





# Markham's **Eliminating Anti-Black Racism Action Plan**

---

(2022 - 2027)



# Table of Contents

<b>Message from Mayor Frank Scarpitti .....</b>	<b>4</b>
<b>Message from Dr. Mary Anne Chambers .....</b>	<b>5</b>
<b>Message from CAO Andy Taylor .....</b>	<b>6</b>
<b>Message from Joanne Kinya Baker .....</b>	<b>7</b>
<b>Land Acknowledgment .....</b>	<b>8</b>
<b>Truth and Reconciliation .....</b>	<b>8</b>
<b>1. Introduction .....</b>	<b>9</b>
<b>2. Eliminating Anti-Black Racism Action Plan .....</b>	<b>13</b>
<b>2.1 Pillar 1: Exceptional Services by Exceptional People .....</b>	<b>16</b>
THEME 1: Service Inclusion and Accessibility for the Black Community.....	16
THEME 2: Community Engagement and Ongoing Communication with the Black Community .....	17
THEME 3: Attracting, Developing, Promoting and Retaining Black Staff.....	18
<b>2.2 PILLAR 2: Engaged, Diverse, Thriving and Vibrant City.....</b>	<b>19</b>
THEME 4: Promoting Sense of Belonging for, and Allyship with, the Black Community .....	19
THEME 5: Inclusive Leisure Facilities and Services for the Black Community .....	20
THEME 6: Entrepreneurship and Business Supports for the Black Community .....	21
<b>2.3 PILLAR 3: Safe, Sustainable and Complete Community .....</b>	<b>22</b>
THEME 7: Affordable, Accessible and Equitable Transportation, Housing, Planning and Urban Design for the Black Community .....	22
THEME 8: Safety for the Black Community .....	23
<b>2.4 PILLAR 4: Stewardship of Money and Resources .....</b>	<b>24</b>
THEME 9: Resource Allocation for Addressing Anti-Black Racism .....	24



## Message from Mayor Frank Scarpitti



As the Mayor of Canada's most multicultural city, I am deeply proud of our rich diversity. With that diversity comes great responsibility to ensure everyone feels welcome and included. Diversity is our strength and drives our community's vibrancy, success and innovation.

Here at Markham, we strive to ensure that everyone can live their best life in Markham free from barriers of racism, discrimination and access. We stand united against all forms of hate, including anti-Black racism.

I am proud that together, we have created a plan to eliminate Anti-Black Racism. This Plan is based on feedback from our Black communities and is one of many actions we are taking in support of the City's Strategy to Combat Anti-Black Racism. We must move forward to ensure that members from Markham's African, African-Canadian, African-Caribbean, Black, and Caribbean communities feel safe, and at home. We must move forward to ensure that everyone understands that anti-Black racism has no place in our society.

I would like to thank my Markham Council colleagues for supporting the City's strategic plan, *Building Markham's Future Together 2020 – 2023*, in which they committed to the update of the City of Markham's original Diversity Action Plan - *Everyone Welcome (2010 – 2019)*. Both the City's *Building Markham's Future Together* strategic plan and the City's original Diversity Action Plan are deeply embedded in the services and practices of the City of Markham and provide a strong foundation for success. I would also like to thank all community leaders and members who shared their experiences with us to create the basis of this plan. Through this new plan, we are committing to listen more, act, support and protect the Black Community.

Together, united, we are putting in place actions that ensure that Markham is a socially cohesive and inclusive community for all. I encourage the community of Markham to stand with each other as allies and to promote mutual understanding and a cohesive community – a community that is free from all forms of racism and discrimination. A community where everyone can live their best lives.



## Message from Dr. Mary Anne Chambers

### Special Advisor to the City of Markham on Anti-Black Racism



This is personal.

In 1976, as our airplane landed in Toronto bringing me, my husband, and our two young sons to Canada, the country we had chosen to make our home, I promised myself and our family that Canada would be good for us and I promised Canada that my family would be good for this country.

