of Shelburne.

As our municipal colleagues have also outlined, it is important to note that diversity, equity, and inclusion work can be difficult. These initiatives require acknowledgement of past mistakes, biases, and blind spots. The journey and work are expected to involve uncomfortable conversations and the willingness for Council, staff, committee, and community members to show vulnerability. The process may include some unintended errors and

missteps making it critical for everyone involved to show respect and kindness and have willingness to learn.

The following is extracted from the recommended terms of reference for the Town of Shelburne's DEI Committee:

The mandate for the committee will be to advise Council, continue the work of the Anti-Black Racism, Anti-Racism & Discrimination Task Force, and those October 5, 2020 recommendations, make recommendations and provide a monitoring and measuring role to help ensure that the Town of Shelburne applies a diversity, equity and inclusion lens to its policies, services, and programs.

The DEI committee would provide insight, advice, and make recommendations to Council relating to the following:

- emerging equity or diversity issues or trends arising in the Town;
- initiatives to combat racism, acts of prejudice or hate in the Town;
- identifying systemic barriers faced in accessing Shelburne services, information, programs, and facilities;
- identifying systemic barriers to participation in public life and achievement of social, cultural, and economic wellbeing of residents;
- strategies for building connections and fostering a deeper sense of inclusion and belonging especially for marginalized groups;
- proposed Town of Shelburne initiatives, services, and policies to meet changing needs of a diverse community;
- employment and employee awareness policies, initiatives, and programs.

Recommended DEI Committee Composition

The Diversity, Equity and Inclusion Committee is recommended to be composed of the following members:

- Committee Chair – To be selected annually from within the committee, with members of Council not eligible to hold the position
- Community Members – 7 members appointed from the community
- Council Representation – 2 members of Council
- Town of Shelburne Staff Liaison – 1 member of Administrative staff
- Town of Shelburne, CAO – ex-officio, non-voting

It is also outlined that the following will impact the development and functioning of a DEI committee:

- The committee composition must be diverse and have membership from marginalized community members

- That it may not be possible to have representation from every organization, cultural background, or ethnicity on the committee

An important part of the committee mandate is to liaise with the community to build relationships and connections in order to facilitate discussions that promote broader understanding and engagement between residents of diverse backgrounds and abilities.

The Committee will closely work together with a purpose to foster cooperation that will allow a clear understanding of the current state of diversity, equity and inclusion within the community and administration organization to identify and create strategies that will ultimately result in a more diverse and inclusive community and workplace that is able to offer programs and services that meet the needs of the Shelburne community.

A key part of the strategy work for the committee would be to provide advice and recommendations on the development and contents of a new Diversity, Equity & Inclusion Policy for the Town of Shelburne, which shall include an annual work plan with clear actions and measurable goals, targets, and objectives.

If the recommended Terms of Reference are approved, the following is a summary of the process timelines:

Advertising and promotions of Committee	February 1 – 19, 2021
Application deadline	February 19, 2021
Review of applications by Council	March 8, 2021
Appointment of individuals by Council	March 8, 2021
Appointment of Council Members	March 8, 2021
First meeting of DEI Committee	Week of March 29, 2021

3. Town of Shelburne to develop a work plan on the Town website and document the progress of all the recommendations that have been submitted to Council by the Task Force.

The Town's web site has a dedicated page with detailed information regarding the Anti-Black Racism, Anti-Racism & Discrimination Task Force which includes: establishment history, mandate, listing and photos of Task Force Members, meeting minutes, the survey and responses, October 5, 2020 Task Force Presentation to Council, directions/motions of Council in 2020 and 2021 to date.

The hyper link is:

https://www.shelburne.ca/Anti-Black_Racism_Anti_Racism_Discrimination_Task_Force/

4. The Town adopts an Anti-Racism/Anti-Oppression policy statement that is posted publicly at all town-owned properties, and on the Town's website, and practices what is outlined in the policy.

Staff has initiated a review of Anti-Racism and Anti-Oppression Policies of other agencies, universities, and social service organizations to development our draft statement for the future consideration of Council. One example is provided in Appendix 5 is:

<https://renascent.ca/anti-racism-and-oppression-statement/>

The role of the DEI committee could include providing advice on the draft statement prepared by staff (for recommendation to Council) as well as the development of our anti-racism/anti-oppression policy. This would then delay the adoption of the statement until this new committee was formalized. It may also be necessary to engage and hire a subject matter expert consultant.

5. Town website content will be more reflective of the diverse community.

The comprehensive review of our web site regarding overall content has not been completed and will be commenced.

A review and analysis of the web site specific to the current 126 images which includes all images whether they are generic non-gender or race, objects, animals and other was recently completed. The total images of humans are 58. Each image that was of a human was reviewed. Overall, there is a diversity of people and race reflected in the photos/images that are used, many which are stock photography. Staff will continue to review all images to increase diversity in this specific area, including having photos of Shelburne residents. A more detailed summary of information on this web site content analysis can also be presented to the D&I committee.

6. Town of Shelburne to encourage and support its partners such as the library, faith groups, CDRC and service clubs to provide programs, offerings and event that reflects the diversity of the community.

This report and the October 5, 2020 presentation of the Task Force (plus the expanded recommendations to the UGDSB) will be forwarded the week of January 25, 2020 to Library and the CDRC and will also highlight recommendation number 6. The same information will be sent to service

clubs in early February 2021. The Town needs to develop and confirm a listing all faith groups.

The Town will commence our parks and recreation master plan in late spring 2021. This project will also include comprehensive community engagement and encourage all members of the community to share what events, programs, and parks and recreational opportunities they would want provided and that are reflective of the diversity of our community.

7. Town website will add a feature to allow visitors to have content translated into languages reflective of our community i.e., to have text read aloud to them.

The cost to update the website to include google translator was \$750 and is included in the administration 2021 budget. This was requested in January 2021 and expected to be functional by end of Q1 if not sooner.

In the past, Google Translate was on our website. The web site which was updated and relaunched in October 2019. In May 2020 Google changed the format and it was no longer supported by Internet Explorer. This was why the translator box was no longer available when a user first entered our website. The Town originally did not pay for an upgrade as the translator service was originally free and available to everyone.

8. Town to utilize existing space for art to be displaced, ex. town hall, that is representative of our diverse community.

A review of the space for art displayed at Town Hall which is more representative of the community has not been commenced. Since March 2020 public access to the second floor of Town Hall due to COVID-19 has been restricted and no access is expected to continue to at least April 2021.

The Town of Shelburne will also be policed by the OPP as of February 18, 2021 and the space used by the Shelburne Police Services will be re-purposed. In addition to the existing space dedicated to art on the second floor of Town Hall, a review of realigning other spaces within Town Hall that could expand the space for art to be displayed will be undertaken. This review will begin in mid to late April 2021.

9. Town to support diversity initiatives in our community, via a Multicultural Calendar, utilizing existing avenues and resources. This will include acknowledgment on significant days/dates/events, i.e., important religious and cultural celebrations, such as but not limited to Black History Month, Indigenous Peoples Month & Day, Eid, Diwali, Pride Month, etc.

The development of a new dedicated area on the web site for a listing of multicultural events, in addition to the existing events calendar will be reviewed.

Town staff will add a coloured tab in the drop down existing menu for 'Cultural Events' which will provide a new category for community members and groups to list their events in the calendar: [Calendar - Town of Shelburne](#)

The quarterly newsletter, as mentioned earlier in this report, will have a dedicated area for events and celebrations more inclusive of a diverse community.

10. Establish a safe space for marginalized groups to come together i.e., utilizing Grace Tipling Hall, Mel Lloyd Community Center, Shelburne Public Library etc. for social gatherings, secular or cultural group events.

Since March 2020 public access to most facilities that provide space for rent (with waiving of fees requiring approval) for events or gatherings has been restricted. Restrictions are expected to continue for months. The facilities listed and specifically the Library, CDRC and the Mel Lloyd Centre (owned and operated by Dufferin County) within this recommendation also include those not directly managed or operated or owned by the Town. The Town owns and operates Grace Tipling Hall which is located within Town Hall.

It is recommended that further review of this recommendation be referred to the new D&I committee. Review would include more information regarding who or what organizations would be included as marginalized groups and an understanding of their specific safe space and time needs at any facility.

11. Town to resume the Arts and Cultural entertainment committee.

The committee was created after the 2018 election and in 2019 by council. The former Town Hall Art Gallery committee was to be absorbed into this new committee.

