

Newmarket Dismantling Anti-Black Racism Task Force Final Report



Prepared by:

Newmarket Dismantling Anti-Black Racism Task Force Members

With support from Town Staff

Prepared for:

Town of Newmarket Council Members

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The members of the Newmarket Dismantling Anti-Black Racism Task Force¹ wish to thank all those who have contributed to the success of this important work. We would like to acknowledge the following individuals in particular:

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Thank you to the Town of Newmarket for creating space for this work. This report is the product of a group of committed individuals, coming together, to build a more inclusive community where all of us belong. It was made possible through a variety of contributions and space would not permit us to list them all.

AFFIRMATION

“I would like us to take this time to acknowledge the challenges, contributions and triumphs of those whose stories have not been told and those whose stories are hidden; and for us to resolve to do our best in our own way to bring their stories to light.”²

¹The committee’s name has been updated for the final report to reflect the action of dismantling that needs to happen to combat anti-Black racism. Anti-Black racism is violence.

² Maxine Palomino, Newmarket, February 2, 2021

Newmarket Dismantling Anti-Black Racism Task Force: Vision Statement

We recognize the tremendous diversity among those who possess African heritage and ancestry in Newmarket and celebrate the immense contributions Afro-descendant people have made to the Canadian way of life since the early seventeenth century. The United Nations declared 2015-2024 as the International Decade for People of African Descent which outlines a framework for respect and protection of African descendant peoples' fundamental freedoms and human rights.

The Newmarket Dismantling Anti-Black Racism task force aims to provide strategic direction to the Town of Newmarket which will lead to the implementation of the full and effective elimination of systemic discrimination in Newmarket. Building a strong and connected community where Black residents feel safe, and where racial equity, belonging and intercultural understanding are realized for all racialized communities, not just Black communities.

Furthermore, we seek to:

- Act as a conduit between the Town's afro-descendant peoples (and their allies), bringing their lived experiences to the forefront. By doing so, we seek to be an agent for healing within the community for those whose lives have been adversely impacted by anti-Black racism in all its forms.
- Promote confidence in our democratic institutions by bringing these social issues and concerns to the municipal government to advance the voice of the community.
- Nurture a safe, harmonious and peaceful Newmarket community through targeted recommendations that focus on racial equity and seek to advance the emotional and physical wellbeing of Afro-descendant people.
- Urge the Town of Newmarket to champion equitable outcomes for the Afro-descendant segment of the community.

EXECUTIVE SUMMARY

BACKGROUND

The Dismantling Anti-Black Racism task force (DABR) was mandated by the Town of Newmarket (TON) to make recommendations to Council towards eliminating Anti-Black Racism within Newmarket. This mandate was formalized in a [Terms of Reference](#) document. The conception of the DABR task force took place amidst on-going efforts by the TON to promote and realize inclusivity for Black persons within Newmarket but was more directly initiated as a response to the murder of George Floyd in May 2020 and the subsequent global protests and calls to action.

The work of the Newmarket African Caribbean Canadian Association (NACCA) has been central to the initiative to have directed work to examine issues affecting Afro-descendants in Newmarket. Founded in early 2018, NACCA has worked tirelessly to initiate and coordinate programs geared at the empowerment of Black youth and the wider Black community. A variety of projects which saw collaboration between government, businesses, community stakeholders and leadership were held locally. NACCA has made a positive impact on the wellbeing of the Black community in so many ways. This includes, for example, areas such as food security, financial education, mental wellness, youth activities as well as networking opportunities for Black entrepreneurs and professionals. The spark for the DABR task force, in fact, came from a conversation between NACCA and Newmarket Mayor John Taylor.

The declaration of a global pandemic by the World Health organization in March 2020 impacted many activities of the municipal government, the DABR task force and the wider community. For example, the municipal offices remained closed and task force meetings were conducted online. Some of the activities for which the task force had been mandated were considerably hindered or prevented because of ongoing COVID-19 safety protocols.

At the onset of the task force's work, a Work Plan was developed. This saw the breakdown of the work to be done into two Phases. Phase 1 was primarily a data gathering period but with some preliminary analysis which culminated in the production of an [Interim Report](#) containing provisional recommendations to Newmarket Council. Phase 2 was reserved primarily for data analysis and the production of recommendations which are set forth herein. Further details of the Work Plan and organizational tools utilized are set out in the [Interim Report](#). Information gathering during Phase 1 included literature reviews, Individual Interviews and an [Online Survey](#). The process is discussed in more detail in the Interim Report and will not be duplicated here.

An important aspect of the work of the DABR task force, as reflected in the developed Vision Statement, was to act in the promotion of healing by having voices within the community heard. Maintaining open lines of communication will be critical as we move forward and continue to build a harmonious community. Consequently, the DABR task force is advocating for key methods of review and accountability to be put in place. These are outlined in Forefront Recommendations (page 14). Definitions for some key concepts and terms used herein are provided at the end of the document.

Organization of Sections

This Final Report presents information and the cumulative recommendations of the DABR task force. It is organized into three sections as follows:

Section 1: Serves to provide disaggregated statistical and other pertinent data related to some of the issues facing Black Canadians in Newmarket. It is by no means exhaustive and serves to highlight some of the historic and present-day imbalances as it relates to resources and equity for Black peoples. Additional statistics were provided in the Interim Report which are not duplicated here.

Section 2: Provides an overview of previous and ongoing efforts by the TON to address issues of anti-Black racism and to make Newmarket a welcoming and inclusive place for Black peoples to live, work, study and engage.

Section 3: Presents the recommendations of the DABR task force based on the thematic areas identified from Committee research and the community feedback methods conducted in Phase 1 of the Work Plan. Some thematic elements have been added and further developed since the Interim Report.

Additional notes on Phase 2 Work Plan Methods

Following the completion of Phase 1 of the Work Plan, a reassessment of the achievements to date and workflow was conducted. Feedback from the TON was also taken into consideration. It was decided in August that the Subcommittees would be dissolved since their mandates had been fulfilled. Subsequently, a Working Group was created to produce the Final Report; the Working Group provided updates during whole meetings. This facilitated focused cross-thematic discussions from different areas that had been assigned to the three subcommittees. Writing assignments based on the various priority areas were delegated to members of the Working Group and continuous editing via Google Drive was conducted.

Additional notes on data presented

Limitations on the data methods used in Phase 1 were detailed in the Interim Report. This Final Report includes quotes covering varying issues that were gleaned in the Individual Interviews and Online Survey. Although some context will be missing from the quotes, they provide extremely valuable insight concerning the lived experiences and perceptions within the Newmarket community. In many instances the quotes provide information which overlaps with various themes. It is important to recall that both the Individual Interviews and Online Survey were open to all members of the Newmarket community regardless of race, ethnicity and other considerations. The majority of quotes from the Individual Interviews came from Black community members. The DABR task force wishes to highlight that the data should be weighed in a holistic manner and that the information from the Individual Interviews, Online Survey, literature review and statistics collectively call out issues which need to be addressed.

What is anti-Black racism?

The term anti-Black racism was first used by academic and community activist, Dr. Akua Benjamin, whose seminal work looked at the link between race and discrimination for Black Canadians. Anti-Black racism encompasses a range of policies, practices, beliefs and attitudes that are directed at Canadians of African descent that are discriminatory and anchored in their unique experience of colonialism and enslavement. These multilayered systems of oppression impact the social determinants of health like housing, employment, family, culture and education, and have a long lasting impact on mental health and wellness.

In common usage, the word racism is often used interchangeably with words like “prejudice” and “bias”. Racism, however, is inextricably linked to issues of power and control. Racism speaks to the systematic oppression of one racial group by another whereas prejudice and bias operate on a more individual level and are not necessarily tied to power. This gives rise to situations in which it may be possible, depending on which definitions you accept, for an individual to be prejudiced or biased while NOT racist because they lack the requisite power or capacity in their racial group to oppress an entire group of other people. The concepts of prejudice and bias (as parents to discrimination) are similar yet different from racism because the latter involves group, and not just individual, behaviours.

It is also necessary to point out that the term *White supremacy* is commonly believed to be confined to the extreme and overt acts of hatred towards other groups. In reality, the term encompasses an ideology that links everything that is or is closer to being ‘White’ as inherently superior. This ideology permeates all facets of being such as appearance, culture, accents and viewpoints. In keeping with the above definition of racism as involving groups and not just individuals, one can now see how institutions or

organizations can be thought of as racist. Individual actors within an organization perform in ways that give rise to an organization taking on a personality of its own in a kind of 'group think'. Thus an organization takes on characteristics that can be attributed to racism when its behaviours align with those of White supremacy or any other racist ideology.

In North America and the wider New World, the traumatic history and legacy of the trans-Atlantic slave trade cannot be ignored. Racism and White supremacy are located not just in aspects of geography but also stretched over generations to our present time. The present structures of power and privilege are consequently rooted in the past. This is important to keep in mind when we speak about 'dismantling' anti-Black racism. It is important to highlight the specificity of anti-Black racism because it is Black Canadians that disproportionately experience systemic racism³ and racial discrimination in all settings and public spaces.⁴ Not observing overt and open acts of discrimination does not imply the innocence of institutions and organizations as many maintain policies, procedures and practices that perpetuate poor outcomes for Black peoples. This is why equity work is critical, as it often gets lost under broad, sweeping categories like diversity and inclusion. The data set below was created in order to drive education and action around the city of Toronto's Action Plan to confront Anti-Black Racism in four targeted areas.⁵

³ Lewis, Stephen. *Stephen Lewis Report on Race Relations in Ontario*. Toronto: Govt. of] Ontario, 1992. Print.

⁴ Bennett, K. (2021, November 3). *Race Relations in Canada 2021: A survey of Canadian public opinion and experience*. Articles and Announcements. Retrieved November 10, 2021, from <https://www.crrf-fcrr.ca/en/news-a-events/articles/item/27441-race-relations-in-canada-2021-a-survey-of-canadian-public-opinion-and-experience>.

⁵ DasGupta, Nan, et al. "The Pervasive Reality of Anti-Black Racism in Canada." *Canada - EN*, Canada - EN, 6 Jan. 2021, <https://www.bcg.com/en-ca/publications/2020/reality-of-anti-black-racism-in-canada>.