I cringe as I acknowledge that when the Statistics Canada 2016 Census reports that 59 percent of the population of the City of Markham are immigrants, that includes me and my husband. On the other hand, I have no problem with the fact that we are counted in the 78 percent of the population of the City of Markham that is described as racialized. In my mind there is a very important distinction to be made between the two classifications. I am Black, for sure, which classifies me as racialized. That will never change, even if I wanted it to change, which I don't. However, having chosen to make Canada our home, some 46 years ago, my family has honoured the Proverb that advises us to grow where we are planted. We became citizens as soon as we were eligible, and we consistently speak with genuine pride about being Canadian.

My heart hurt when I read the summary of responses to questions referenced in the Eliminating Anti-Black Racism Action Plan. I know we can do better than that as residents of the City of Markham. I know that because in our discussions on diversity and racism, I have experienced the genuine support and commitment of Mayor Scarpitti and the City of Markham's Council, the City's Chief Administration Officer and City Solicitor and Director of Human Resources, the City's Commissioners and senior management, that we should all feel we belong here.

My opening comment was that this is personal. I think every resident of Markham could also say this is personal for them because if we reflect on what we truly value and the quality of life we want for ourselves and our families, we would each say we want to live in a city where we have the opportunity to succeed and to contribute to our full potential. We each want the City of Markham to be good for us. The other side of that equation requires us to make the commitment that we will be good for the City.

We might have different definitions of success but the larger picture requires the realization that each of us has the ability to impact the quality of life that we all seek to enjoy. I believe we are capable of achieving that.



## Message from CAO Andy Taylor



The world is changing and the City of Markham is listening, learning and taking action.

Markham's new plan to eliminate Anti-Black Racism is embedded in the City's strategic plan - *Building Markham's Future Together*. This, by design, will ensure longevity, impact and accountability of our commitment and actions related to advancing diversity, equity, inclusion, accessibility, anti-racism and anti-discrimination initiatives. The Plan will support the City of Markham in making a real difference while improving relationships with our African, African-Canadian, African-Caribbean, Black, and Caribbean communities.

By becoming a signatory to the Canadian Coalition of Municipalities against Racism and Discrimination (now the Coalition of Inclusive Municipalities), we are committing to increasing vigilance against systemic and individual racism and discrimination, monitoring racism and discrimination more broadly, as well as taking action to address these incidents. The coalition also calls upon municipalities to support individuals facing racial discrimination and provide supportive measures for equity in the labour market, and giving citizens a voice in anti-racism initiatives and decision-making.

Through this new Plan, we aspire to renew our commitment to uphold these values. Our Black community matters and we are working towards more intentional ways to support the community.

We are committed to deepening our understanding of how we can be better and more effective allies through targeted efforts to eliminate anti-Black racism while celebrating Black excellence, and Black joy. Representation matters and we are continuing to enhance our processes to ensure that we attract and retain diverse talent at the City of Markham. We recognize that we can do better.

We take pride in being one of Canada's top employers and we know that a workplace that is rich in diversity is one that is productive, creative, and produces greater outcomes for our community and we want Markham's Black Community to see themselves in our staff teams, programs and services.

As Chief Administrative Officer, I am committed to listening, taking action and being an intentional, supportive ally and leader.



## Message from Joanne Kinya Baker

### Diversity, Equity and inclusion Specialist



#### *Ubuntu*

Ubuntu is African philosophy. When simply translated means, *I am because you are*. This philosophy is in our DNA, and encourages us to look at things from the perspective of community, unity and selflessness, where we are called to be stewards of each other, to protect and nurture each other. Ubuntu is also a belief in the universal bond of sharing that connects all humanity. I was humbled to lead this project with a fantastic team that embodied the elements of Ubuntu.

I would like to honour the stories of community members, old and young that we heard as part of creating this plan. These stories, of pain, struggle, survival, immigration, victory, creativity and joy, are the stories of Markham. What we heard was real and raw, and left an impact on all those present. I also want to express my gratitude to the community organizations who supported this work, and to the Black Elders who provided wisdom and counsel every step of the way.