However, past annual promotions regarding this new committee which were done through social media, and a local newspaper had not resulted in enough submissions to implement the new committee.

The overall functions of the Town Hall Gallery Committee have continued.

Additional promotions will be completed in March 2021 regarding serving on the Arts and Cultural entertainment committee and the application process.

12. Quarterly newsletters from Council highlighting important events, celebrations etc.

The Town currently issues quarterly newsletters in March, June, September, and December. The newsletter is mailed and is available electronically. The format and size of the newsletters has also been revised to ensure AODA compliance. Information, events, and celebrations that are more reflection of a diverse community will be added as a dedicated section to the existing quarterly newsletter starting in March 2021.

Some Other Recommendations: 6 to 12 months listing.

This report also addresses some specific 6-to-12-month recommendations at this time.

- Town to ensure that hiring practices have a diversity and equity lens - ensuring that staff is reflective of the diverse community.

While the Town does not currently have any job postings, a number of new positions, which are underdevelopment, are included in the 2021 approved budget. Up to October 2020, the Town of Shelburne had included the following information in all job postings:

The Town of Shelburne is an equal opportunity employer. Accommodations are available for all parts of the recruitment process. Applicants need to make their needs known in advance. Personal information is being collected pursuant to the Municipal Freedom of Information and Protection of Privacy Act and will be used only for candidate selection.

Based on a review of the information other municipalities include, and using the City of Ottawa specifically, the information has been revised, for future job postings, to:

The Town of Shelburne promotes the principles of diversity and inclusion and adheres to the tenets of the Canadian Human Rights Act and the Ontario Human Rights Code. The Town encourages applications from women, Aboriginal peoples and persons of all races, ethnic origins, religions, abilities, sexual orientations, and gender identities and expressions. The Town will provide accommodation during all parts of the hiring process, upon request, to applicants with disabilities. If contacted to proceed to the selection process, please advise us if you require any accommodation.

- Share Task Force recommendations with Police Services Board to begin working with our incoming OPP service.

This report and the October 5, 2020 presentation of the Task Force will be provided to the OPP the week of January 25, 2021. The OPP will begin to police the Town of Shelburne on February 18, 2021.

The information below is extracted from the October 20, 2020 letter from the Solicitor General, the Honourable Sylvia Jones and Minister Responsible for Anti-Racism regarding the anti-racism initiatives of her ministry and the Anti-Racism Directorate (ARD), including the OPP:

“The *Community Safety and Policing Act, 2019*, which is part of the *Comprehensive Ontario Police Services Act, 2019*, provides policing and police oversight legislation. Once in force, the *Community Safety and Policing Act, 2019*, will address a number of recommendations made by Justice Michael H. Tulloch, including: Mandatory training for all police service board members, the Inspector General, inspectors, police officers and special constables on human rights, systemic racism as well as training that promotes the diverse, multiracial, and multicultural character of Ontario society and the rights and cultures of First Nation, Inuit, and Métis Peoples”

The October 20, 2020 letter is provided in Appendix 6.

- Town to appoint an individual as an honorary member of council to represent the need of the diverse community if not elected with non-voting rights.

Appointment of an honorary member to a municipal council is not permissible.

The *Municipal Act* is the primary piece of legislation applicable to municipalities. The Act is a legislative framework for municipalities that recognizes municipalities as responsible local governments with a broad range of powers. The Act balances increased local autonomy and flexibility with requirements for improved accountability and transparency of municipal operations.

Role of Council

In Ontario, a council is required to have a minimum of five members, one of whom is the head of council. The role of council is outlined in section 224 of the *Municipal Act*:

224. It is the role of council,
- a. to represent the public and to consider the well-being and interests of the municipality;
 - b. to develop and evaluate the policies and programs of the municipality;
 - c. to determine which services the municipality provides;
 - d. to ensure that administrative policies, practices and procedures and controllership policies, practices and procedures are in place to implement the decisions of council;
 - o d.1) to ensure the accountability and transparency of the operations of the municipality, including the activities of the senior management of the municipality;
 - e. to maintain the financial integrity of the municipality; and
 - f. to carry out the duties of council under this or any other Act.

Council is a group of duly elected officials who serve as the legislative body of a municipality. Council members—also known as a town council—are tasked with representing the interests of their constituents. In addition to proposing, passing, and ratifying laws and ordinances, municipal councils also manage the yearly budget.

The *Municipal Elections Act*, provides qualification parameters such as age, citizenship, and residential requirements in order to enlist as a candidate for consideration during a municipal election.

Residents of the municipality elect Council members for at-large positions. The “first past the post” method is utilized to elect members of municipal councils.

The new DEI committee would provide Council with input and advise.

- ❖ The Dufferin County Canadian Black Association (DCCBA) - 2021 Grant Funding, Town of Shelburne

Volume 1 and the e-newsletter of DCCBA, dated December 28, 2020 is provided in Appendix 7.

Council awarded DCCBA grant funding of \$5,000 in 2021. The Shelburne Police Services (SPS) also paid for a 2021 membership and the cost was \$240. With the disbandment of SPS as of February 18, 2021, it will be requested that the membership be transferred to the Town of Shelburne.

Financial

The approved 2021 budget included \$20,000 for racism and discrimination initiatives. \$10,000 per year was also projected and shown in the budgets for 2022, 2023 and 2024.

The 2021 \$20,000 budget would be assigned to the new Diversity, Equity and Inclusion Committee.

Based on the 6-to-24-month recommendations of the Anti-Black Racism, Racism & Discrimination Task Force it is anticipated that additional 2021 funding may be required (as well as 2022 and 2023) related to the development and ongoing education, training and awareness programs for staff, committee members, Council, and the community, as well as the hiring consultants were required.

Policies & Implications

Committee Terms of Reference
Council Procedural By-law #15-2019

Consultation and Communications

Other municipalities with Diversity, Equity & Inclusion Committees

Council Strategic Priorities

Council's Strategic Priorities has three Goals - Sustainable, Engaged and Livable. There are a total of 12 targets with the three Goals.

This report aligns with the Sustainable Goals within the Targets:

Target T2 municipal services review and evaluation

Target T7 – promote partnerships and collaboration

Target T9 – promote age friendly, multicultural community

Target T12 – support and celebrate arts and culture

Supporting Documentation

Appendix 1: Anti-Black Racism, Anti-Racism & Discrimination Task Force presentation, October 5, 2020

Appendix 2: Anti-Black Racism, Anti-Racism & Discrimination Task Force presentation, October 21, 2020 – eexpanded recommendations to the Upper Grand District School Board.

Appendix 3: Declaration of the Canadian Coalition of Municipalities Against Racism and Discrimination.

Appendix 4: Town of Shelburne Diversity, Equity, and Inclusion Committee Terms of Reference

Appendix 5: Renascent Anti-Racism and Oppression Statement, June 2020

Appendix 6: October 20, 2020 letter from the Solicitor General, Sylvia Jones regarding the Anti-Racism Directorate (ARD)

Appendix 7: E-newsletter of Dufferin County Canadian Black Association (DCCBA) dated December 28, 2020, Volume 1

Respectfully submitted:

Denyse Morrissey, CAO

Jennifer Willoughby, Director of Legislative Services



A People Place, A Change of Pace
SHELBURNE
ONTARIO, CANADA

Anti-Black Racism, Anti-Racism &
Discrimination Task Force
Blueprint & Recommendations

PREPARED FOR
THE TOWN OF SHELBURNE
203 Main Street East
Shelburne, ON L9V 3K7

CONTENT

- Task Force Members
- Task Force Terms of Reference & Mandate
- Mandate
- About The Town of Shelburne
- Tactical Deliverables
- Marketing & Promotions
- Research Objectives
- Surveys
- Focus Groups
- Delegations/Presentations to the Task Force
- Stories
- Findings & Results
- Summary
- Recommendations

Task Force Members



**Mayor
Wade Mills**



**Deputy Mayor
Steve Anderson**



**Alethia Stephenson
Chair**



**Althea Casamento
Vice Chair**



**Geer Harvey
Secretary**



Simran Bhamu



Bella Carter



Nathan King



**Kent Moore
Police Chief**



Shyanne Ricci



Debbie Sipkema



Soha Soliman



Ken Topping



Jay Wagstaff

Preamble

- The government has a responsibility to ensure that its citizens are treated fairly, with dignity and respect under the law. The government should also ensure that everyone regardless of race, religion or financial means has equal access to life opportunities without any strategically imposed barriers designed to benefit one group over another.
- This obligation requires the government at all levels to take meaningful action now to address the inequitable outcomes Black people and other racialized and/or marginalized groups face in our community.