Our focus: 4 specific areas where anti-Black racism is acutely felt

Broadly inspired by the framework of the Toronto Action Plan to Confront Anti-Black Racism

Children and Youth Development



Systemic bias resulting in worse educational outcomes for Black students

Job Opportunities & Income Supports



Reduced likelihood of Black Canadians succeeding in the job hiring process



Impaired career progression and lower levels of integration for Black employees

Health and Community Services



Inferior access to healthcare (physical and mental) for the Black population vs. other groups

Policing and the Justice System



Racial profiling of Black communities and biased outcomes in police interactions

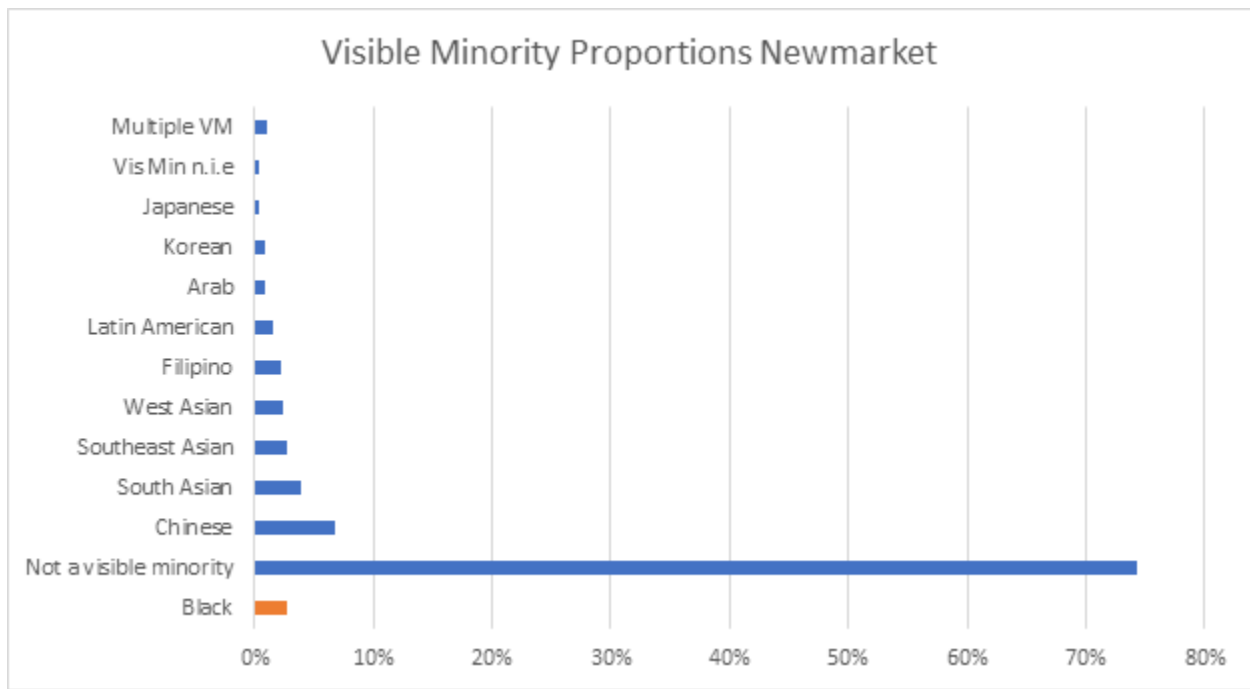
SECTION 1: The Numbers

The Numbers

Based on the 2017 Census information Newmarket's population was 82,730.

- There were 2,310 individuals who identified as Black (3%)
- This compares to 2.5% for York Region and 4.7% for Ontario.

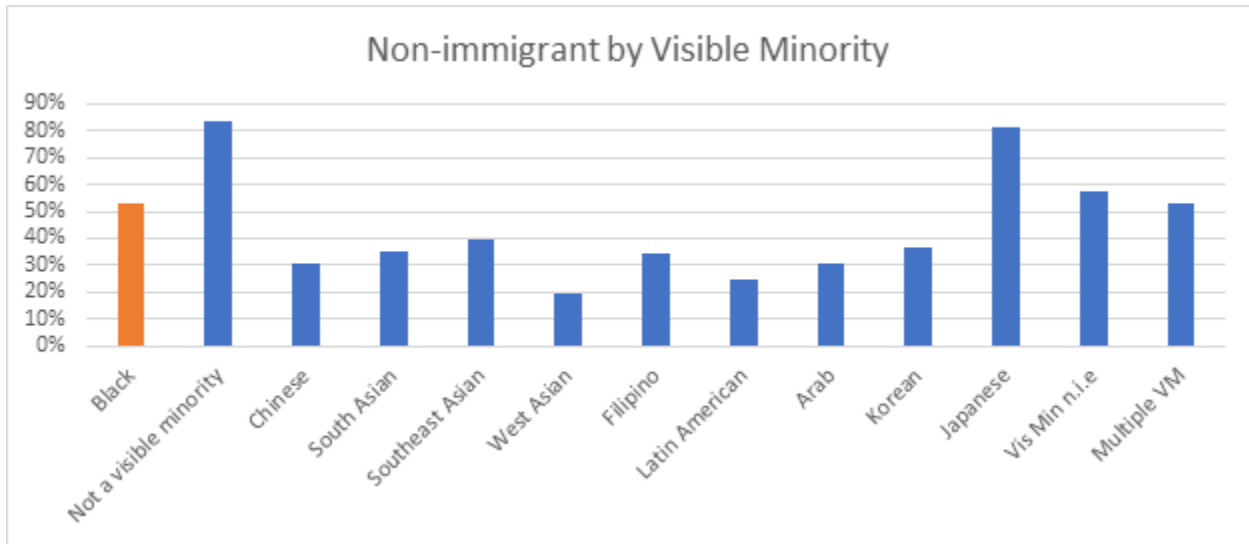
45% of Black individuals are married or living common law, compared to 59% of non-visible minorities and approximately 60% for all other visible minority groups.



Immigration

53% of Black individuals are non-immigrants compared to 83% for non-visible minorities. All other visible minority groups (except Japanese) were between 20% and 40%.

- For Black individuals that are immigrants – 30% came before 1981 and 17% before 1990. To contrast, approx. 50% of those that identify as Chinese, South Asian, West Asian, Filipino, Latin American and Korean came between 2001 and 2016.
- 34% of Black individuals came as economic immigrants, 54% came as Immigrants sponsored by family, and 10% came as refugees.

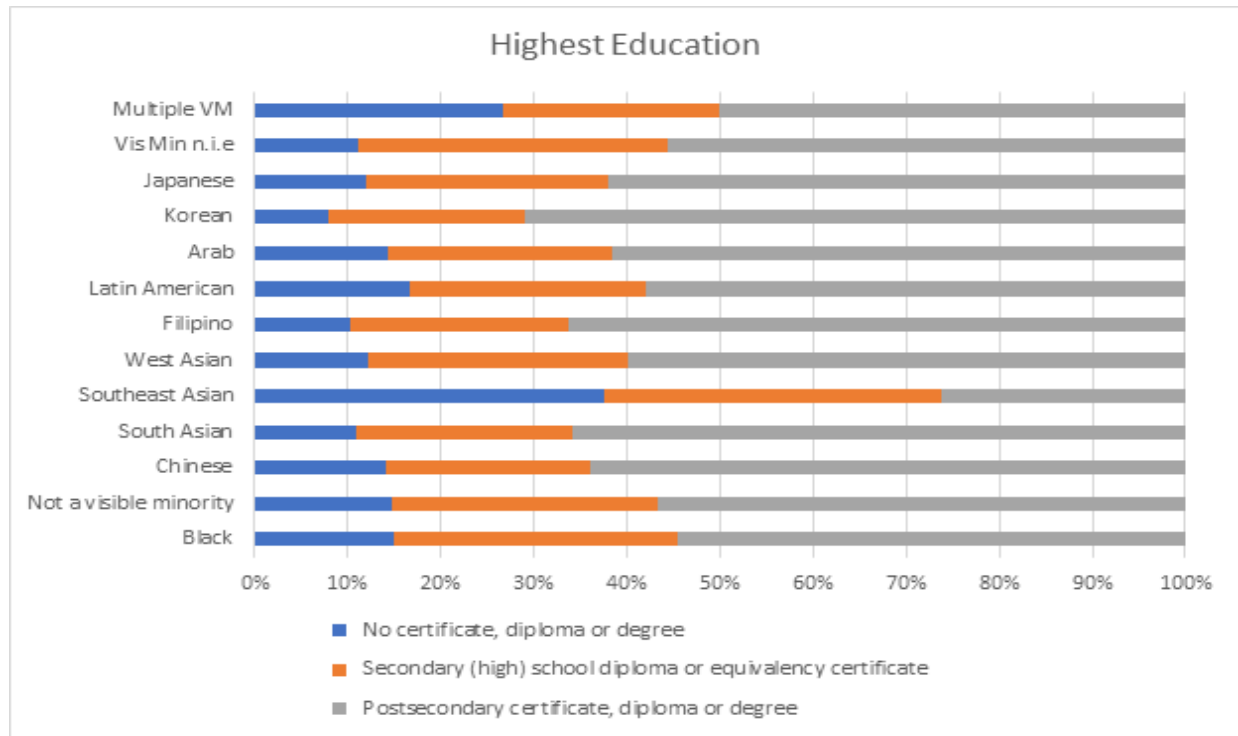


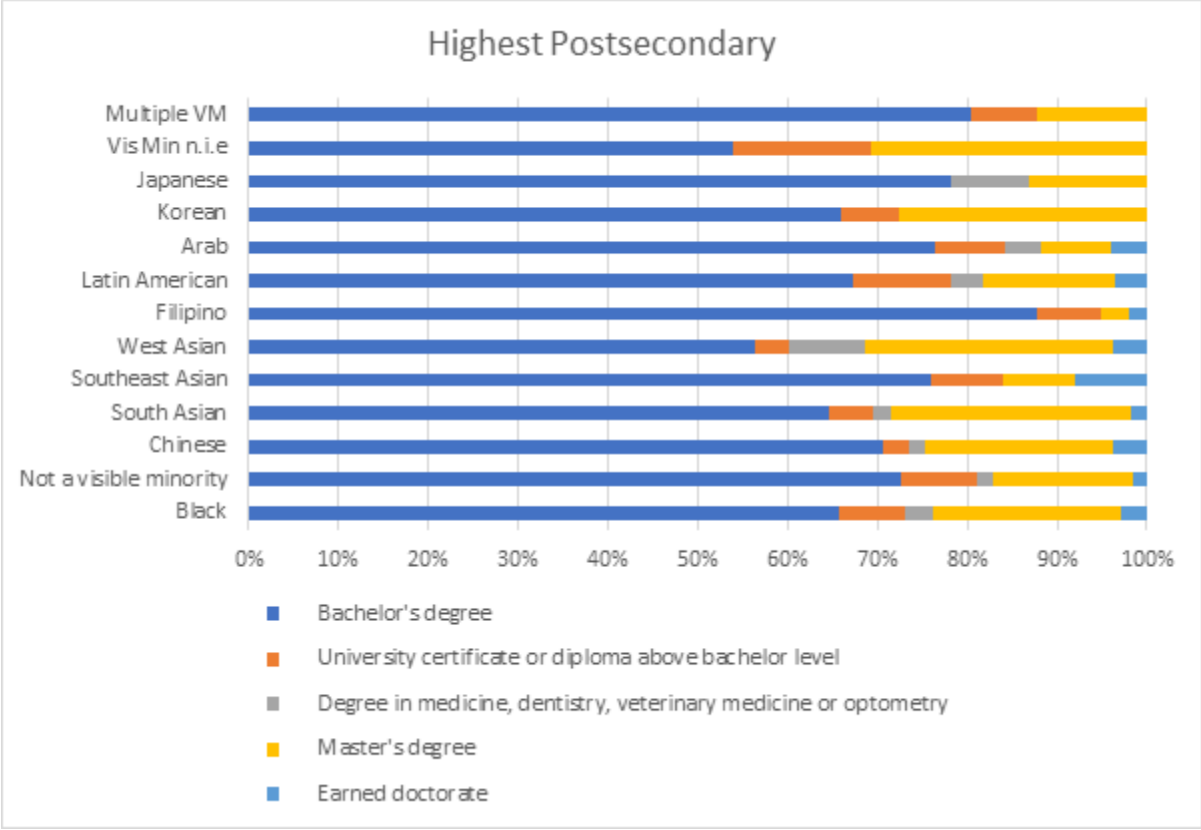
Education

15% of Black individuals over age 15 do not have a certificate or diploma, this is the same as non-visible minorities.