The City is excited to embark on a historical journey that seeks to provide a safe space for Markham's African, African-Canadian, African-Caribbean, Black, and Caribbean communities. This journey aspires to support the needs of the Black community, while also celebrating achievements, talent and joy. The rot of racism has no place in our community, and we hope that by putting measures into place to eliminate Anti-Black Racism, the members of Markham's Black community can feel safe and proud to call this home.

I acknowledge that there is work to be done to eliminate anti-Black racism and discrimination and so, I would like to call upon the entire Markham community to come together, to support this plan through allyship, conversation and openness. I also invite the members of Markham's Black community to continue in hope and trust that the journey of a thousand miles starts with this one step.

You matter.



## Land Acknowledgment

We begin this strategic plan by sharing and acknowledging the traditional territories of Indigenous Peoples and their commitment to stewardship of the land. We acknowledge the communities in circle. The North, West, South and Eastern directions, and Haudenosaunee, Huron-Wendat, Anishnabeg, Seneca, Chippewa, and the current treaty holders Mississaugas of the Credit Peoples. We share the responsibility with the caretakers of this land to ensure the dish is never empty and to restore relationships that are based on peace, friendship, and trust. We are committed to reconciliation, partnership, and enhanced understanding.

## Truth and Reconciliation

*Aanii kina weya* – Hello Everyone  
(Anishinaabemowin)

As we begin our journey towards reconciliation, it is essential to understand what that means and how it looks. Reconciliation is more than admitting mistakes and listening alone is insufficient. It requires action, and that action can take many forms, including individually and professionally.

Reconciliation requires having a good relationship to begin with, and then striving to reconcile it. For many Indigenous Peoples, there has never been a healthy relationship. While inequalities, injustices and power imbalances still exist, we must consider this.

Through this understanding, we can begin the rebuilding of friendly relations. But most importantly, it requires love, respect, and compassion.

Now is the time to question existing beliefs and invest in strong relationships. *It's not just about the relationship between Indigenous and non-Indigenous Peoples in this country regarding reconciliation. The phrase "All My Relations" tells us that everything is interconnected. Water must be protected since it is a part of us, and we cannot harm plants or animals because we are intertwined with them; they are our medicines, teachers, guides, and sustenance. We are all related. Allow that to be a reminder to all as we embark on this journey of reconciliation.*

*Nindinawemaganidog* – All my relations  
(Anishinaabemowin)



# 1. Introduction

The City of Markham is committed to supporting African, African-Canadian, African-Caribbean, Black, and Caribbean communities, and others (from here forward referred to as “the Black community”) by taking proactive and ongoing steps to eliminate all forms of anti-Black racism. Listening and learning is an ongoing effort and must be combined with concrete actions. The Eliminating Anti-Black Racism Action Plan, developed in partnership with the Ted Rogers School of Management’s Diversity Institute, is the City’s commitment to prioritizing issues facing the Black community, reducing barriers to participation in City services and programs, and providing a welcoming and inclusive environment for all Black individuals.

The Eliminating Anti-Black Racism Action Plan supports the Black community in Markham and builds on many of the City’s existing efforts to combat anti-Black racism, including the actions proposed in the City’s Strategy to Combat Anti-Black Racism.<sup>1</sup> The City’s Strategy to Combat Anti-Black Racism outlines overarching priorities for combating anti-Black racism that the City will continue to strive toward, and the Eliminating Anti-Black Racism Action Plan builds upon these initial priorities and proposes complementary and supporting actions. As part of the City’s Strategy to Combat Anti-Black Racism, the City appointed a Special Advisor (Dr. Mary Anne Chambers) to provide advice and guidance on measures to address anti-Black racism, launched the Mayor’s Black Youth Liaison Committee,<sup>2</sup> and continues to engage with the Race Relations Committee<sup>3</sup> and other members of the Black community in Markham and beyond to foster and facilitate meaningful dialogues and develop community-oriented strategies to combat anti-Black racism. The Eliminating Anti-Black Racism Action Plan also complements the City’s eLearning module *Let’s Talk About Racism: An Introduction to Anti-Black Racism*,<sup>4</sup> which aims to educate staff and community members on anti-Black racism and its impacts.