Terms of Reference

- “Task Force or Working Group” means a body of limited duration established and appointed by Council through Terms of Reference to produce recommendations for Council’s consideration.”
- 51.0 Internal Committees, Advisory Committees or Task Forces
- 51.1 Council may create, appoint and dissolve any committee or task force by by-law including Terms of Reference. Where no specific rules of procedure are specified, these Rules of Procedure shall apply.
- 51.2 All meetings of Committees shall generally be held in the Council Chambers at 203 Main Street East but may be moved to alternate locations on the recommendation of the Chair. Where an alternate location is required, it shall be at a venue which is accessible to the public.
- 51.3 Agendas, locations, dates and times for each Committee meeting shall be posted one week in advance of the meeting and shall be provided to the Clerk. Minutes for Committee meetings shall be taken in accordance with the Municipal Act and shall be distributed to the Clerk for inclusion on the Council agenda under the Consent Agenda.





Mandate

The Anti-Black Racism, Racism and Discrimination Task Force was created following the death of George Floyd in Minneapolis and the subsequent Black Lives Matter protests in Shelburne and around the world demanding police reform and the end to racism and systemic discrimination. The mandate is to bring together experts, community stakeholders, the public and elected officials to come up with ways to address Anti-Black Racism, Racism and Systemic Racism in our community and recommend to Council a blueprint that will ensure that our community will be safe, inclusive, diverse and welcoming to all.



About The Town of Shelburne

Based on the 2016 census, the Town of Shelburne boasts a population of 8,126. The Town is situated in Dufferin County, Ontario, Canada and is best known for the Annual Canadian Championship and Fiddling contest that is held each august.



The town has a growing and diverse population with Blacks totaling 9.5%, South Asian totaling 4.9% and Indigenous (Metis & First Nations) 2.2% of the overall population. The total visible minority population including the Indigenous community in Shelburne based on the 2016 census is 20.1%



Schools

The Town of Shelburne is part of the Upper Grand District School Board (UGDSB). The UGDSB operates three elementary schools and one secondary school in the Town of Shelburne.

Centennial Hylands Elementary School

Glenbrook Elementary School

Hyland Heights Elementary School

Centre Dufferin District High School



Businesses

The Town of Shelburne is home to a wide variety of churches and currently has approximately 9 churches serving various denominations.

The Town hosts a variety of businesses including grocery, gas stations, specialized grocery stores, and many local restaurants.

Tactical Deliverables

To develop a set of recommendations for the Town of Shelburne, the Task Force set out to accomplish a number of tactical deliverables.

These deliverables were to:

- ✓ Prepare a Marketing plan that will allow us to advertise and share the objectives and activities of the Task Force
- ✓ Create a Project plan that outlines all key deliverables and dates that will keep us on track
- ✓ Document residents' experience around anti-black racism, racial discrimination, institutional racism, and discrimination in Shelburne
- ✓ Identify key barriers racism creates in social, economic, and political life of residents in Shelburne
- ✓ Measure residents' awareness of Town's initiatives to promote anti-racism, inclusion, and diversity.
- ✓ Evaluate residents' experiences related to these initiatives
- ✓ Compile key findings of the focus group research, survey results, stories and delegations to the task force
- ✓ Develop a set of recommendations for the Town Council to promote anti-racism, diversity, and inclusion in the town

Marketing & Promotions

The Task Force developed a marketing plan to ensure that we receive maximum participation from the community as well as to identify barriers to access or discrimination in our community

A newspaper advertisement was taken out for a three-week period as well as a radio advertisement on the local community radio station.

A postcard was designed, created and mailed to every household in Shelburne inviting residents to complete the survey.

A social media advertising campaign (including the use of the Town's social media pages, LCD screens and website) was also launched to target individuals who are active online to help increase participation rates.

Each Task Force member actively promoted and shared the survey on various social media platforms and with personal networks.



Research Objectives

1. Document residents' experience around racial discrimination, institutional racism, and discrimination in Shelburne (situation assessment)
2. Identify key barriers racism creates in social, economic, and political life of residents in Shelburne
3. Measure residents' awareness of Town's initiatives to promote anti-racism, inclusion, and diversity.
4. Evaluate residents' experiences related to these initiatives
5. Report key findings of the survey, focus group, delegation/presentations and stories to the task force
6. Develop a set of recommendations for the Town Council to promote anti-racism, diversity, and inclusion in the town

Surveys

The survey period was July 27 - Aug 20, 2020. Survey questions were developed by the Task Force in collaboration with Town Staff.

The survey was targeted to 2 key groups - students with age below 18 years and general population above 18 years of age.

The survey questions across both groups overlapped with a few unique questions for each group.

One of the major criteria for the survey was that participants had to either live or work in the Town of Shelburne.

The questions were designed to cover demographics and respondents' experiences with racism and discrimination in the town of Shelburne.

Focus Groups

We conducted three focus group sessions on August 16th & 17th 2020.


Sampling and other specs

- Three focus group sessions were conducted on 16 -17th August 2020, virtually via zoom
- Each session had 4-6 participants and lasted approximately ~90 minutes
- The sessions were recorded with consent from participants
- The sessions were moderated by Simran Bhamu and there were two note takers for each session - Bella Carter & Soha Soliman, Ken Topping & Alethia O'Hara-Stephenson, Geer Harvey & Soha Soliman respectively.



Delegations/Presentations to the Task Force

Several community partners made presentations to the Task Force sharing instances of discrimination that they as an organization may have witnessed or experienced in Shelburne. Where no specific data was available for Shelburne, some organizations were able to share initiatives that they have put in place as a result of the recent tragic events surrounding the death of George Floyd and subsequent Black Lives Matter Marches



Delegations Include

1. DCAFS- Jennifer Moore and Nikita Peters
2. UGDSB- Jessica Rowden and Cheryl Van Ooteghem
3. Shelburne Worship Center- Vincent Sterling
4. Partera - LeeAnn McKenna
5. Compass Community Church – Jay Wagstaff
6. Indigenous Community Representation- Debbie Sipkema
7. Muslims of Dufferin- Imam Yeya Soliman
8. Community Member- Andrew Cunningham
9. FTP- Nora Kennedy
10. One Voice One Team – Skye & Orlando Bowen
11. 2LGBTQ+ = Wayne Williamson and Eric Prentice
12. Streams Community Hub- Andrew Charles James



Stories

Community members were invited to submit stories either by video or written via the survey tool as another avenue to participate in this important initiative. The stories could be submitted anonymously or publicly. A total of 6 stories was submitted through the portal.



Findings & Results

The following section details the findings based on the research conducted (e.g., survey, focus group, delegations/presentations, stories, and personal experiences of task force members).

Key findings

The key findings are divided into the following two sections:

Situation Assessment

Shelburne is not immune to racial discrimination and marginalization

The racial discrimination and marginalization take many forms and observed and witnessed in all walks of life (banks, grocery stores, schools, local service clubs, public spaces, etc.)

Findings & Results Cont'd

Asking clarification from a person of colour in the bank due to high account balance

Racialized kids are treated differently in school environment. The students who participated in the research indicated that within the last 3 years there were incidents of discrimination against them because of race, ancestry, ethnicity, or culture (Indigenous, Black, Asian, Muslim, etc.). They also shared that the way they look, where they come from and their sexual orientation were some of the top reasons, they felt they were discriminated against

Racialized students also indicated a fear of speaking up when instances of discrimination were encountered due to fear of retaliation

Dismissal of students claim of racial discrimination and marginalization was also shared

Town policing engaged in racial profiling, not registering legitimate complaints against racial harassments and threats

Findings & Results Cont'd

Shared rumour and perception that an employer in the town doesn't entertain job applications from persons of colour

An individual reported a case of continuous harassment –lasted for a few years – which forced the individual to move. The police is alleged to have refused to file a formal complaint about the incident

Individuals from a certain background were not allowed to participate as vendor in multicultural events

Stories were shared about instances of a child being stabbed by other students with little media coverage or reports about the incident being made public.