54% of Black individuals have had post-secondary education, compared to 57% for non-visible minorities and 64% of Chinese and 66% of South Asians.

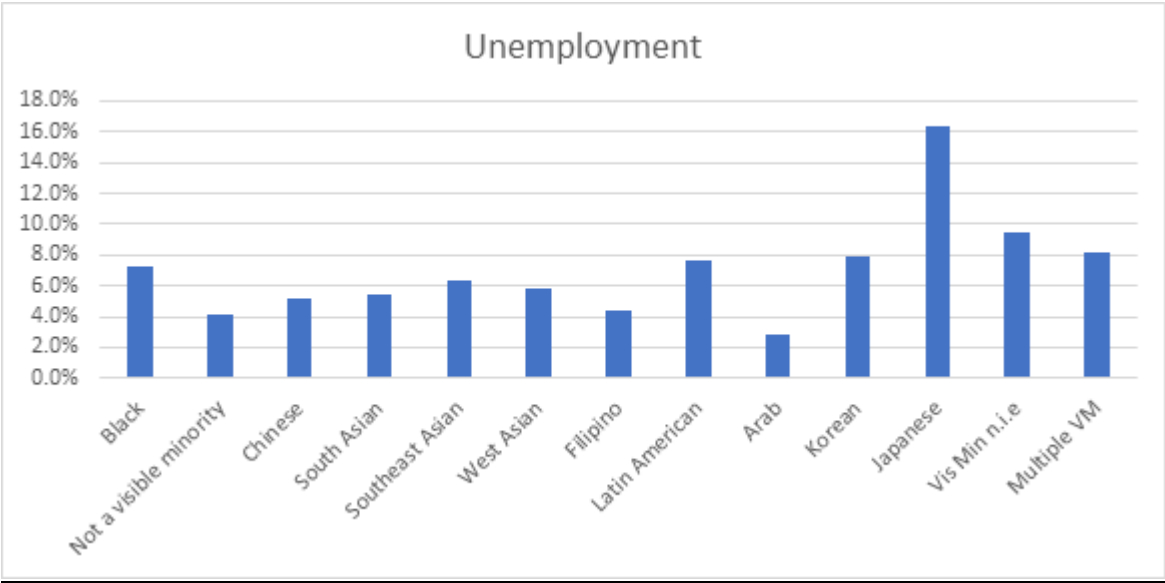
- Black individuals had significantly higher achievements in medical, masters or doctorate levels of post-secondary compared to non-visible minorities. (27% vs 19%)





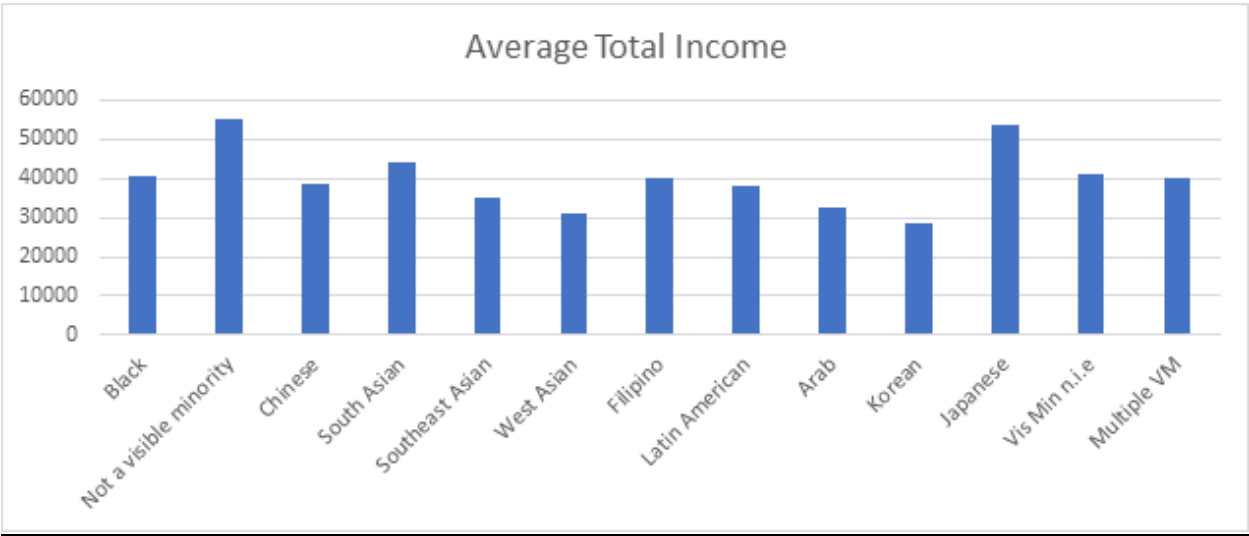
Employment

Despite higher levels of education, Black individuals are almost twice as likely to be unemployed compared to non-visible minorities. (7.3% vs 4.2%)



Income

Black individuals had a substantially lower average total income compared to non-visible minorities (\$40,639 vs \$55,425). It's important to note that most other visible minority groups had a substantially lower average income compared to non-visible minorities, the exception was Japanese. This is despite many visible minority groups having higher levels of education.



Market Income – Black individuals had substantially lower levels of market income compared to non-visible minorities. It's important to note that most other visible minority groups had significantly less market income compared to non-visible minority groups.

Government Income – Despite having a lower average income, and as discussed later higher levels of low-income, Black individuals have lower levels of government income. (average \$6,238 vs \$6,939; median \$1,526 vs \$3,350) It's important to note that most visible minority groups received less government income compared to non-visible minorities.

Employment Income - Black individuals had substantially lower levels of employment income compared to non-visible minorities. It's important to note that most other visible minority groups had significantly less employment income compared to non-visible minority groups.

- 24% of non-visible minorities made over \$80,000 compared to 13% for Black individuals
- 43% of Black individuals made less than \$19,999 compared to 34% of non-visible minorities.

Low Income – 12% of Black individuals fall under the Low-Income Measure (LIM) compared to 8% of non-visible minorities.

SECTION 2: Previous and ongoing work of the TON

“WHAT THE TOWN OF NEWMARKET IS DOING WELL, AND SHOULD CONTINUE TO DO”

Recreation and culture both play an important role in the day to day lives of residents. While programs have always been offered to residents of all demographics, in recent years, the Recreation and Culture Department states that it has become more aware of the need to service the Black community more directly.

1. Engagement and Support for Newmarket African Caribbean Canadian Association (NACCA)

Perhaps the most notable example of this is the Recreation and Culture Department's working relationship with NACCA. Over the last several years, the Town has offered support through a variety of ways such as:

- Providing space at Old Town Hall, free of charge, for Black History Month initiatives
- Providing support for marketing and material development, including posters, flyers and branding assets
- Providing mailing address, meeting and event space for NACCA, free of charge
- When sought, providing strategic guidance to executive members, specifically at the beginning of NACCA's creation
- The sum total of staff hours (content creation and support) and facility use offered without fees would be valued well above \$20,000.

2. Recreation and Culture Programming

In the provision of municipal services, programs are focussed on grassroots programming, but it has been reported that staff is asked to continuously evolve offerings to better understand the needs of the community. In particular, through feedback from residents, the department has offered more programs that may be of interest to those in Newmarket's Black community. Examples include:

- Art Gallery Content; engaging with reputable, diverse communities to share the voices of our community through Art. While the month of February is dedicated to Black History Month in the gallery, attempts have been made to create opportunities to showcase the Black community (and others) year round. This often means a Town driven exhibition or working with community groups.

- Program planning and creation specific to the Black community has been both proactive and responsive to feedback; Example: Afro- Dance programs – organized in less than 3 weeks.
- Cooperation with the Newmarket Public Library – Regular meetings between Culture staff and NPL staff to match programming and awareness opportunities for the Black community.

3. Grants and Funding

As noted in the engagement and support section, the Recreation and Culture department has offered extensive financial and in-kind support to NACCA directly. At the individual level, the department offers a program called Creating Accessible Recreation for Everyone, or C.A.R.E. This program is offered to any resident that needs financial assistance in order to access recreation and culture programs. They use an application process which has an emphasis on respect for applicants. Those who qualify received between 10%-50% off their program fees.

4. Future Planning and Related Information

The Recreation and Culture department has made a commitment to continue to listen, learn and self-educate on the experience of our Black community. This also includes a commitment that staff will continue to seek out opportunities to better serve diverse communities, and embrace the results of the Dismantling Anti-Black Racism task force.

The Director of Recreation and Culture, Colin Service, has been a vocal advocate for NACCA and has driven the aforementioned support. The Manager of Culture and Community Events is the current Chair of the Diversity, Equity and Inclusion Working Group which is a team focused on the internal working environment for staff, which, in turn, will improve service to the community. The goals of the working group was shared with the DABR task force and are as follows:

1. Foster an open, inclusive, safe environment for employees that will contribute to an enhanced sense of cohesiveness and belonging. A welcoming culture will enable employees, who come from all backgrounds to feel comfortable bringing their authentic self to work.
2. Have a diverse, talented workforce that is reflective of our community.
3. Identify and address systematic barriers within the Corporation.
4. Strengthen the Corporation's capacity to work with diverse communities and ensure our programs and services meet the needs of everyone.

SECTION 3: Recommendations

“Anti-Black Racism is violence - it is a weapon⁶”

FOREFRONT RECOMMENDATIONS

The Newmarket Dismantling Anti-Black Racism task force is cognizant that a compilation of recommendations, on its own, will not elicit change and dismantle anti-Black racism, bias and discrimination in the Town, within businesses, institutions and communities. The municipality will need to be innovative and creative, and commit resources and energy towards a strategy or plan. The municipality is encouraged, therefore, to create a plan that specifies when, how and by whom the actions in the report will be implemented.

As a starting point, it is recommended that the Town of Newmarket:

- 1. Create an Advisory Committee to oversee the implementation of the recommendations in the report; and,**
- 2. Implement a Racial Equity Tool that will facilitate the integration of racial equity into routine decision making; and,**
- 3. Commit to reporting on the progress of the actions in the report quarterly, develop Key Performance Indicators (KPIs), and set clear and ambitious targets and/or measurements of success for each of the twelve (12) priority areas in the report.**

Key Accountabilities

1. A quarterly report on the action plan and milestones achieved toward racial equity
2. An annual report on the progress towards racial equity until 2025
3. Annual review of the action plan and evaluation and revision with community input.

⁶ Jerisha Grant-Hall, November 2, 2021, at the last meeting of the ABR Working Group. The quote emerged during a discussion on the emotional weight experienced by members of the Task Force in doing this important and necessary work on behalf of the Black community of Newmarket.

Newmarket Dismantling Anti-Black Racism Task Force RECOMMENDATIONS

When asked whether it is important to them that the Town of Newmarket implement policies that address anti-Black racism, 77% (237 of 306) of the survey respondents combined, agreed and strongly agreed. The twelve priority areas that follow are areas identified in the survey and interviews conducted by the Newmarket Dismantling Anti-Black Racism Task Force. The recommendations are based on the task force's extensive research, consultation with community members, literature and policy reviews, and study of best practices in other jurisdictions.