The actions proposed in the Eliminating Anti-Black Racism Action Plan complement previous and ongoing initiatives, and the City will continue to work alongside the Black community to ensure that all services, programs, policies, and initiatives are inclusive and equitable for the Black community.

A key component of developing the Eliminating Anti-Black Racism Action Plan was hosting a series of community consultations and a City-wide survey that centered the experiences of the Black community to understand the actions we need to take to combat anti-Black racism. Members of the Black community generously shared personal accounts of anti-Black racism, giving us insight into their experiences. They voiced the need to ensure that public spaces, City services, policies, and programs are welcoming and inclusive of Black individuals, families, and communities.

The plan is anchored in a set of overarching pillars (4) that mirror the Building Markham’s Future Together strategy,<sup>5</sup> themes (9), and throughout the plan a set of goals (22), key performance indicators (22) and actions (19). The Plan rests on shared and user-friendly language to promote accessibility. The Eliminating Anti-Black Racism Action Plan further supports and reinforces the Diversity Action Plan (2022 - 2027), with many shared and complementary goals, key performance indicators, and recommended actions, and with emphasis on supporting the Black community in particular.





## Shared Understandings

Through community feedback, we heard that addressing anti-Black racism requires a City-wide understanding and recognition of the following:

- Black individuals and communities are not all the same. Eliminating anti-Black racism must recognize intersectionality and differences within the Black community.
- Eliminating anti-Black racism must address racism at all levels: in systems, policies, and practices, and between individuals.
- Efforts should acknowledge anti-Black racism in the past, address anti-Black racism in the present, and develop long-term community solutions.
- Members of the Black community should be included in City initiatives, and the City should eliminate barriers, making it easier for them to participate and share their perspectives.
- All City spaces should be inclusive and welcoming of the Black community.



We know that we have a lot of work ahead of us, and we are committed to this work. Findings from our survey<sup>6</sup> highlight that, among those surveyed, most have experienced anti-Black racism and expressed an absence of support from the community and the City:

Figure 1: I have experienced anti-Black racism in Markham

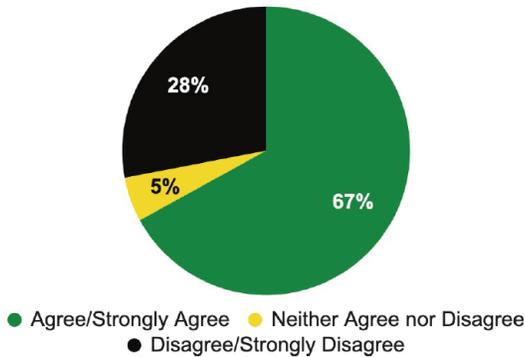


Figure 2: Other communities are allies to the Black community

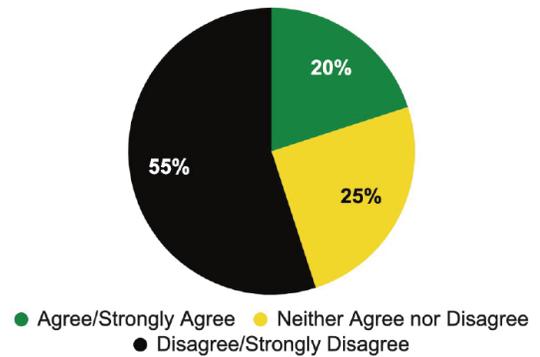


Figure 3: The City regularly seeks feedback from the Black community on policies, programs, and initiatives