Instances of hate and discrimination witnessed at our parks between children were also highlighted

Findings & Results Cont'd

The situation assessment provides a picture which appears as hardly surprising and reinforces existing beliefs about the nature and frequency of incidents occurred around racial discriminations

The situation also highlights the pressing need for designing and implementing initiatives to provide effective solutions for such problems

Perception about Town's Initiatives

Overall, there is a lack of awareness regarding town's initiatives designed to promote anti-racism, diversity, and inclusion in the town

If there is an awareness about certain initiatives, lack of marketing and promotional efforts by the town result in poor outreach and participation by residents. For example, when asked what did the students do about the incidents involving racial discrimination against them, majority replied they walked away, talked with family/friends and only a few reported it to an authority figure

When asked if teachers, staff, administration at school embrace diversity the results were mixed. This indicates a strong need for education around promoting diversity and sensitivity towards incidents involving racism & discrimination

Participants expressed concerns regarding

- Lack of persons of colour in interview panels for town jobs

- Lack of representation from different ethnicities and backgrounds in local police

- Lack of support for religious activities for different ethnicities

Summary

Through the Delegations, Focus Groups, Stories and Surveys, more instances of racism were revealed than anticipated. Based on the information gathered from our Focus Group and Presentation results, it is clear that there are some areas of focus for closer inspection and appropriate action.

There is considerable concern, anxiety, anger, felt discrimination in many organizations and situations in our town by citizens of all ages. These experiences are mainly felt by Black and people of colour of many ages however, little report of concerns from other communities.

Further studies should be conducted to ensure greater participation from a diverse group of individuals to be able to gather much richer data.

Summary Cont'd

Many participants expressed concerns over the lack of diversity and representation in the school board, Town of Shelburne (including, Police, Town office, Library, parks and various committees and boards). Some of the presenters acknowledged the lack of diversity across the county as a whole, not just in Shelburne.

Very few concerns were raised regarding discrimination experienced with neighbors and people on the street. Likewise, very few acts of physical violence related to racism.

While there have been several positive changes to tackle inclusion, racism and discrimination such as the Black Lives Matter march, our task force (Anti-Black Racism, Racism & Discrimination task force), Sikh flag raising ceremony, 2SLGBTQ+ flag raising ceremony just to name a few. There is still more work to be done.



“ Words alone are simply no longer good enough.

Words alone cannot bring about the fundamental and systemic change that is needed now!”

I can do better.....

We can

All do better.”

Mayor Wade Mills

Recommendations

Based on the results of the Focus Groups, Delegations, Stories and Survey, the following recommendations have been developed for the Town of Shelburne. The recommendations are categorized into Short Term, Medium Term and Long-Term objectives for the Town of Shelburne to action and/or implement. **Short Term = 3-6 months, Medium Term 6-12 Months and Long Term =12 to 24 months.**

Short Term Recommendations: 3 – 6 Months

- ✓ Town of Shelburne to participate in the coalition of municipalities against racism and racial discrimination, and for the town to join the declaration of the Canadian Coalition of Municipalities Against Racism and Discrimination.
- ❖ **Town of Shelburne to develop an action plan to implement the changes identified in the Recommendations, which may include the creation of an ongoing committee.**
- ❖ **Town of Shelburne to develop a work plan on the Town website and document the progress of all the recommendations that have been submitted to Council by the Task Force.**
- ✓ The Town adopts an Anti-Racism/Anti-Oppression policy statement that is posted publicly at all town-owned properties, and on the Town's website, and practices what is outlined in the policy.

Short Term Recommendations: 3 – 6 Months

- ✓ Town website content will be more reflective of the diverse community.
- ✓ Town of Shelburne to encourage and support its partners such as the library, faith groups, CDRC and service clubs to provide programs, offerings and event that reflects the diversity of the community
- ✓ Town website will add a feature to allow visitors to have content translated into languages reflective of our community i.e. to have text read aloud to them.
- ✓ Town to utilize existing space for art to be displaced, ex. town hall, that is representative of our diverse community.

Short Term Recommendations: 3 – 6 Months

- ✓ Town to support diversity initiatives in our community, via a Multicultural Calendar, utilizing existing avenues and resources. This will include acknowledgment on significant days/dates/events, i.e.. important religious and cultural celebrations, such as but not limited to Black History Month, Indigenous Peoples Month & Day, Eid, Diwali, Pride Month, etc.
- ❖ **Establish a safe space for marginalized groups to come together i.e. utilizing Grace Tipling Hall, Mel Llyod Community Center, Library etc. for social gatherings, secular or cultural group events**
- ✓ Town to resume the Arts and Cultural entertainment committee
- ✓ Quarterly newsletters from Council highlighting important events, celebrations etc.

Medium Term Recommendations: 6 – 12 Months

- ✓ Town to work with BIA & EDC to provide mentoring, support and or grant funds to support potential, new, BIPOC-owned startups within the community. Ex. Signage cost and permit fee relief, etc.
- ✓ Town to set aside Community Grant funding (approx. \$5,000 - \$10,000) for our BIPOC youths who may be interested in putting on programs and events etc. that will be beneficial to the community. Town to provide a mentor, resource or support staff to help youth with initial questions or completing the application.
- ✓ Share Task Force recommendations with Police Services Board to begin working with our incoming OPP service
- ✓ Town to ensure that all town sponsored events promote the values of diversity and inclusion. The Town to encourage event organizers hosting all other public events held within the Town to promote and uphold the values of diversity and inclusion...

Medium Term Recommendations: 6 – 12 Months

- ❖ **Town to put the links for all established formal complaints processes on the Town Website and establish a Liaison Person from the Town who could help navigate citizens to the appropriate contact/resource i.e. a link to the Integrity Commissioner. Number of complaints to be tracked and shared with council**
- ✓ Town council/staff need to engage in Diversity Equity & Inclusion or (Gender Based Analysis Plus) training particularly as it relates to race. This training should be ongoing and should be a mandatory HR training for all staff.
- ✓ Town to ensure that hiring practices have a diversity and equity lens - ensuring that staff is reflective of the diverse community.

Medium Term Recommendations: 6 – 12 Months

- ✓ Complete an Equity Audit every 2 years. This should be completed by a third-party agency. This regularly scheduled audit would help to keep the town accountable.
- ✓ Review Town policies, through a diversity, equity, and inclusion (DEI) lens, to ensure that they do not act as barriers to access and opportunity.
- ✓ Town to work with the BIA and Dufferin Board of Trade to create an info-brochure that illustrates to businesses how DEI work impacts their bottom line, plus a slogan sticker and an education booklet promoting diversity and inclusion.

Long Term Recommendations – 12 - 24 Months

- ✓ The Town to work with local faith groups to secure spaces where they can meet.
- ❖ **The Town to establish a Diversity, Equity & Inclusion position to focus on the ongoing work of Diversity, Equity and Inclusion work in our community.**
- ✓ Establish a process/policy to ensure that BIPOC individuals are given recognition for their contributions to our community i.e. naming of buildings, street signs, lanes, monuments. For example, including our history of the Gant family
- ✓ Enhance the existing walking trails with markers of our history/culture that is representative of our diverse community. This is a great community engagement activity for all and also a great tourist attraction

Long Term Recommendations – 12 - 24 Months

- ✓ Sponsor or develop scholarships highlighting diversity and inclusion (i.e. students who emulate leadership behavior)
- ✓ Town to support local cultural social, sport clubs and/or events.
- ✓ Host a quarterly Town Hall open forum meeting with community members.
- ✓ Town to appoint an individual as an honorary member of council to represent the needs of the diverse community if not elected with non-voting rights.

Other Recommendations Businesses and General Community

- ✓ Local businesses and organizations should complete training (via workshops) on anti-racism, diversity, and inclusion in business practices
- ✓ Event organizers should re-evaluate their practice to include vendors/businesses owned by people from different ethnic and cultural backgrounds in events in the town
- ✓ Individuals in general within our community need to look within and broaden their horizons.
- ✓ Individuals need to meet people as people and not judge based on race, background or other. Just meet people as people.

Other recommendations - UGDSB

- ✓ A more transparent and accountable formal complaint process for the local schools that is audited
- ✓ Teachers/staff who reflect the community diversity
- ✓ Program that encourages cultural foods and events into the schools
- ✓ Staff will create monitored, safe space for children in the school - feel safe talking, sharing their stories and connecting to others
- ✓ Students have expressed a need to have a space where they can express and share instances of discrimination. Students have expressed a need to have a space where they can connect for cultural events or any extracurricular activities that are of a diverse nature and caters to a diverse population. Therefore, students need to be afforded such a space.