Implementation of a Race Equity Impact Assessment Tool

The collective undertakings of the DABR task force have identified the need to develop a Race Equity Framework⁷. This forms the core framework for the recommendations of the task force. Actively talking about race is needed to encourage a culture shift. The following recommendations are being proposed to facilitate this culture shift:

- 1. Normalize race equity**
 - a. Use a racial equity framework
 - b. Talk about differences between individual, institutional, and structural racism—as well as implicit and explicit bias.
- 2. Operate with urgency and accountability**
 - a. The most effective path to accountability comes by creating clear action plans with built-in institutional accountability mechanisms. Act with urgency
- 3. Build capacity**
 - a. While the leadership of elected and top officials is critical, change takes place on the ground, and it is necessary to build infrastructure that creates racial equity experts and teams throughout local and regional government.
- 4. Partner with other institutions and communities**
 - a. This is the only way to achieve meaningful results.
- 5. Operationalize**
 - a. Implementing racial equity tools facilitates the integration of racial equity into routine decision-making. “By asking simple racial equity tool questions, such as “How does this decision help or hinder racial equity?” or “Who benefits from or is burdened by this decision?” on a routine basis, elected officials have the ability to put theory into action”

⁷ See Julie Nelson and Lisa Brooks, "Racial Equity Toolkit: An Opportunity to Operationalize Equity," 2016. Toolkit.

6. Be data-driven

If it is measured, it can be managed. Measurement must take place at two levels— first, to measure the success of specific programmatic and policy changes, and second, to develop baselines, set goals, and measure progress towards goals. Use of data in this manner is necessary for accountability.

1. REPRESENTATION AND RECOGNITION

“... People of Colour are not part of the Town’s identity right now. Newmarket is a ‘White Town’ as far as the perception goes but when 40-50% of the Town is racialized... so we need representation.”- quote excerpt from DABR task force Interviewee

“When certain recreational activities are advertised in the printed media there are no Black kids represented.” - DABR task force Interviewee

“Actively seek out representatives from the Black Community on all issues; reach out to local and external community organizations to seek out best practices for inclusivity and recruitment.” - DABR task force Online Survey respondent.

Representation matters. Representation at all levels of government, including senior positions, should reflect the population. Representation and recognition is a priority area if the Town is committed to dismantling anti-Black racism.

The Newmarket DABR task force is therefore recommending:

1. Conduct an employment equity audit and workforce census and commit to an employment equity plan.
2. Be intentional in recruiting more Black staff and providing a conducive environment for them. Put support in place to create a work environment that says “Black people belong here, we are moving beyond just accommodating you, we are ensuring your success.”
3. Plaque and sign installations - to recognize the contributions of Black Canadians to the building of our local and wider Canadian society. This also informs public education in Black History.
4. Awards - the City of Toronto hosts an annual Access, Equity and Human Rights Awards which recognizes programs, people or organizations that work to create a more equitable city by eliminating barriers to equality and addressing discrimination. The nominating categories are Race Relations, Indigenous, Pride, Disability, and Women’s Equality. This form of recognition is best practice for an inclusive community that is focused on (race) equity and the Town is encouraged to adopt this practice.

5. Liaise with the Recreation and Culture department to activate training and workshops on anti-Black racism as well as promotion of Black arts and culture in Newmarket.
6. Provide adequate avenues, community grants and liaison for members of the Black community to celebrate Black History Month, Emancipation Day and other cultural events.⁸
7. Make Black History Month an automatic yearly proclamation instead of putting the burden on Black community organizations in Newmarket to apply each year.
8. Given that we are within the Decade for People of African Descent, there should be more visual celebration/representation of Black people within the Newmarket community. One of the ways this can be achieved is by providing funding or setting up initiatives to celebrate Black artists. The City of Toronto created a visual public art display and the City of Vaughan has invested in a quilt which is on display at the City Hall for all to see.

It was noted that there are few, if any, street names or other notable markers within Newmarket that memorialize the contributions of Afro-descendant peoples. The Newmarket DABR task force reviewed the Town's Street Naming Policy.

The DABR task force is therefore recommending:

1. The Street Naming Policy should be reviewed with an aim at addressing the current imbalances as it relates to Black and other visible minorities. Newmarket maintains a strong historic landscape & heritage which attracts and maintains a diverse meeting of peoples and commercial activities. As the story of Newmarket continues to be written, it is important to recognize all those who have contributed to the Town from the standpoint of equity.
2. Equity issues with regards to class-based bias should be considered and the bias eliminated. A framework in which, for example, an exemplary working-class individual is given due consideration for recognition is to be encouraged.

2. CROSS SECTOR AND CROSS MUNICIPAL WORK

Racial equity work cannot be done in isolation. The nature of systemic racism is that it is structural. This means that it is reproduced and maintained within and across institutions. To take a stand, the Town of Newmarket has the opportunity to:

1. Work with other municipalities to launch a campaign against anti-Black racism

⁸ A 2021 Report by Carlton University & Foundation for Black Communities shows the systemic and chronic underfunding of Black-led organizations by the philanthropy sector. Only \$100 was donated (0.07%) to Black-led orgs in the 2017-2018 fiscal year.

Healthcare

“I was told Black people have thicker skin and do not commonly experience brain aneurysm.” - DABR task force Online Survey respondent

On June 8, 2020, Toronto Board of Health declared anti-Black racism a public health crisis. Systemic anti-Black discrimination drives health inequalities for Black Canadians; progressively, racism has been recognized as a key source of inequitable health outcomes for Black people in Canada. In fact, Black women are three times less likely to have a family doctor than non-racialized women in Ontario. The Town must:

1. Work with Southlake Regional Health Centre (SRHC) and York Region Public Health (YRPH) to collect race-based and intersectional data on how racial/ethnic/gender inequalities perpetuate health inequities.
2. Work with SRHC and YRPH to ensure that strategies are put in place, including actions targeted at improving the health outcomes and health inequities of both Indigenous Persons and Black people.
3. Work with SRHC and YRPH to organize dialogue sessions with members of the Black community to better understand the challenges faced and design an action plan to address the same.
4. Work with SRHC and YRPH to provide relevant information and education about COVID-19 vaccines while respecting choice. A history of trauma and mistrust is at the heart of vaccine hesitancy in Black communities. For example, a 2017 peer reviewed journal article⁹ documents the tense standoff which occurred between the Catholic Church and Kenyan government concerning a WHO anti-tetanus vaccine campaign. The issue related to alleged contamination of the vaccine with a human hormone capable of rendering women infertile. Laboratory analysis eventually confirmed the presence of the hormone within the vaccines, fuelling concern in the developing world. Health outcome data shows that Black Canadians are disproportionately infected and dying from COVID-19 which is linked to disparities in underlying health conditions and frontline work.

Mental Health and its relationship to other issues

Although a comprehensive account of mental health impacts cannot be provided here, it remains a very serious issue which impacts the wellbeing of Black community members. It would be imprudent not to offer at least some comments herein. The lockdowns of the COVID-19 pandemic have provided us all with an impression of the negative impacts of

⁹ Oller, J. , Shaw, C. , Tomljenovic, L. , Karanja, S. , Ngare, W. , Clement, F. and Pillette, J. (2017) HCG Found in WHO Tetanus Vaccine in Kenya Raises Concern in the Developing World. *Open Access Library Journal*, **4**, 1-32. doi: 10.4236/oalib.1103937.

social isolation. Long-term issues related to social exclusion have negative impacts on mental and physical health. The young and the old are often most vulnerable. Reports of significant impacts on older persons, some facing a rapid decline in cognitive health, occurred early in the pandemic. Everything, from hypervigilance at work for fearing job loss, interconnects with everything. Of particular concern, based on information obtained by DABR task force work, are the long-term impacts to Black and other racialized youth due to the impacts of racism. Such impacts, which reduce long-term productivity of those in our society who have felt discouraged or who cannot deal with the additional burdens placed on them by unwelcoming environments, really need to be addressed.

The DABR task force is therefore recommending:

1. That a lens on mental health be kept in mind when examining the impacts and outcomes of the various aspects of life within Black and racialized communities.

Housing¹⁰

“We need more housing and we need more places for senior activities... and include things that Black people would be interested in doing.”- DABR task force Interviewee

“Although I have been on the waiting list for over the maximum required year for a rent gear to income home with a child experiencing mental issues, I have [been] denied with no explanation.” - DABR task force Online Survey respondent

“Being a biracial couple I have had difficulty renting a place in Newmarket. This has happened on numerous occasions. When Landlords interact with the Caucasians they get treated very well and this is not the case when the Afro-descendant is at the property.” - DABR task force Interviewee

“...My house significantly undersold and certain groups declined showings when they realized the owners were Black...” - quote excerpt DABR task force Online Survey respondent

Property ownership creates generational financial stability. Housing is an important marker of socio-economic advancement because it contributes to wealth accumulation. Anti-Black racism hinders Black people from accessing land, property, housing and shelter. Housing discrimination (undersold house or rent geared to income housing issues, for example) affects the Black community in Newmarket as evident in the survey responses. Housing is an important social determinant of health.

¹⁰ Review of the 2018 I Count York Region Report shows Black or African Canadians make up 13% of the homeless population in York Region even though the Black population in the region is 2.5%.

The DABR task force is therefore recommending:

1. Collect race-based data on the accessibility of the Town's housing market and Housing York Inc. in order to clearly identify how racial discrimination affects access to housing.
2. Conduct surveys to generate data concerning the link between racial discrimination in accessing housing and in securing employment. Without data, it will be difficult to clearly appreciate the challenges faced.
3. Progress in building Inclusive Communities and Successful Tenancies (Strategic Priority 2, Housing York Inc.'s 2021-2024 Strategic Plan) must go beyond anti-racism training for team members, diversity and inclusion activities and feelings of being treated with respect to include workplace equity, equitable housing allocation and the removal of barriers to housing.
4. On October 14, 2021, the Black North Initiative received a \$2.5 million dollar grant from the Region of Peel to support homeownership for Black Peel Residents. The municipality is encouraged to champion similar efforts for residents in York Region.

3. CULTURE CHANGE

"I observe that people in Canada generally regard anti-Black racism with an attitude of "at least we're not as bad as the U.S." In my estimation, this attitude is actually more dangerous as it absolves people of a feeling of responsibility – like anti-Black racism is something that only exists in the U.S." - DABR task force Interviewee

"People need to change their mentality to respect others in a way that makes them feel good. Respect is important. It is the first step to change things." - DABR task force Interviewee

"Make people of Afro-descent feel more welcome in this town. There seems like a huge focus on hockey and there aren't many cultural events for our people." - DABR task force Interviewee

The TON is encouraged to operate with urgency and accountability. Take a bold stance and commit to change in the Town's recruitment strategy to attract, retain and promote Black and other racialized talent. The Town must:

1. Be a model for how other municipalities approach anti-Black racism. This means moving away from a culture of tolerance and towards a culture of transformation.
2. Use an equity lens when developing and evaluating strategies, policies, practices, programs and budgets – both internally and externally. Deliver on the promise of your membership to the Coalition of Inclusive Municipalities (CIM) launched in

partnership with UNESCO in 2007 to integrate equity into the planning of the municipality's work, and support communities' initiatives.

3. Use an intersectional lens in your anti-racism work and apply it to your hiring and promotion strategy, as well as in the recruitment of committee members.
4. The Town needs to show that it has a culture of including Black people and not just during Black History Month.
5. Anti-Black Racism training for all staff, including training that looks at White privilege, White fragility and White supremacy - budget for training. Training should not be an isolated awareness project or box check, but should take a holistic approach and be embedded in the values of the corporation.
6. Create welcoming environments for people of African descent. This can be achieved by establishing a protocol that ensures that Black people who live, work and/or do business in town are treated in a direct, clear and equal way similar to other people seeking similar services. The protocol should address how non-compliance will be addressed.
7. Provide an incentive for businesses that promote equity and address discrimination.
8. Build a community where everyone, especially Black residents, have access to participate in the economic, political, social, cultural and recreational life of Newmarket and reach their full potential.