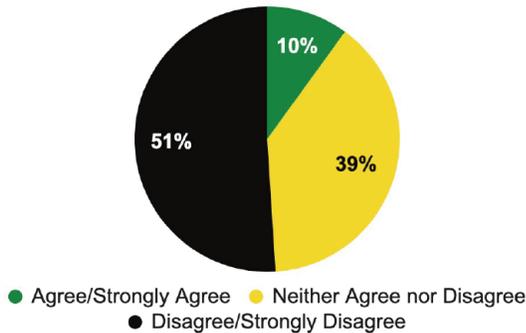
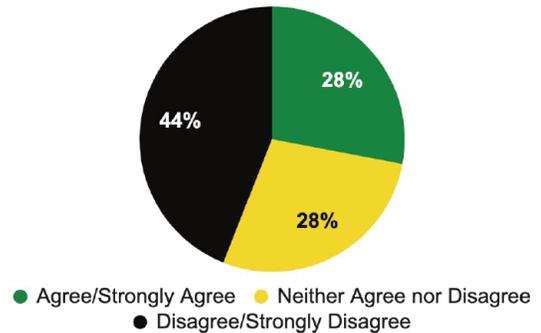


Figure 4: The City provides opportunities for all individuals to learn about Black history and culture

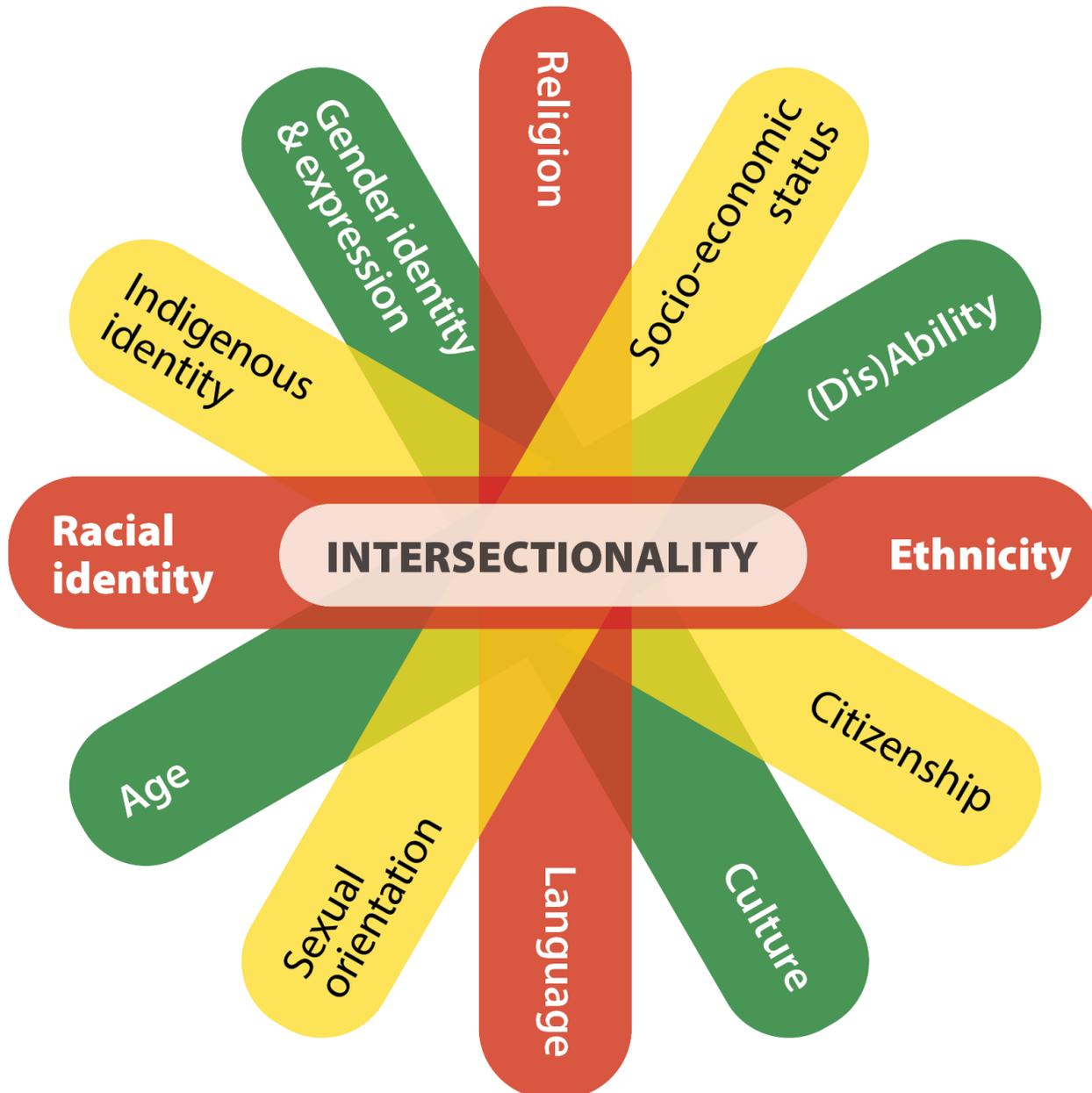


Using the feedback from Black community members in Markham, we have developed a plan that prioritizes the Black community's needs. The plan is intended to embed the needs of the Black community in City efforts, and therefore it will grow and evolve over time alongside the needs of the Black community.