Other Recommendations - UGDSB

- ✓ Allow young artists to be able to display their cultural art, on an ongoing basis, in the open space in schools. To be able to have their own central space to have their own exhibit.
- ✓ Schools should ensure that materials (e.g., books, etc.) in curriculum highlight contributions from people of different ethnic backgrounds in science, arts, literature, and sports, etc. and organize events and activities to promote and highlight these contributions.

Racism & discrimination = everyone's problem
let's fix it





“We can no longer walk by and ignore racism. We must stop and do something about it. We must fix it. Make it Right!”

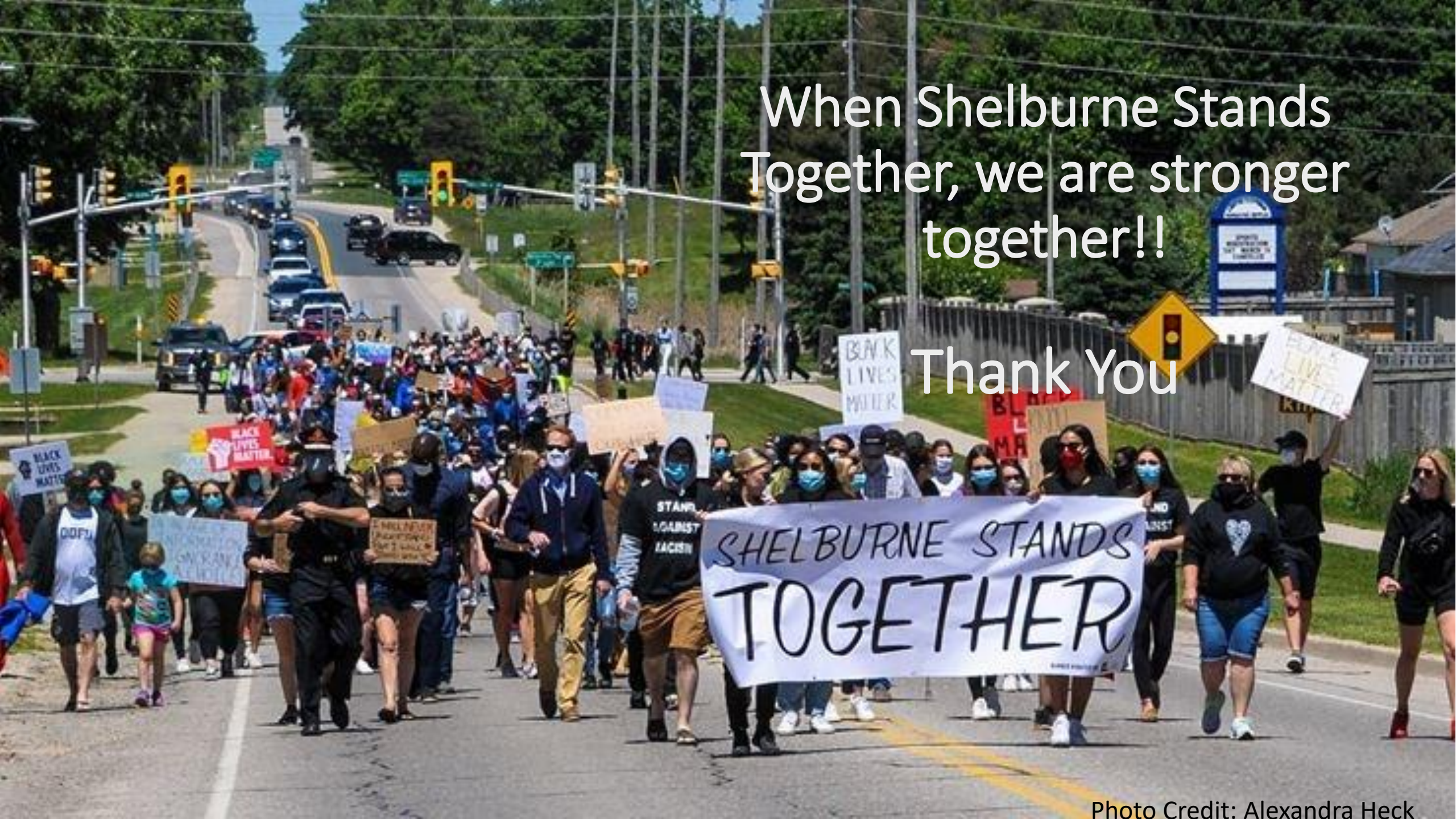
Deputy Mayor Steve Anderson

Top 5 Priorities

- ❖ Town of Shelburne to develop an action plan to implement the changes identified in the Recommendations, which may include the creation of an ongoing committee.
- ❖ Town of Shelburne to develop a work plan on the Town website and document the progress of all the recommendations that have been submitted to Council by the Task Force.
- ❖ Establish a safe space for marginalized groups to come together i.e. utilizing Grace Tipling Hall, Mel Llyod Community Center, Library etc. for social gatherings, secular or cultural group events
- ❖ Town to put the links for all established formal complaints processes on the Town Website and establish a Liaison Person from the Town who could help navigate citizens to the appropriate contact/resource i.e. a link to the Integrity Commissioner. Number of complaints to be tracked and shared with council
- ❖ The Town to establish a Diversity, Equity & Inclusion position to focus on the ongoing work of Diversity, Equity and Inclusion work in our community.

When Shelburne Stands
Together, we are stronger
together!!

Thank You



Anti-Black, Anti-Racism & Discrimination Task Force: October 21, 2020
Presentation to Upper Grand District School Board, Expanded
Recommendations to School Board (compared to presentation to Town of
Shelburne Council, October 5, 2020)

Short Term Recommendations: 3 – 6 Months

- ✓ Programs that encourage cultural foods and events into the schools
- ❖ **A more transparent and accountable formal complaint process for the local schools that is audited**
- ✓ Staff to create monitored, safe space for children in the school - feel safe talking, sharing their stories and connecting to others
- ✓ read-a-loud at school(s) for younger kids that are culturally relevant
- ✓ Name hallways, offices, rooms after inspiring cultural leaders, i.e.. Jody Wilson-Raybould Hallway, Viola Desmond Way, William and Mary Gant hallway, Dr. Fatima Jackson Best Room, Etc. (Students should produce the names)
- ❖ **Teachers/staff who reflect the community diversity**

Medium Term Recommendations: 6 – 12 Months

- ✓ Allow young artists to be able to display their cultural art, on an ongoing basis, in the open space in schools. To be able to have their own central space to have their own exhibit.
- ✓ Schools should ensure that materials (e.g., books, etc.) in curriculum highlight contributions from people of different ethnic backgrounds in science, arts, literature, and sports, etc. and organize events and activities to promote and highlight these contributions.
- ✓ Students have expressed a need to have a space where they can express and share instances of discrimination.
- ✓ Students have expressed a need to have a space where they can connect for cultural events or any extracurricular activities that are of a diverse nature and caters to a diverse population.

- ❖ **Review Board policies, through a diversity, equity, and inclusion (DEI) lens, to ensure that they do not act as barriers to access and opportunity.**

Long Term Recommendations: 12 to 24 months:

- ✓ An expansion of/more camps and similar initiatives that bring kids of different backgrounds together and build a community through an equity lens (Streams and SWOLE are good examples)
 - ✓ Hiring practices, anti-discrimination policies should be enforced
 - ✓ Annual Anti-racism/Anti-oppression training for staff
 - ✓ Conflict resolution strategies
 - ✓ Annual Diversity & Inclusion survey (or anti-racism survey)
 - ✓ Equity audit to be done Annually or every two years. The equity audit would scrutinize the boards policy and procedure. This regularly scheduled audit would work to keep the board accountable
- ❖ **The Board to establish a Diversity, Equity & Inclusion position to focus on the ongoing work of Diversity, Equity and Inclusion work in our community.**



The Coalition of Inclusive Municipalities is endorsed by



Canadian Association of
Statutory Human Rights Agencies
Association canadienne des
commissions et conseil des droits de la personne



Canadian Race
Relations
Foundation

Fondation
canadienne des
relations raciales

Declaration to Join the Coalition of Inclusive Municipalities

Given that:

1. The Canadian Commission for UNESCO (United Nations Educational, Scientific and Cultural Organization) is calling on municipalities to join a Coalition of Inclusive Municipalities and to be part of UNESCO's international Coalition launched in 2004; and
2. The Federation of Canadian Municipalities (FCM) endorses the Call for a Coalition of Inclusive Municipalities and encourages its members to join; and

Whereas:

3. Municipal governments in Canada, along with other levels of government, have responsibilities under Canada's *Charter of Rights and Freedoms* as well as federal, provincial and territorial human rights codes, and therefore have an important role to play in combating racism and discrimination and fostering equality and respect for all citizens;

Be it resolved that:

4. The **insert the name of the municipality** agrees to join the Coalition of Inclusive Municipalities and, in joining the Coalition, endorses the Common Commitments and agrees to develop or adapt its own unique Plan of Action accordingly.
5. These Common Commitments and the Municipality's unique Plan of Action will be an integral part of the Municipality's vision, strategies and policies.
6. In developing or adapting and implementing its own unique Plan of Action toward progressive realization of the Common Commitments, the Municipality will cooperate with other organizations and jurisdictions, including other levels of government, Indigenous peoples, public and private sector institutions, and civil society organizations, all of whom have responsibilities in the area of human rights.
7. The Municipality will set its priorities, actions and timelines and allocate resources according to its unique circumstances, and within its means and jurisdiction. The Municipality will exchange its expertise and share best practices with other municipalities involved in the Coalition and will report publicly on an annual basis on actions undertaken toward the realization of these Common Commitments.