4. BLACK YOUTH

“Reflecting on my own experience growing up in Newmarket, it’s easy for young Black folk to feel isolated from their community. Visible and positive representation is extremely important for young people to look towards. Marginalized students can benefit from having mentors that can help them navigate through systemic discrimination.” - Nadia Hansen

In order for youth to become contributing members of society, it is imperative to address how the gaps begin during the younger years. Statistics Canada conducted a close study on how one million Black Canadians aged 15 to 69 fared in the labour market during the pandemic. The data in the release was based on three-month averages ending in January 2021. According to the report, in the three months ending in January 2021, the unemployment rate among Black Canadians (13.1%) was about 70% higher than that among non-visible minority Canadians (7.7%). Black youth aged 15 to 24 have experienced high unemployment during the pandemic, as almost one-third of the labour force in this group (30.6%) was unemployed in January 2021—almost twice the rate of non-visible minority youth (15.6%).

Students, youth and adults [both Permanent Residents and Citizens] that experience systemic racism understandably face challenges to becoming community adult leaders. The availability of mentors that look like them, who have had similar experiences, when there is underrepresentation in key management positions in the trades, educational settings, businesses, political representation and professional settings, is a concern. The mental trauma of those experiences, which by their nature are meant to be demoralizing, presents an obstacle to the ability of Black and racialized youth to go on to aspire to greatness. We must ask ourselves ‘What is leadership?’ and ‘What does leadership look like?’ Barriers to Black success transcend age, and barriers in childhood often have lifelong effects.

It is recommended that the Town:

1. Take steps to address high unemployment rates among Black youth by creating, supporting and lobbying for employment opportunities
2. Create and support opportunities for mentorship & pathway planning from elementary to post-secondary schooling.
3. Create and support spaces for Black youth to meet and network. These spaces should have volunteer mentors to help youth decide on post-secondary plans, provide encouragement, and help with finding funding resources
4. Create a Mayor-Youth mentorship circle and partner with local community organization
 - a. Be intentional - create opportunities that are specifically for Black youth i.e. internships, volunteering, paid positions
5. Inclusion increases strength. Create a Community Leadership Development Group/Committee that will serve as a pipeline to future leadership.

5. COMMUNITY ENGAGEMENT

“Most importantly is listen [sic] to the African/Black community and continue to do things like this survey and then implement suggestions.” - DABR task force Online Survey respondent.

“Grassroots inclusion. Listen.” - DABR task force Online Survey respondent.

As previously mentioned, factors surrounding the safety protocols due to the COVID-19 pandemic made certain aspects of community engagement difficult. Specifically, the degree of engagement with local businesses and institutions by the DABR task force were significantly less than anticipated. The task force had also discussed, to a significant degree, the holding of moderated Town Hall style meetings as one of the pillars of its

community engagement strategy. This was, however, not possible mainly owing to time/resource constraints in Phase 2 of the Work Plan. Consideration was also given to having a youth-based focus-group discussion which was suggested to the task force through the TON. Although this did not materialise, we consider it worthwhile to revisit this idea in the future. It is contextually important to note that the Online Survey conducted by the task force was circulated among several area schools and youth were encouraged to complete the survey. This fine detail was missed in reporting on the Online Survey in the Interim Report.

The task force wishes to emphasize that community engagement is not a substitute for action. Any such engagement should be viewed as methods to fine tune ACTIONS to disassemble the roots of anti-Black racism. Decades of research already provide adequate grounds as well as potential ways to achieve better outcomes as it relates to the Afro-descendant community.

The DABR task force is recommending the following with respect to future community engagement:

Be intentional about inclusive engagement. When planning events, for example, how does the Town proactively involve Black and other racialized people including youth? This can be achieved by:

1. Creating fun, culturally-focused events that are informative and family friendly e.g. barbecues, sports days, art installations in locations that pull diverse community members together, intentionally.
2. Highlighting individuals, businesses, groups, special projects/events led by Black folk throughout Town's social media pages.
3. Conducting an annual survey that collects insight on community members' experiences of anti-Black racism to continue to identify and address issues in the future, and measure the success of strategies put in place.
4. Host a Town Hall styled moderated discussion on issues facing the Black community in Newmarket.
5. Host a youth based focus-group discussion in order to be informed about the issues being faced by Black youth.
6. Use an equity lens to identify communities in need and create a plan to reach and support them. This could mean:
 - a. Accessible locations for food banks, collaborate with local organizations to organize carpooling to extra-curricular activities for students
 - b. Make these initiatives known in Newmarket schools by providing them with brochures/flyers

6. TOWN POLICIES

The United Nations proclaimed 2015 to 2024 as the International Decade for People of African Descent to recognize that people of African descent represent a distinct group whose human rights must be promoted and protected. On August 13, 1920, the declaration of Black grievances, rights and principles - “Declaration of the Rights of the Negro Peoples of the World”: The Principles of the Universal Negro Improvement Association - was drafted and adopted at a convention of the Universal Negro Improvement Association, presided over by Marcus Garvey, a leading advocate of Black Nationalism and Pan-Africanism. What will be Newmarket’s legacy?

Culture and Recreation

“Historically, before 2013, few Blacks worked in recreation activities like camp counsellors, sports coaches and life-guards and this was not because Blacks did not apply. I know of one person who was upset at being treated unfairly”. -DABR task force Interviewee

“Incorporate Black culture when certain events for culture take place. I have never seen any big-promotion for Afro-descendants”. -DABR task force Interviewee

From a review of the Town’s job postings, there are none which recognize the importance of the specific cultural and recreational needs of the Black community. There are currently openings for Program Instructor – Pre-School & Seniors; Inclusion Facilitator; Inclusion Base Director but none speak specifically to inclusion as to race or put more delicately, none speaks to culture.

Recommendations:

1. The placing of requests for proposals for (cultural) programs specific to the Black community.
2. The creation and addition of a job function for a Program Instructor – Adult & Youth (Cultural and other Programs specific to the Black community) with a requirement that candidates demonstrate an ability to recognize anti-Black racism in all its forms whether through lived experiences and/or through training so as to react to it appropriately, in keeping with the Town’s new Anti-Black Racism Policy.
3. These cultural and recreation programs would be provided by those whose proposals were successful [note 1 above].

4. Conduct a review or evaluation of the use of current recreational facilities by the Black community with the aim of determining how to best serve the community and promote access to these facilities.
5. The establishment of a new or the expansion of the existing recreational centre to provide a sports and arts centre. This would be dedicated to those activities that the Black community have indicated an interest in: track and field; graphic arts; music; dance etc.
6. Conduct an evaluation of how sports and cultural events that may be of interest to the Black community are being promoted. Are the promotions effective?
7. Conduct an assessment of how permitting issues for recreational facilities and activities affect availability and access for individuals (or organizers) in the Black community.

Town Policy on Diversity and Inclusion

The Town has diversity and inclusion commentary within its existing policies which are largely not racial equity policies. This commentary is not specific in its recognition of the existence of Anti-Black racism and therefore is not targeted.

A review of some of the Town's policies illustrated:

- The use of terms that are generic and not anti-Black racism focused
- The need to move from performative to effective policies
- The need to recognize that Diversity, Equity and Inclusion policies are distinct from Anti-Black Racism and Anti-Racism Policies
- Latter targets the systemic nature of racism and involves a systematic and targeted change in cultural, organizational and managerial aspects of marginalization
- The Town's reach/influence is wide
- The Town recognizes the diversity of the community

Its Business Directory provides support to businesses in Newmarket. What steps are being taken to direct the Black business community - that already feels disengaged - to that information?¹¹

It is recommended that the Town:

1. HR department research and build a more diverse pool of candidates through the creation of language and job descriptions that encourage applications from members of the Black, Indigenous communities.

¹¹ <https://www.newmarket.ca/Business/ecodev/businesssupport/Pages/Business-Support.aspx>

2. Implements annual mandatory training on anti-Black racism for all its staff members at all levels; trainers to be representative of the Black community with training material to be vetted by the Town's advisory committee.
3. Ensures that any reference to Equity, Diversity, and Inclusion (EDI), has the combatting of anti-Black racism as a primary and intentional focus. These policies should be implemented throughout all areas of the Town's reach including libraries, schools.
4. Creates an Anti-Black Racism/Anti-Racism position which would report to the advisory committee on recruitment, staffing and training and which would set up and report on the strategic plan to ensure that the recommendations put forward by the task force are met within set timelines.
5. The TON should find ways to support organizations that implement youth focused programs [18-29] which provide opportunities for young people who faced anti-Black and immigrant racism in schools.
6. Support/encourage settlement organizations, provide fair training and job opportunities to persons of African descent. In other words, settlement organizations should guard against stereotyping.
7. Continued liaising with Black professionals/workers/entrepreneurs/associations in Newmarket to create an environment that encourages business and employment.
8. Apart from street naming, include plaques and statues/or other symbolic placement that commemorate events. As well - some as reminders of events not to repeat. For example, **August 23 as the Remembrances of the Slave Trade and its Abolition**; Emancipation Day which is now recognized in Canada.
9. The wording on the plaques should not only be specific but must also provide historical context. As a long-term project, the placement of statues symbolizing the contributions of persons of Black/African ancestry to the development of Newmarket.
10. The Newmarket Public Library and other libraries have helpful information. The Advisory Committee would play a role in accessing and informing the TON. The statues can be symbolic and not necessarily of a specific person.
11. Recommend linking schools to libraries. Each student should have access to a library Card. This immediately creates a sense of belonging. Young people can be

great at breaking barriers. This would be a continuation of TON's interest in advocating for Intentional Community Building/Intentional policies that combat racism against the Black community.

12. Provide support to the library in its efforts to raise awareness of anti-Black racism and its efforts to work with Black community leaders.

7. INTERNAL EQUITY AND INCLUSION COMMITTEE

The Town of Newmarket launched an internal Diversity, Equity and Inclusion Plan in June 2021. An equity and inclusion committee can foster a culture of inclusion through best practices in policy-making, diversity of thought and help drive accountability. Based on a review of the plan and survey responses, the following actions are recommended:

Internal (embed inclusion internally)

1. Create a leadership series on Allyship, Unconscious Bias and Psychological Safety
2. Develop employee sessions that are focused on allyship and inclusion
3. Commit to mandatory anti-racism and cultural competency training
4. Conduct a gap analysis on the action plan

External (increase diversity in leadership)

1. Review and update recruitment processes
2. Conduct inclusive recruitment training for hiring managers
3. Develop mentorship program for equity denied groups
4. Set a hiring target for equity denied groups
5. Recruit Black and other racialized community members to serve on the Newmarket Public Library Board. There needs to be (racialized) community representation on the Board. See quote below:

“In the Town Library and other government agencies – they need to employ diverse individuals.” - DABR task force Interviewee

Partner with communities

1. Provide funding that reach community-based initiatives that lead equity and address racism
2. Focus community grants on projects that reach Black and Indigenous communities
3. Establish a group of external community leaders to inform strategy

INTERSECTIONALITY AS IT RELATES TO LGBTQ+, DISABILITIES AND OTHER MARGINALISED COMMUNITIES

“Black women have been at the vanguard of my community’s accomplishments for the past 50 years. It was Black women who threw rocks at police officers, it was Black women who fought against discriminatory legislation, and it was Black women who held my community together through the ravages of the AIDS crisis.