## Intersectionality

The concept of intersectionality is embedded throughout the Plan. We recognize that the Black community is diverse, and members of the Black community may have intersecting forms of identity related to ability, age, citizenship, culture, ethnicity, gender identity and expression, Indigenous identity, language, racial identity, religion, sexual orientation and expression, socio-economic status, and others that inform their lived experiences.



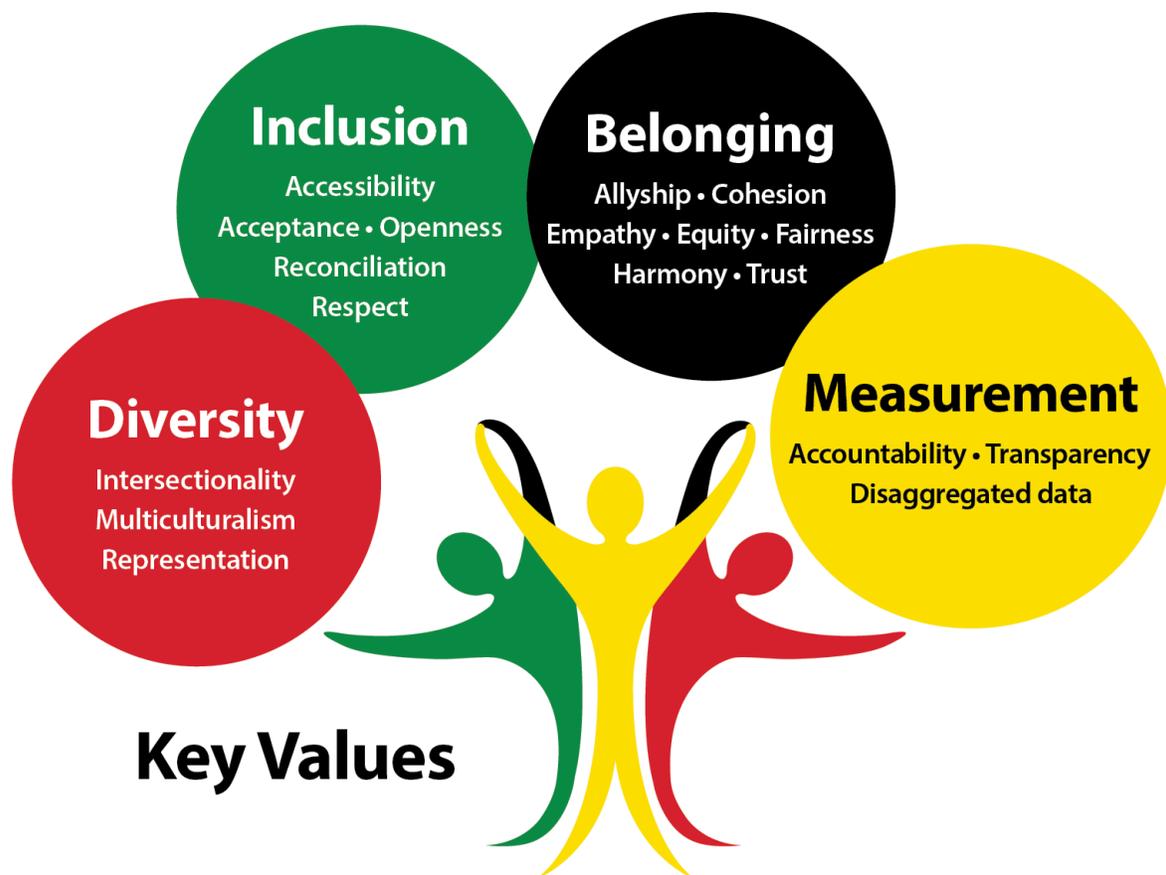
Graphic adapted from the Government of Canada [Introduction to GBA Plus](#)