Insert name of the Municipality, insert date (month day, year)

His/Her Worship **insert name of the mayor**

SIGNATURE OF THE MAYOR





**Diversity, Equity, and Inclusion
Committee
Terms of Reference**

Mandate:

The mandate for the committee will be to advise Council and continue the work of the Anti-Black Racism, Racism and Discrimination Task Force, as noted in their recommendations brought forward to Council on October 5, 2020. The committee will make recommendations and provide a monitoring and measuring role to help ensure that the Town of Shelburne applies a diversity, equity and inclusion lens to its policies, services, and programs.

1. Provide insight, advice, and make recommendations to Council relating to the following:
 - emerging equity or diversity issues or trends arising in the Town;
 - initiatives to combat racism, acts of prejudice or hate in the Town;
 - identifying systemic barriers faced in accessing Shelburne services, information, programs, and facilities;
 - identifying systemic barriers to participation in public life and achievement of social, cultural, and economic wellbeing of residents;
 - strategies for building connections and fostering a deeper sense of inclusion and belonging especially for marginalized groups;
 - proposed Town of Shelburne initiatives, services, and policies to meet changing needs of a diverse community;
 - employment and employee awareness policies, initiatives, and programs.
2. Liaise with organizations and stakeholders, particularly those from marginalized groups including but not limited to Black, Indigenous, People of Colour, and 2SLGBTQI+ community members to facilitate discussions that promote broader understanding and engagement between residents of diverse backgrounds and abilities.

3. Provide recommendations on opportunities for education and awareness programs on anti-racism, diversity, equity, and inclusion in consultation with Town of Shelburne Administration and within the budget allocated by Council.
4. Provide advice and recommendations on the development and contents of a new Diversity, Equity & Inclusion Policy which shall include an annual work plan with clear actions and measurable goals and objectives that move to identify and eliminate systemic discrimination and create an inclusive organization and community.
5. In cooperation with Town Staff, the committee will provide regular updates to Council that monitor and measure the Town's success in applying a diversity, equity and inclusion lens resulting in implementing real changes to policies, services, and programs.

Composition:

The Diversity, Equity and Inclusion Committee is composed of the following members:

- Committee Chair – To be selected annually from within the committee, with members of Council not eligible to hold the position
- Community Members – 7 members appointed from the community
- Council Representation – 2 members of Council
- Town of Shelburne Staff Liaison – 1 member of Administration staff, non-voting member
- Town of Shelburne CAO – ex-officio, non-voting member

Selection Process:

Community Members will be selected through an application and interview process. The interview panel will include the appointed Council members and a staff representative. Committee members will have the skills, knowledge, and experience to contribute effectively to the committee's mandate. Committee members must be a Town of Shelburne resident, business owner or stakeholder who has an understanding of the impacts of racism and systemic discrimination on marginalized people and meet the following general qualifications:

- be familiar with overall community issues and concerns
- have demonstrated knowledge around diversity, equity, and inclusion
- be able to build meaningful relationships and connections within the community

Council shall strive to ensure Committee membership reflects the diversity of the community with particular focus given to marginalized groups who have traditionally faced systemic discrimination including but not limited to Blacks, Indigenous peoples, people of colour, and people who identify as 2SLGBTQI+.

Subcommittees and Working Groups:

The Diversity, Equity, and Inclusion Committee may form subcommittees and working groups within its membership as may be necessary to address specific issues within its mandate. Subcommittees shall draw upon members of the Committee and the Chair of the subcommittee shall be a voting member.

Subcommittees may also invite community volunteers and stakeholders to participate in specific initiatives.

Remuneration:

Committee members are volunteers and shall serve without receiving remuneration.

Term of Office:

The Committee members shall be appointed for the Term of Council (4 years).

Meetings:

The committee will meet monthly or at the call of the Chair.

Quorum:

Committee quorum requires that the majority (50% plus 1) of voting members be present. If quorum is not attained within the first 10 minutes, the formal meeting cannot proceed, and the support staff member is not required to remain and/or provide notes. If members present choose to remain, they may do so for an information exchange only.

Conflict of Interest:

Members should be cognizant of perceived conflicts in terms of issues which may serve to benefit them personally. Members shall not use their status on a Committee for personal or political gain.

Renascent Anti-Racism and Oppression Statement, June 2020

As the events of the last weeks in Georgia, Minnesota, Louisville, and Toronto and the protests now happening worldwide have brought the issue of anti-Black racism and oppression to the public attention, the Renascent Diversity Committee and Senior Leadership have been discussing the impact on our communities.

Personally, our hearts go out to the family and friends of George Floyd, Regis Korchinski-Paquet, Breonna Taylor, Ahmaud Arbery, and the many more names we know, and those we don't. We stand with the Black Community, Indigenous Community, and all other oppressed people against systemic racism, state-sanctioned violence, and oppression. We stand with these communities in demanding justice and equality.

It would be comfortable to say this is an American issue or perhaps an isolated incident, but we know that it is not. It would be comfortable to say this is a societal issue and is not relevant to Renascent, but we know this is not true.

At Renascent we help people every day engage in the journey of recovery. This is not a comfortable journey, and individually and collectively we are committed to addressing and confronting difficult, important, and uncomfortable challenges.

Racism, discrimination, and oppression have affected you, our staff, you, our clients, and you, our volunteers. As we work in our mission to help those suffering from addiction, we must understand that racism, discrimination, and oppression impact people's health, and serves as a driver of addiction.

Renascent condemns racism, discrimination, and oppression, and is committed to continually improving inclusion and access, as well as looking unflinchingly in the mirror. Below this message is a link to an excellent CBC presentation featuring the author of the recently published book "The Skin We're In", that we urge you to view. Renascent, through our Diversity Steering Committee and Senior Leadership, will continue the journey of greater inclusion and diversity.

<https://www.cbc.ca/firsthand/episodes/the-skin-were-in>

The staff at Renascent is passionate about helping people with substance addictions so they can reach their full recovery – with compassion, respect, empathy and understanding. Our staff includes our counsellors, all of whom have lived experience of addiction and recovery.

Solicitor General

Office of the Solicitor General

25 Grosvenor Street, 18th Floor
Toronto ON M7A 1Y6
Tel: 416 325-0408
MCSCS.Feedback@Ontario.ca

Solliciteur général

Bureau de la sollicitrice générale

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132-2020-3484

By email

October 2, 2020

Dear Head of Council:

The Ministry of the Solicitor General is committed to keeping communities across Ontario safe, supported and protected. I would like to take this opportunity to share some information with your municipality regarding the anti-racism initiatives of my ministry and the Anti-Racism Directorate (ARD), the regulatory work being done to bring the *Community Safety and Policing Act, 2019*, into force, new police oversight measures, police training as it relates to de-escalation, mental health and diverse communities, mental health and addictions initiatives and investments, Community Safety and Well-Being (CSWB) Planning and police-hospital transition protocol.

Anti-Racism

Our government has zero tolerance for hate, racism or discrimination in all its forms. We share a responsibility to speak out and act against racism and hate and build a stronger society. Our government is committed to addressing racism and building a stronger, more inclusive province for us all.

I am proud to be the minister responsible for Ontario's Anti-Racism Directorate (ARD), which leads strategic initiatives to advance anti-racism work across government with a plan that is grounded in evidence and research. Through the ARD, the government continues to invest in community-led research, public education and awareness initiatives. This includes investments to the Canadian Mental Health Association (CMHA) Ontario to undertake research that seeks to identify key mental health issues impacting survivors of victims of homicide violence in Ontario.