Everything I have in my life is because of the strength of Black women. Ironically, tragically, Black women (especially those who happen to be trans while Black) are among the most vulnerable in the community. Black trans women in particular have given my community so much; it’s time that we stand up for them too. Anything less is a betrayal of my people and I think there is no greater shame for a white gay man.” - DABR task force Interviewee

“I have witnessed students of colour, but especially Black students, with health issues dismissed as hysteria or otherwise treated as less serious than they otherwise would have been treated.” - DABR task force Online Survey respondent.

The issue of intersectionality (being something ‘other’ while being Black) should be considered in issues of equity. In other terms, additional challenges are faced when multiple marginalised identities intersect and these need to be addressed. Such identities include those outside of sexuality or gender (and categories typically associated with LGBTQ+ identities). For example, ‘ableism’ and its discriminatory practices against persons with disabilities, can factor in when it concerns issues of access to resources and accommodations. The issue of whether one has a visible vs. non-visible disability also needs to be taken into consideration. In some cases, persons have the lived experience of being underdiagnosed because of perceived discriminatory stereotypes against Black people such as ‘attempting to play the system because they are lazy’. For example, underdiagnoses of autism spectrum disorders (which can be invisible in some cases), is a known issue for the Black community. Explanations for underdiagnoses include bias towards interpreting certain behaviors associated with conditions to other factors or by simply discounting or dismissing them. On the other hand, accounts of the lived experience of individuals also point to the risk of over diagnosis of certain conditions. In one instance, one Asian immigrant parent had their child referred for psychological counselling by a Newmarket school. When the reason for this was related to the parent’s peers, the behaviours described seemed quite normal for a child of that age. In the ensuing discussions the parent was warned by peers to be careful about such interventions at school for fear that it could be based on discrimination.

The DABR task force is consequently recommending the following:

1. Take into consideration how intersectionality increases marginalisation of those who are Black while having other identities such as a disability or an LGBTQ+ identity. In this regard, the TON should review to what extent its policies do or do not take into account issues of intersectionality.
2. The TON should review how its operations affect persons with visible or invisible disabilities and or LGBTQ+ identities etc. 'while being Black'. For example, if accommodations are not provided for persons with disabilities because of anti-Black discrimination, then they are more likely to be excluded from society and have poor outcomes.

8. EDUCATION

"I'd like to see some form of education... whether in public schools or extra-curricular activities. I think that is something that is extremely important and not done enough in Canada. I think there needs to be more focus on teaching Black and African history" - DABR task force Interviewee

"There is a need to highlight the contributions of Black/People of Colour in the media. Not just in Newmarket but in the GTA as well or Toronto." - DABR task force Interviewee

"...First of all making Black history a part of the school curriculum not just one month out of the year. Giving educated Black men and women a chance to prove their worth when they apply for leadership positions..." - quote excerpt DABR task force Online Survey respondent

Education is what makes a society functional. It is among the first steps in any process of change. Here we refer to education of the whole Newmarket society and not only to those who participate in the formal schooling system. A shift in the way we educate our society members on issues related to persons of African descent is needed for both those within and outside the Afro-descendant community. Canada takes pride as a land that embraces multiculturalism. Education serves a central role in promoting the intercultural understanding needed to create and maintain harmony.

Educational efforts on the contributions of Black peoples will promote a sense of 'belonging'. A shift towards the proper acknowledgement of the contributions of persons of African descent to the fDABRic of Canadian Society and to the whole world is needed to combat the ignorance that allows Anti-Black racism to go unchecked.

The DABR task force is therefore recommending:

1. Efforts should be made to promote other African histories outside of European colonialism and the trans-Atlantic slave trade. The history of the African continent and its peoples does not begin and end with the slave trade or intersections with European colonialism/imperialism.

2. Modern histories of the countries that make up Africa should be taught. There is an immense diversity of cultures, peoples and languages on the African continent. Blank references to 'Africa' as a homogenous mass with little reference to this diversity is rooted in a colonial mindset, does not reflect reality and is considered an affront by some Black community members. The histories of the Caribbean and other countries which make up the diaspora of African peoples are also important to highlight.
3. Activities promoting Black history should also take place outside of Black History month.
4. Education on the violence of Anti-Black Racism should be implemented for all educators/teachers/school counselors. Working with the different school boards regarding their confronting anti-Black, anti-immigrant policies to see if those in charge of the programs are appropriately equipped to take action; including having lived experiences. It should be noted that policies that address bullying do not necessarily address racism.
5. Education to combat the narrative of 'there is no racism in Canada' is needed.
6. With respect to the above recommendations, collaborations should be sought with Black scholars at local or regional institutions of learning to gain understanding, alternative perspectives and build capacities. Partnerships and collaborative efforts with libraries, non-profit organizations and historical societies should also be pursued.
7. The partnering of the Town with organizations that provide 'safe-space, culturally-connected' mentorship and coaching tailor made to Black students and entrepreneurs, – whether they are at entry-level or mid-career and regardless of age. The format of the partnering may be flexible, the intent is recognising and guiding Black Leadership.

Reports concerning the formal education system in Newmarket

"...In education, my children [are] treated as incapable of achieving. Disparaging remarks written in my children's agendas. The feeling of being pushed out of education. As a parent, a feeling of not being welcomed and not belonging." - quote excerpt DABR task force Online Survey respondent

While the DABR task force recognizes that the formal education system is outside the jurisdiction of the TON, we received numerous reports which collectively give cause for alarm. Without providing details of individual incidents, the collective lived experiences align and suggest that significant interventions need to be taken to address the issues. Feedback from community members have also been coherent in their tone of anger and or frustration that nothing or little is ever done even when reported. The DABR task force is aware that school boards have been taking steps and have developed strategies to

address issues of anti-Black racism. We are urging the school boards to fervently follow through with these commitments so that we can ensure our youth have a healthy future within our communities and go on to build a prosperous Canada.

Mixed in with issues of anti-Black racism are the stereotypes associated with the children of recent immigrants to Canada. Children who have to adjust to new learning and social environments of course face additional challenges. One of the concerns, however, is that more often than not the balance is skewed towards holding these children back and somewhat lowering expectations even when the provided testing indicates the child is capable academically. The concern arises not only in what appears to be a blanket expectation of 'less than' for Black and racialized immigrant or citizen children, but also from the standpoint that academically or otherwise gifted Black and racialized youth may not receive optimal training by the system to allow them to fulfill their greatest potential. This does a great disservice to our society.

Some of the issues faced and reported by members of the Black community include, but are not limited to, the following:

1. Senior leadership members told students they did not 'belong' at the school.
2. Students were ridiculed for their accent and appearance in full view of teachers without repercussions despite complaints being made.
3. Reports of bullying ignored until reported as well by White parents.
4. Dismissal of the trauma of immigration which caused poor academic performance.
5. Black immigrant teenagers intimidated and mocked by police officers - white friends were not harassed-racism causing the individual to lose interest in joining the police force.
6. Online bullying
7. Perception that Newmarket is a small-knit town where certain children (of judges and police officers etc.) are given preferential treatment.
8. Racial vandalism.
9. Racial slurs used towards young students. Nothing done about it and the issue brushed under the table.
10. Racial profiling in relation to theft at school.
11. Black students being suspended repeatedly for issues that are ignored in other racial groups.
12. Teachers should be sensitive in what kind of language they use and examples they give when they call on Black students especially when they are the only Black student in the class.
13. Inappropriate or no attempts and encouraging Black students to participate in Black History Month.

Again, the Black community is seeking urgent change as we move forward to rebuild following these difficult times.

The DABR task force recommends:

1. That the TON uses its voice and influence to continue to champion needed change in the practices of the local school boards as it relates to the dismantling of anti-Black racism.
2. That the TON circulates this report to the local leadership of local school boards so that the information shared herein can be integrated into current and evolving strategies to dismantle anti-Black racism.

9. EMERGENCY SERVICES

Policing

“Walking the streets at night, I’ve experienced people crossing the street and I don’t see this happening to other people. I learned not to wear certain clothing ... not to dress in baggy clothing or with my hoodie up and to remain as identifiable as possible, if for example the police were to drive by and so on. I have to dress to make others feel comfortable even in my own neighbourhood.” - DABR task force Interviewee

“...Ensure that members of the police force and first responders all go through diversity training and do not profile based on race i.e. just because a child is Black and has a hood does not mean they are doing something wrong, and are aware of Black kids being told from a young age that they may be targeted just for being Black...” - quote excerpt DABR task force Online Survey respondent

Policing remains one of the central issues affecting the Afro-descendant community. Over-policing, under-policing and racial profiling amongst other issues have been identified by Canada-wide studies as pressing issues of concern and are the subject of ongoing efforts to improve impacts and outcomes¹². At the local level, several reports of acts which were perceived as discriminatory were captured in the Online Survey and Individual Interviews conducted by the DABR task force. The recommendations below are put forth in the context of the following:

¹² See The Regional Municipality of York Police Services Board, Public Board Meeting, "Eradicating Racism and Strengthening Public Trust and Confidence in Policing," April 14, 2021. Report of the Chief of Police. Attachment A shows a summary response of community stakeholder submissions with specific recommendations to the York Regional Police. These recommendations also respond to the limitations that the Black community in York Region observed in “The Black Experience Project: York Region Report” that was published by the YRP in August 2018.

- a. The main interactions in terms of local policing take place with the York Regional Police
- b. It is recognised that the YRP has been making efforts to improve impacts and outcomes as it relates to policing the Black community
- c. It is recognized that the TON does not have direct control over the activities within the YRP.

As policing is a forefront issue for the Black community and these issues also featured prominently in the survey & individual interview results, it is crucial to speak to them in this report. We are recommending that the TON uses its voice and influence in its interactions with the YRP to encourage, and assist in keeping accountable, the YRP's efforts to address anti-Black racism. These include but are not limited to the following:

1. **Advocating for adequate training and competencies.** Improved efforts to ensure that police services are deployed by those having cultural and other appropriate competencies in order to address policing needs within the Black community in a way that is sensitive to issues affecting the Afro-descendant communities.
2. **Advocating for adequate representation.** Support continued work to ensure diversity within the police services better reflects the communities within Newmarket, specifically as it relates to Black and other racialized peoples.¹³ Representation within the ranks of the YRP is integral to correcting imbalances and promoting better policing outcomes. This not only involves mere inclusion within the ranks but also the taking of steps to address barriers to professional advancement which have been highlighted by Black police officers.
3. **Promoting community policing and networking opportunities with the YRP**
We are further recommending that, as part of the above work, opportunities for outreach by police officers to the Afro-descendant community are actively sought and promoted by the TON. This can be done by inviting members of the YRP to attend TON events which deal with issues in the Black community as has been done in the past through the Town's work with community organizations such as NACCA. Community-style policing efforts offer ways to increase harmony and understanding between police and the communities they serve.

¹³<https://www.thestar.com/news/gta/2021/10/23/a-black-man-a-fatal-police-shooting-and-a-widow-who-didnt-back-down-the-1979-case-that-electrified-the-city-and-launched-a-movement.html> - This article highlights the need for the recommendation re representation; race/culture specific training; role of/reason for fear of reprisal

4. Publicising the complaint mechanism in place to report inappropriate Police interaction

Fire Services

“I have seen Newmarket become more multicultural every year. I think persons of diverse backgrounds including Blacks should be given equal opportunity to serve as the government officials that represent us and also in the community for example as police, paramedics and fire services. I would like to see Black individuals serving who are from my background or even if a person is White I know that they work with someone from my background.” - DABR task force Interviewee.