Community Safety and Policing Act, 2019

Our government is also committed to addressing racism at a systemic level through the regulatory framework under the *Anti-Racism Act, 2017*, and through the work we are doing to bring the *Community Safety and Policing Act, 2019*, into force. As we work to develop regulations under the *Community Safety and Policing Act, 2019*, we will continue to engage racialized groups, including Black, South Asian, First Nation, Inuit and Métis organizations. We are committed to ensuring that Ontario's communities are well supported and protected by law enforcement and that all interactions between members of the public and police personnel are conducted without bias or discrimination, and in a manner that promotes public confidence and keeps our communities safe.

The *Community Safety and Policing Act, 2019*, which is part of the *Comprehensive Ontario Police Services Act, 2019*, provides policing and police oversight legislation. Once in force, the *Community Safety and Policing Act, 2019*, will address a number of recommendations made by Justice Michael H. Tulloch, including:

- Mandatory training for all police service board members, the Inspector General, inspectors, police officers and special constables on human rights, systemic racism as well as training that promotes the diverse, multiracial and multicultural character of Ontario society and the rights and cultures of First Nation, Inuit and Métis Peoples;
- The requirement for each municipality that maintains a municipal board to prepare and publish a diversity plan to ensure members of the board are representative of the diversity of the population of the municipality;
- Not releasing the names of officials and witnesses in SIU investigations;
- Ensuring information made available to the public about an SIU investigation helps them understand the decision made by the SIU director; and
- Ensuring the SIU continues to publish investigative reports on its website.

New Measures for Police Oversight

Inspector General of Policing

The *Community Safety and Policing Act, 2019*, will establish an Inspector General (IG) of Policing who will be required to monitor and conduct inspections related to compliance with the Act and regulations. The IG will work with policing entities to ensure consistent application of policing across the province by measuring compliance with prescribed standards.

Key functions of the IG include:

- Consulting with, advising, monitoring and conducting inspections of police service boards, Ontario Provincial Police (OPP) detachment boards, First Nation OPP boards, OPP Advisory Council, chiefs of police, special constable employers, police services and other policing providers regarding compliance with the Act and regulations.
- Receiving and investigating, if warranted, public complaints about members of police service boards, OPP detachment boards, First Nation OPP boards and the OPP Advisory Council regarding misconduct and policing complaints regarding the provision of adequate and effective policing, failure to comply with the Act and regulations, and policies and procedures.
- Reporting inspection findings, issuing directions to remedy or prevent non-compliance with the Act and imposing measures if the direction is not complied with, or, reprimanding, suspending or removing a board member if board member misconduct is identified.
- Conducting analysis regarding compliance with the Act and regulations.
- Reporting on the activities of the IG annually, including inspections conducted, complaints dealt with, directions issued and measures imposed; and compliance with the Act and regulations.

The Act also gives the IG and its inspectors the right to access closed police service board meetings.

Law Enforcement Complaints Agency

The *Community Safety and Policing Act, 2019* will continue the office of the Independent Police Review Director as the Law Enforcement Complaints Agency (LECA), headed by the Complaints Director.

The LECA will receive and screen complaints from the public about the conduct of police officers. In addition, the LECA will have the authority to initiate an investigation in the absence of a public complaint if, in the Complaints Director's opinion, it is in the public interest to do so.

The Complaints Director may also undertake reviews of issues of a systemic nature that have been the subject of public complaints or investigations, or that may contribute or otherwise be related to misconduct.

The Special Investigations Unit

The *Special Investigations Unit Act, 2019*, (SIU Act), once in force, will set out a new legal framework for the SIU. The SIU Act will focus and clarify the mandate of the SIU to better ensure more timely, efficient, reasonable and transparent investigations. Key changes contained in the Act will focus the SIU's investigative resources where they are needed most – on criminal activity.

The Ministry of the Attorney General will continue to consult with law enforcement, community organizations and advocates to ensure their input is incorporated into the development of regulations under the SIU Act.

Police Training

Training is developed and delivered in a manner that reinforces principles of fairness, equity and compliance with the Ontario *Human Rights Code* and *Canadian Charter of Rights and Freedoms*.

All Basic Constable Training (BCT) recruits undergo diversity-focused training designed to improve their ability to engage with the public and respond to victims of crime. This training focuses on improving recruits' understanding of the experiences of, and systemic barriers faced by, diverse communities, including racialized, Indigenous, First Nations and Metis, and Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning and Two-Spirited (LGBTQ2S) people.

Diversity and anti-racism training includes:

- Human rights framework for policing;
- Equity and inclusion;
- Harassment and discrimination;

- Defining police professional;
- Collection of Identifying Information in Certain Circumstances regulation;
- History of profiling in policing and the impact of racial profiling on the community;
- Profiling practices and the mindset behind it;
- Stereotyping;
- Bias free policing – racial profiling vs. criminal profiling;
- Hate crimes and bias incidents of a non-criminal nature; and
- Practical skills scenario that reinforces academic learning on hate crimes.

Training on Indigenous issues includes:

- Indigenous culture;
- Residential schools;
- Land claims and treaties;
- First Nations Policing;
- Cultural appropriation;
- Cultural practices; and
- Practical skills scenario that reinforces academic learning on Indigenous issues.

The Serving with Pride organization attends each intake to deliver a presentation to all recruits entitled “LGBTQ2S 101” which covers a number of issues related to the LGBTQ2S communities including historical events, current and appropriate terminology, gender expression, gender identity and other topics.

In addition to the standalone sessions, the above noted issues are interwoven and reinforced throughout the BCT program. For example, recruits are taught to respond to victims in a trauma-informed manner for all victims of crime acknowledging potentially vulnerable groups.

De-escalation and Mental Health Crisis Response Training

The Ontario Police College’s current de-escalation training emphasizes communication techniques such as establishing rapport, threat management and conflict resolution and mediation.

The training specifically addresses scenarios in which police interact with people in crisis with a goal of resolving conflicts in a manner that protects the safety of the public, the person in crisis and police officers. Officers must also undertake follow-up training every 12 months. Police services are also encouraged to have policies and procedures in place as set out in the “Use of Force” Guideline. This includes procedures for impact weapons, aerosol weapons, conducted energy weapons, firearms and use of force reporting.

Training on the BCT program is reviewed and updated to reflect the most current information after every BCT intake.

Once in force, the *Community Safety and Policing Act, 2019*, will require all police officers, special constables and board members to successfully complete training related to human rights, systemic racism and the rights and cultures of Indigenous Peoples. This training will also be required for the new Inspector General of Policing, its inspectors, the Complaints Director at LECA and LECA investigators. This is part of the government's commitment to ensure that all interactions are conducted without bias or discrimination, and in a manner that promotes public confidence and keeps communities safe.

Mental Health and Addictions Initiatives and Investments

Dedicated Funding for Mental Health and Addictions Programs

Ontario's community mental health services include:

- assertive community treatment teams, case management, crisis intervention, early psychosis intervention, eating disorders programs, vocational programs, supportive housing and consumer/survivor initiatives, peer supports and other programs; and
- initiatives to keep people with serious mental health issues out of the criminal justice system which include, but are not limited to, court support and diversion, crisis intervention and safe beds.

In July 2018, Ontario announced its commitment to invest \$3.8 billion over 10 years, with the support of the Government of Canada, to develop and implement a comprehensive and connected mental health and addictions strategy. This includes \$174 million for mental health and addictions programs in 2019-20. As part of the \$174 million commitment of funds to support mental health and addictions in 2019-20, my ministry partnered with the Ministry of Health to announce \$18.3 million in new funding to support those affected by mental health and addictions challenges in the justice sector.

Specifically, in 2019-20, the Ministry of Health provided funding for an integrated set of mobile crisis services that assist in the de-escalation and stabilization of persons in crisis and their connection to community programming and supports to address their physical and mental well-being over the longer term, in order to prevent further crises. Five teams were implemented in 2019-20 with \$6.95 million of the \$174 million in new, annualized funding to develop and enhance mobile crisis services. Mobile crisis services partner police with community mental health organizations to respond to persons in mental health and addictions (MHA) crises and determine if the crisis:

- can be de-escalated and resolved at the scene;
- warrants further psychiatric attention at hospital emergency rooms; or
- requires short-term community stabilization and reintegration.