“I asked my son what kind of career he would like to have and he said he didn’t know and asked my view on what I thought he should do. So I said to him “I think you should be a fireman”. He replied that “Mom, they would rather to hire [sic] a female than a Black fireman.” - DABR task force Interviewee

The municipalities of Newmarket and Aurora have joint administration for Central York Fire Services (CYFS). A survey of available information on the staffing compliments and activities was conducted. Several observations were noted and presented to the task force on January 5th 2021. In particular, it was noted that hardly any visible minorities could be observed within the CYFS both in the frontline complement and support staff. Parallels were drawn with the historical issues within Toronto Fire Services as it relates to the recruitment of Black persons as frontline staff.

In mid to late January 2021, reports of a culture of discrimination against Black and other visible minorities in the Calgary Fire Department came to national prominence¹⁴. The reports only further highlighted some of the issues that need to be tackled on a national, regional and local basis.

While the task force recognizes the important work that the CYFS has and continues to render to our communities, particularly during the difficult stages of the pandemic, it remains vital to ‘call out’ issues as they relate to any institutional or other barriers that face persons of African descent.

The DABR task force is consequently recommending the following:

¹⁴ Trauma at the station: a group of BIPOC firefighters in Calgary detail years of racist abuse and demand action from the chief. By Meghan Grant. January 18, 2021. CBC News. <https://newsinteractives.cbc.ca/longform/trauma-at-the-station>

1. Both municipalities should foremost recognize that a diverse complement of frontline & support staff provides a strong foundation for emergency preparedness (when every second counts) particularly as our municipalities become more diverse.
2. Both municipalities should continue diversity and inclusion training and activities but from the standpoint of Black and other visible minorities being represented within the staff complement from entry level workers through senior leadership and management.
3. With respect to the above recommendations, the municipalities should undertake a review of policies to identify and remove institutional and other barriers as it relates to the recruitment of frontline and administrative staff from the Black community. Experiences and interventions, over the years, from the Toronto Fire Services and other jurisdictions can be consulted.
4. Efforts to promote the fire services as a career among Black and other visible minority youth should continue and be encouraged.

ISSUES AT THE WORKPLACE

“I feel like I’m being watched and I don’t feel safe and secure in my job security.” - DABR task force Interviewee

“You only get jobs that White people don’t want. Sidelined for positions where you have to interact with White clients. You are welcomed for menial jobs but are seldom given more lucrative jobs even if more skilled [sic].” - DABR task force Interviewee

“I’ve been called the n-word multiple times over the years. As I’m not particularly confrontational, people think its ok to say these things around me. I’m not sure if it’s purposely to provoke me or what but people at work will refer to certain jobs as ‘n-word jobs’. They have implied that they are above certain jobs and other people are to do it.

I’ve seen indirect racism at work. They create a type of ‘boys club’... the ones who are friendly with the management can joke around. And those people who are close to management are the same people who are closer in line to getting more responsibilities and more authority. The question lies in who is able to cultivate that type of relationship with management.” - DABR task force Interviewee

“At times in the workplace I feel like I have to exhibit professionalism above and beyond my counterparts.” - DABR task force Interviewee

Black workers are twice as likely as Asian workers and four times as likely as White workers to report experiencing racial discrimination in major decisions at work places in Canada.

A study of over 700 Canadian women and men of colour, looked at Emotional Tax—which is the combination of feeling different from peers at work because of gender, race, and/or ethnicity, being on guard to experiences of bias, and the associated effects on health, well-being, and ability to thrive at work. A key part of emotional tax is being “on guard”—anticipating and consciously preparing for potential bias or discrimination (see Interim Report section 2.4.4. for further details).

Workplace issues featured prominently in the Interview and Online Survey responses. This comes as no surprise as most people will spend significant portions of the day in their places of work. It is important to provide some details on the issues faced and reported by those who live or work in Newmarket as it relates to discrimination in the workplace. These lived experiences in Newmarket workplaces, gathered from responses & reports, are summarized (non-exhaustively) below as follows:

1. Bad treatment of Black employees and other minorities in the workplace in both overtly racist ways and in the form of microaggressions.
2. Black employees are not subject to the same rules. They are subjected to greater surveillance and enforcement in the workplace.
3. Other employees are not willing to assist Black employees in the workplace. In some cases this can take the form of ‘withholding enabling knowledge’ i.e. knowledge required for optimal job performance.
4. Issues with training and proper mentorship pathways because of personality, cultural or other clashes (whether real or perceived).
5. Longer ‘mentorship’ programs suggesting greater need for training for Black employees.
6. Use of racial slurs in the workplace.
7. Black individuals are not accorded the same levels of respect when placed in positions of authority.
8. Being sidelined for positions which involve interaction with White persons.
9. Passed over for promotion while serving in a role that has higher responsibilities for several years or even when more skilled and/or qualified.
10. The unquestioned application of bias and derogatory stereotypes as it relates to Black individuals. For example, assuming the Black individuals are uneducated or less skilled/qualified than their counterparts.
11. Equating accent with incompetence - from all levels of society including professional organizations.
12. Being dismissive of the ideas, knowledge, and suggestions of Black employees based on conscious or unconscious bias. Discounting ideas of Black employees but embracing or taking credit for them when the same ideas are proposed by others.
13. Behaving in ways to undermine the perceived competence of Black employees either unconsciously or maliciously.
14. Bringing frivolous complaints against Black employees without first communicating with the person about the problem or issue.

The above issues only underscore the need for sensitization training at workplaces. The application of bias in the interpretation of the performance of Black individuals can hinder their professional advancement. Such grievances have been aired during the life of DABR task force in external discussions which were shared with the task force in diverse areas from Policing to Board appointments. While the DABR task force cannot give definitive explanations for undesired outcomes in the workplace for Black persons, we are cautioning that some of these can be due to the cumulative lived experiences of individuals. Weaponized stereotypes of the 'angry Black man/woman' or of Black individuals being 'lazy' are sometimes circulated (at times in implied or indirect ways) in workplaces without challenge. This despite the fact the Black and other racialized persons represent a high proportion in some frontline and manual labour intensive job roles.

COVID-19 safety protocols hindered much of the direct interactions with local business and organization heads as part of the DABR task force's mandate. In keeping with the importance of these issues to the wellbeing of the Black community, it would be prudent to revisit such engagement. As it relates to workplace issues facing the Black community in Newmarket, the DABR task force is recommending the following:

1. The Interim and Final Reports of the DABR task force should be shared with Commerce leadership for potential circulation among its members.
2. Revisit the idea of having direct engagement with local businesses concerning issues facing the Black community once the COVID-19 restrictions have been lifted.
3. Make this report generally available to local businesses.

10. INCOME INEQUALITY AND DISPARITY

Income inequality creates an environment and society that is divided by those who have the means to thrive and those who do not. When people are experiencing income inequality, it is very difficult to increase their earnings, as that inequality contributes to further barriers to economic growth.

Employment

Canadians who are visible minorities are more likely to be discriminated against for employment than those in the United States¹⁵. More specifically, Black individuals in Newmarket are almost twice as likely to be unemployed compared to non-visible minorities. Black individuals also have a lower average income¹⁶. Creating equal opportunities for job seekers is crucial for all organizations.

Financial Management

¹⁵ <https://globalnews.ca/news/5424465/discriminatory-hiring-practices-canada/>

¹⁶ 2017 Census

Obtaining sound financial advice is crucial for many, and is often available only to those who can afford to pay for it. Newcomers to Canada, racialized groups and people in poverty require access to debt-management strategies, assistance in accessing benefits, as well as advice on how to increase their income.

Based on our findings, it is recommended that the TON do the following:

1. Encourage all businesses and organizations in Newmarket to utilize a Racial Equity Tool in hiring and in their workplaces, and mandate the tool for hiring within the Town
2. Facilitate free career-based mentorship programs and information sessions for youth and job-seekers
3. Collaborate with Black-focused organizations to host job fairs, workshops, networking opportunities, resume development and mentorship programs
4. Develop a Youth Leadership Development Committee whose focus is to work with youth to develop a pipeline of future leaders
5. Find creative ways to address income inequality
6. Since high housing prices are a major barrier to income equality, continue to create affordable housing (i.e. 62 Bayview Parkway) using an equity lens.
7. Review Town regulations that may stifle economic opportunities for some groups
8. Provide free financial advice workshops and counselling sessions with varying topics (and also a robust marketing plan to get the word out about these workshops and sessions).

11. SUPPORT FOR BLACK OWNED BUSINESS

“I would love to see the Town of Newmarket invest in Black-owned businesses. It would be fantastic to see a ‘Black Wall Street’ develop within Newmarket and promote economic prosperity of BIPOC people.” - DABR task force Interviewee

With global protests following the murder of George Floyd, many persons were shocked to learn about the tragic history of the devastation of Black Wall Street in the United States. We also pause to reflect on the destruction of Africville in Halifax, Canada. Historical impacts to Black enterprises need to be kept in mind as we give account of current measures to assist Black-owned businesses. For example, the current situation with ‘Little Jamaica’ in Toronto speaks to the largest concentration of Black-owned businesses in Canada being disrupted by the Eglinton Crosstown rail line construction since 2011 and whose opening has been delayed yet again to 2022. Approximately 140 businesses in the area have closed.

Newmarket is becoming home for more small Black-owned businesses, from restaurants to educational agencies, to recreational complexes and more. It is imperative for the Town to continue to support these businesses in various ways. The Ujamaa Marketplace presented by NACCA is a good example of this support.

It is recommended that the Town:

1. Create a section of TON's website for a Black-owned Business directory (and work to get the word out so businesses can submit their information)
2. Partner with Black-owned businesses recreationally on summer camp programs, sports programs and workshops, and other programs run through the Town's Recreation and Culture department
3. Review ways in which the Town currently supports small businesses and new businesses to ensure that they are inclusive and expand those supports to further support Black-owned businesses/start-ups
4. Dedicate a percentage of TON supplier and vendor procurement contracts to Black-owned businesses
5. In keeping with TON's intent to dismantle anti-Black racism, recommend that bidders under Requests for Proposal have endorsement letters from recognized Black community leaders or Black-lead organizations or organizations serving Black communities with whom the bidding firm has worked with on projects of similar scope.

12. BLACK LEADERSHIP

Stats Can published a study entitled Diversity Among Board Directors and Officers: Exploratory Estimates on Family, Work and Income by Léa-Maude Longpré-Verret and Elizabeth Richards11F0019M No. 462 - which was released on May 18, 2021.¹⁷

The diversity it reflected was largely gender based. However, in its report it included the following:

Starting in 2020, Canada has broadened disclosure requirements on board diversity for publicly traded corporations beyond gender, mandating businesses to report on each of the four employment equity groups (i.e., women, visible minorities, Indigenous peoples and persons with disabilities) through new requirements introduced to the Canada Business Corporations Act in Bill C-25. Note Preliminary data demonstrate the extent to which these key groups are underrepresented on boards (Osler 2020). For example, among the 2,000 board positions analyzed by Osler, there were seven Indigenous board directors and six board directors with a disability, while visible minorities held 5.5% of board seats. Diversity Leads (2020) also underscores disparities, showing that racialized persons represent 10.4% of board directors in Canada, ranging from 4.5% in the corporate sector to 14.6% for universities and colleges, along with highlighting the deep underrepresentation of Black individuals on corporate boards.

BLACK LEADERSHIP IN NEWMARKET

¹⁷ <https://www150.statcan.gc.ca/n1/pub/11f0019m/11f0019m2021005-eng.htm>

How reflective of the Newmarket community is Black board representation on Corporate and Voluntary boards in Newmarket? At first glance, it seems to mirror the statistics conducted by the Ted Rogers School of Management's Diversity Institute, Ryerson University.¹⁸

Their study confirmed:

... that Black leaders are deeply underrepresented on boards across Canada and are even outnumbered by other racialized groups, highlighting a need to continue tracking this population as a distinct group. For example, Black individuals hold only 3.6% of all board positions in Toronto despite comprising 7.5% of the Greater Toronto Area population. The picture of Black representation on corporate boards in particular is even bleaker, where only 0.3% of board members are Black.

Recommendations to increase Black Leadership on Boards:

1. Boards should reflect an understanding of Bill C-25.¹⁹
2. Boards should review their recruitment processes and set accountability frameworks.
3. Apply a cultural awareness lens to the recruitment process and be intentional in its recruitment of members of the Black community bearing in mind the fact that who the recruiters are play an important role in unfair and discriminatory hiring practices:
 - i. There is the experience of a Black woman being asked how she deals with persons from diverse backgrounds. Her response to the largely White field of interviewers was that she did not see colour. All interviewers except for the only Black interviewer in the room used that response as the reason not to hire her. The Black interviewer's attempts to explain the reason why that should not be used and why its application was in fact racist resulted in microaggressions and an increased feeling of unbelonging to the only person on the board who publicly identified as Black leading to that Black interviewer's resignation from the Board. It should be noted that the question was not one of the usual questions asked of applicants.
4. Boards should initiate policies that set out the procedure to report anti-Black racism on Boards and require their Executive Directors or operations lead to also implement policies and procedures that report anti-Black racism within the

¹⁸ https://www.ryerson.ca/diversity/reports/DiversityLeads_2020_Canada.pdf
https://www.ryerson.ca/diversity/Presentations/DL2020_Slides.pdf

¹⁹https://lop.parl.ca/sites/PublicWebsite/default/en_CA/ResearchPublications/LegislativeSummaries/421C25E; Bill C-25 expanded in 2020 to include the disclosure on Boards of: Racialized persons, Indigenous peoples, Persons with disabilities.

organization; these should include internal and external reporting frameworks and steps.

5. Implement mandatory training and policies on Anti-Black racism not only EDI policies, reflecting an understanding of the distinction in both policies and the need to move from performative allyship to effective allyship. Embed such training into risk assessment and governance policies. Boards should include training on how systemic racism operates including the application of microaggressions; cultural stereotyping; White fragility.
6. While the TON may not be able to direct Boards to take this step, it can lead by example.

CONCLUSION

At the forefront, we fundamentally recognize that the dismantling of anti-Black racism is critically important to ensuring the harmony and prosperity of the Canadian way of life. A year of directed work by the DABR task force serves as a solid launching pad for increased accountability within the community of Newmarket with respect to dismantling anti-Black racism. The DABR task force has done its best to reflect and convey the issues being faced by the Black community. In this respect, we hope that 'hearing' the voices of the community, which have seeded many of the recommendations herein, will facilitate a healing process for those adversely affected by anti-Black racism as well as promote confidence in our democratic institutions.

The future work to be undertaken will require a commitment to confront issues which may be uncomfortable. We believe that there is and has been a concerted drive 'to do better'. Collaboration between the TON and other community entities and leadership organizations is vital to this work. Consequently, the TON has a special role to play in its leadership, voice, and influence - even for areas outside of its direct jurisdiction. This particularly applies to two of the 'hotbed' community issues, namely those of policing and the formal education system.

Newmarket is an extraordinary community with extraordinary potential. We look to our leaders to act with urgency and courage. We acknowledge and laud the good work that has already been done through partnerships with community organizations, active allyship, financial assistance, and many forms of intangible support. The work to confront, tackle and dismantle anti-Black racism is an ongoing one. To come, are the efforts from all segments of the community as we collectively seek to build a harmonious space where all are welcomed, acknowledged, respected and loved.

DEFINITION OF KEY CONCEPTS²⁰

Ableism

Ableism is the discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. At its heart, ableism is rooted in the assumption that disabled people require ‘fixing’ and defines people by their disability. Like racism and sexism, ableism classifies entire groups of people as ‘less than,’ and includes harmful stereotypes, misconceptions, and generalizations of people with disabilities.

African Canadians / Afro-Descendant / Black Canadians / Black people

The terms African Canadians, Black Canadians, Afro-Descendant and Black people are used interchangeably to refer to all people of sub-Saharan African ancestry residing in Canada, regardless of whether they arrived in Canada directly from their ancestral homeland on the continent of Africa or from other parts of the world. These terms include all people of African descent residing in Canada, regardless of their citizenship status.

Anti-Black racism

Anti-Black racism is prejudice, attitudes, beliefs, stereotyping, and discrimination directed at people of African descent and rooted in their unique history and experience of enslavement. Anti-Black racism is deeply entrenched in Canadian institutions, policies, and practices, such that anti-Black racism is either functionally normalized or rendered invisible to the larger White society. Anti-Black racism is manifested in the legacy of the current social, economic, and political marginalization of African Canadians in society as evidenced by the lack of opportunities, lower socioeconomic status, higher unemployment, significant poverty rates, and overrepresentation in the criminal justice system.

BIPOC

Acronym for Black, Indigenous, People of Colour. This term originates from a recognition that not all people of colour face the same levels of discrimination and directed racism.

Cultural safety

The goal of cultural safety is for all people to feel respected and safe when they interact with various systems. Culturally safe environments are spiritually, socially, emotionally, and physically safe; where there is no assault, challenge, or denial of their identity, of who

²⁰ Source used but with additional terms and definitions included by the DABR task force: Turner, T., & Barnes, Y. (2021, May 8). *Dismantling anti-black racism strategy: Creating anti-racist and Black-affirming learning and working environments*. Retrieved November 1, 2021, from <https://www2.yrdsb.ca/sites/default/files/2021-03/ABR-STRATEGY-Part1.pdf>.

they are and what they need. It is about shared respect, shared meaning, shared knowledge, and the experience of learning together.

Culturally safe practices include actions that recognize and respect the cultural identities of others and safely meet their needs, expectations, and rights. Alternatively, culturally unsafe practices are those that “diminish, demean or disempower the cultural identity and well-being of an individual.”

An important principle of cultural safety is focusing on one’s own culture and its influence on how one thinks, feels, and behaves, rather than on what makes someone else different. Cultural safety is primarily about examining one’s own cultural identities and attitudes, and being open-minded and flexible in one’s attitudes toward people from cultures other than one’s own.

Discrimination

Treating someone unfairly by imposing a burden on them, or denying them a privilege, benefit, or opportunity enjoyed by others, because of their race, citizenship, family status, disability, sex, or other personal characteristics.

Equity (in workplace)

The workforce of a jurisdiction reflects the diversity of its residents, including across the breadth (functions and departments) and depth (hierarchy) of government.

Ideological racism

Any oppressive system has at its core the idea that one group is better than another and has the right to control other groups. This ideology describes the dominant group as more intelligent, harder working, more capable, more deserving, superior, and so on. The opposite qualities are attributed to other groups. White supremacy is the ideology that created and reinforces anti-Black racism.

Interpersonal racism

Interpersonal racism occurs between individuals. Once private beliefs come into interactions with others, racism enters the interpersonal realm. Examples include public expressions of racial prejudice, hate, bias, and bigotry between individuals. Interpersonal and institutional racism function both independently and in concert.

Intersectionality

Intersectionality acknowledges the ways in which people’s lives are shaped by their multiple and overlapping identities and social locations, which, together, can produce a unique and distinct experience for that individual or group, for example, creating additional

barriers or opportunities. In the context of race, this means recognizing the ways in which people's experiences of racism or privilege, including within any one racialized group, may differ and vary depending on the individual's or group's additional overlapping (or "intersecting") social identities, such as ethnicity, Indigenous identification, experiences with colonialism, religion, gender, citizenship, socio-economic status, or sexual orientation.

Marginalization

A long-term, structural process of systemic discrimination that creates a class of disadvantaged minorities. These groups become permanently confined to the margins of society; their status is continually reproduced because of the various dimensions of exclusion, particularly in the labour market, but it also prevents their full and meaningful participation in society.

Microaggression

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Oppression

Systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value while others have ready access.

Race

Race is a "social construct." This means that society forms ideas of race based on geographic, historical, political, economic, social, and cultural factors, as well as physical traits, even though none of these can legitimately be used to classify groups of people.

Racialization

The process through which groups come to be socially constructed as races, based on characteristics such as ethnicity, language, economics, religion, culture, and politics.

Racialized people

The term "racialized people" is used in place of the term "visible minority," which is used by Statistics Canada and the Government of Canada. This definition includes those who self-identify as South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean, Japanese, mixed race, and others who identify as non-White and non-Indigenous.

Racial equity

Racial equity is defined as the elimination of racial disproportionalities so that race can no longer be used to predict one's outcomes in life.

Achieving racial equity includes working to address the root causes of these inequities, not just their manifestation. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Racial literacy

In the context of the education system, racial literacy refers to the capacity of those in the school community to understand the ways in which race and racism work in society. It also involves having the language, skills, and confidence to use that knowledge in teaching practice.

Culturally responsive pedagogy is the by-product of racial literacy, beginning only with an individual's ability to knowledgeably reflect upon and conceptualize race.

Racial microaggressions

Racial microaggressions are everyday insults, indignities, and demeaning messages sent to racialized people by well-intentioned people who are unaware of the hidden messages they are sending.

Racism

Racism is any individual/collective action or institutional practice that treats people differently because of their skin colour or ethnicity. This distinction is often used to justify discrimination. Racism is inextricably linked to power and control.²¹

Systemic/institutional racism

Racial discrimination can happen at an institutional — or systemic — level as the result of everyday rules and structures that are not consciously intended or designed to discriminate. Patterns of behaviour, policies, or practices that are part of the structures of an organization or an entire sector can disadvantage or fail to reverse the ongoing impact and legacy of the historical disadvantages experienced by racialized persons. This means that even though you did not intend to, your “normal way of doing things” might be having a negative impact on racialized persons.

² The definition expanded to include ‘collective’ and “racism is inextricably linked to power and control”.

White fragility

White fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves in White people. This includes an outward display of emotions such as anger, fear, and guilt and behaviours such as argumentation, silence, and leaving the stress-inducing situation. These behaviours, in turn, function to reinstate White racial equilibrium by centering the feelings and experiences of White people.

White privilege

The unquestioned and unearned set of advantages, entitlements, benefits, and choices bestowed upon people solely because they are White. For the most part, White people who experience such privilege do so without being conscious of it.

White supremacy

White supremacy is the ideology that White people and the ideas, thoughts, beliefs, and actions of White people are superior to racialized people and their ideas, thoughts, beliefs, and actions. While most people associate White supremacy with extremist groups like the Ku Klux Klan and neo-Nazis, White supremacy is ever-present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to White people while casting people and communities of colour as worthless, immoral, bad, inhuman, and “undeserving.” Drawing from critical race theory, the term “White supremacy” also refers to a political or socio-economic system where White people enjoy structural advantages and rights that other racial and ethnic groups do not, both at a group and individual level.