Part of the \$18.3 million in new funding also includes \$2.5 million for various programs run by the ministry, one of which includes de-escalation training.

Ministry of the Solicitor General Grant Programs

Apart from the dedicated funding for mental health and addictions programs highlighted above, the ministry also offers a number of grant programs that are primarily available to police services, working in collaboration with municipal and community partners, to support local Community Safety and Well-Being (CSWB) initiatives, including mental health-related programs. For example, under the 2019-20 to 2021-22 Community Safety and Policing Grant local and provincial priorities funding streams, the ministry is providing funding to 27 police services/boards for projects involving an integrated response between police and a mental health worker to respond to situations of crisis (e.g., Mobile Crisis Response Teams).

Community Safety and Well-Being Planning

The ministry developed the *Community Safety and Well-Being Planning Framework: A Shared Commitment in Ontario* booklet, which includes the CSWB Planning Framework and a toolkit of practical guidance documents to assist municipalities, First Nations and their community partners as they engage in the CSWB planning process. The Framework encourages communities to work with various partners across sectors to proactively identify and address local priority risks in the community before they escalate and result in situations of crisis (e.g., crime, victimization or suicide). This involves reducing the number of incidents that require enforcement by shifting to more proactive, preventative programs and strategies that improve the social determinants of health (e.g., education, housing, mental health).

In support of this work, effective January 1, 2019, the government mandated municipalities lead the development of CSWB plans which identify and address local priority risks to safety and well-being, working in partnership with police services/boards and various other sectors, including health/mental health, education, community/social services and children/youth services.

Complementary to the Framework, a Situation Table is one type of multi-sectoral risk intervention model that is being implemented across our province.

The ministry also offers the Risk-driven Tracking Database (RTD), which allows for the collection of risk-based data and helps to inform the CSWB planning process, free of charge to communities across Ontario that are engaged in multi-sectoral risk intervention models, such as Situation Tables. As of June 2020, 60 sites have been on-boarded to the RTD and any communities who are interested in being on-boarded to the RTD is encouraged to contact the ministry.

Police-Hospital Transition Protocol

Additionally, to improve front-line response to persons experiencing a mental health or addictions-related crisis, my ministry partnered with the Ministry of Health to support the Provincial Human Services and Justice Coordinating Committee and CMHA of Ontario to develop a framework for local police emergency room transition protocols for persons apprehended under the *Mental Health Act*.

On June 3, 2019, the Ministry of the Solicitor General and the Ministry of Health jointly endorsed the release of [Improving Police-Hospital Transitions: A Framework for Ontario](#), as well as the supporting toolkit, *Tools for Developing Police-Hospital Transition Protocols in Ontario*. The purpose of the framework and toolkit is to assist police services and hospitals with developing joint emergency department transition protocols, which are responsive to unique local needs, in order to ensure the seamless transfer of care for persons in a mental health or addictions crisis brought to a hospital by police officers.

I hope you find this information useful and I appreciate your municipality's support during this time of uncertainty.

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Jones', with a stylized, cursive script.

Sylvia Jones
Solicitor General
Minister Responsible for Anti-Racism

c: Chief Administrative Officers

Municipal Clerks

E-NEWSLETTER

Dufferin County Canadian Black Association E-Newsletter

2020 IN REVIEW

The year 2020 has been filled with challenges but it was also filled with personal and collective triumphs!

Roy T. Bennett said it best, "Your hardest times often lead to the greatest moments of our life. Keep going. Tough situations build strong people in the end."

Over the year and certainly in the last several months, we have seen how our community, from our political leaders, organizations, businesses right down to everyday individuals supporting each other through Covid-19, Social Injustice and Economic uncertainty. In the worst of times, we have demonstrated what we can do and achieve when we work together!

IN THIS ISSUE

2020 in Review • 1

Upcoming Events - Ask The Expert • 2

DCCBA Scholarship Program • 2

Call for Entry Art & Photography Exhibition • 2

Thank You to our Partners • 3

Out of the need to provide a safe and welcoming space for Blacks and other racialized groups, The Dufferin County Canadian Black Association (DCCBA) was established to serve! DCCBA takes pride in being an inclusive organization servicing the needs of those who need us the most!

Since our formal launch on November 16, 2020, we have reached many early milestones including receiving community wide support through our membership program, the development of our scholarship program, Ask the Experts Series and valued partnerships with established companies and organizations within Dufferin County and across GTA. We have accomplished much but we recognize there is much more to do when it comes to supporting youths, families and businesses in our community.

As we approach the New Year, we want to take this opportunity to thank the Dufferin County community for its support and we look forward to serving you in a variety of ways in 2021. On behalf of the DCCBA team, I wish everyone a happy and prosperous New Year!

To learn more about DCCBA or to make a donation to support our community initiatives, please visit our website at www.dufferincountycba.org.

Sincerely,
Alethia O'Hara-Stephenson, CIP, BA, MBA
President, Founder DCCBA

ASK THE EXPERT

DCCBA is proud to kick off our Ask the Expert Series in January 2021 starting with the much anticipated Personal Branding Session with Andrew E. Guy.

Our Expert Series will take place the first Tuesday of every month at 7PM. Please be sure to submit your questions in advance for any of our topics at: info@dufferincountycba.org and tune in to see them answered live!

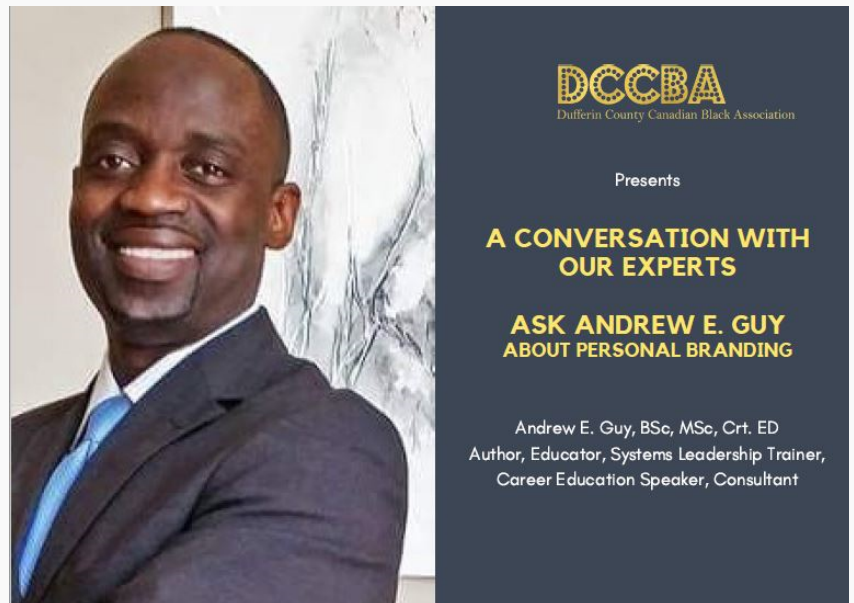
“Your hardest times often lead to the greatest moments of our life. Keep going. Tough situations build strong people in the end.”

ROY T. BENNETT

SCHOLARSHIP PROGRAMS

DCCBA is proud to partner with a number of organizations to provide scholarships to a graduating high school or current post secondary student in Dufferin County.

Scholarship applications open in January 2020. Please stay tuned for more details.



To reserve your free event ticket please visit:

<https://www.eventbrite.ca/e/ask-the-expert-series-tickets-133774135039>

CALL FOR ENTRY

A Juried Photography & Art Exhibition (Online)

A Black History Month Exhibition, presented by the Museum of Dufferin in partnership with the Dufferin County Canadian Black Association (DCCBA). To learn more visit: <https://www.dufferinmuseum.com/bhm/>



SPECIAL THANKS TO OUR PARTNERS AND REGISTERED BUSINESSES FOR THEIR SUPPORT

Dufferin County
Town of Shelburne
Flato Developments Inc.
Fieldgate Homes
Toronto Caribbean Newspaper
Operation Black Vote Canada
Kuinoa Consulting
Benjamin Law
Cariati Law
Headwaters Communities in Action
Shelburne Police Services
Family Transition Place
Dufferin Child and Family Services
Shelburne Driving School
Shelburne Family Chiropractic
Museum of Dufferin
Community Living Dufferin
Dufferin News
Upper Grand District School Board
Shelburne Public Library
Andrew E. Guy

Thank you from your DCCBA Executive Team:
Jhordane Stephenson, Geer Harvey & Alethia O'Hara-Stephenson