## 2. Eliminating Anti-Black Racism Action Plan

### Our Shared Values

An equitable and inclusive City starts with a set of shared values that City Councillors and staff use when making decisions and that all residents can rely on when engaging with each other. A common set of values is needed to make sure that everyone feels welcome and heard in Markham. During the consultation process, Markham residents, including those from the Black community, highlighted the key values that are central to City decision-making and interactions among individuals and communities. The shared values are in groupings of diversity, inclusion, belonging and measurement.



### Diversity

- **Intersectionality:** Coined by Kimberlé Crenshaw, who stated that intersectionality refers to “the various ways in which race and gender interact to shape the multiple dimensions of Black women’s employment experiences.”<sup>7</sup> When applied more broadly, intersectionality refers to overlapping and intersecting forms of inequality, often creating unique experiences.<sup>8</sup>
- **Multiculturalism:** The existence and celebration of cultural diversity<sup>9</sup> and people from diverse backgrounds and identities within a community.
- **Representation:** Recognizing and including the voices, perspectives, and opinions of individuals from different abilities, ages, citizenships, ethnicities and cultures, gender identities and expressions, Indigenous identities, languages, racial identities, religions, sexual orientations and expressions, socioeconomic statuses, and others.



## Inclusion

- **Accessibility:** The design and delivery of products, devices, services, facilities and environments that are inclusive for people with disabilities.<sup>10</sup>
- **Acceptance:** Recognizing and understanding that each individual is unique – moving beyond “tolerance,” acceptance embraces diversity and difference related to abilities, ages, citizenships, ethnicities, gender identities and expressions, races, religions, sexual orientations and expressions, socio-economic differences, and others.<sup>11</sup>
- **Openness:** A willingness to accept and embrace all individuals, as well as new ideas, perspectives, and experiences.
- **Reconciliation:** According to The Truth and Reconciliation Commission, reconciliation involves “repairing damaged trust by making apologies, providing individual and collective reparations, and following through with concrete actions that demonstrate real societal change.”<sup>12</sup>
- **Respect:** When individuals and their perspectives are valued and individuals can be their whole, authentic selves without fear of discrimination or harassment.<sup>13</sup>

## Belonging

- **Allyship:** An ongoing process and commitment in which a person in a position of privilege and power operates in solidarity with a marginalized group. It is the act of continuously acknowledging privilege and supporting marginalized communities.<sup>14</sup>
- **Cohesion:** Connectedness, solidarity, and senses of belonging among members of the community.<sup>15</sup>
- **Empathy:** The ability to listen and understand another person’s perspectives and emotions without judgement and to identify with what another person is feeling.<sup>16</sup>
- **Equity:** Unlike equality that treats everyone the same, equity recognizes the diverse needs of individuals/groups and honours and accommodates these specific needs to ensure that everyone is able participate, perform, and engage to the same extent.<sup>17</sup>
- **Fairness:** Treatment and opportunities free from bias and discrimination.
- **Harmony:** Where all individuals and communities live together peacefully.
- **Trust:** Safe and respectful relationships and environments.

## Measurement

- **Accountability:** Taking responsibility for actions, commitments, and decisions, especially those affecting members of the community.
- **Transparency:** Ensuring that actions, commitments, and decision-making processes are documented, understandable, and accessible to all members of the community.
- **Disaggregated Data:** Data that is broken down to analyze different demographic groups.<sup>18</sup> An example of this would be analyzing data on service usage by age, disability, gender, ethnicity, race, religion, ethnicity, disability, or other factors.



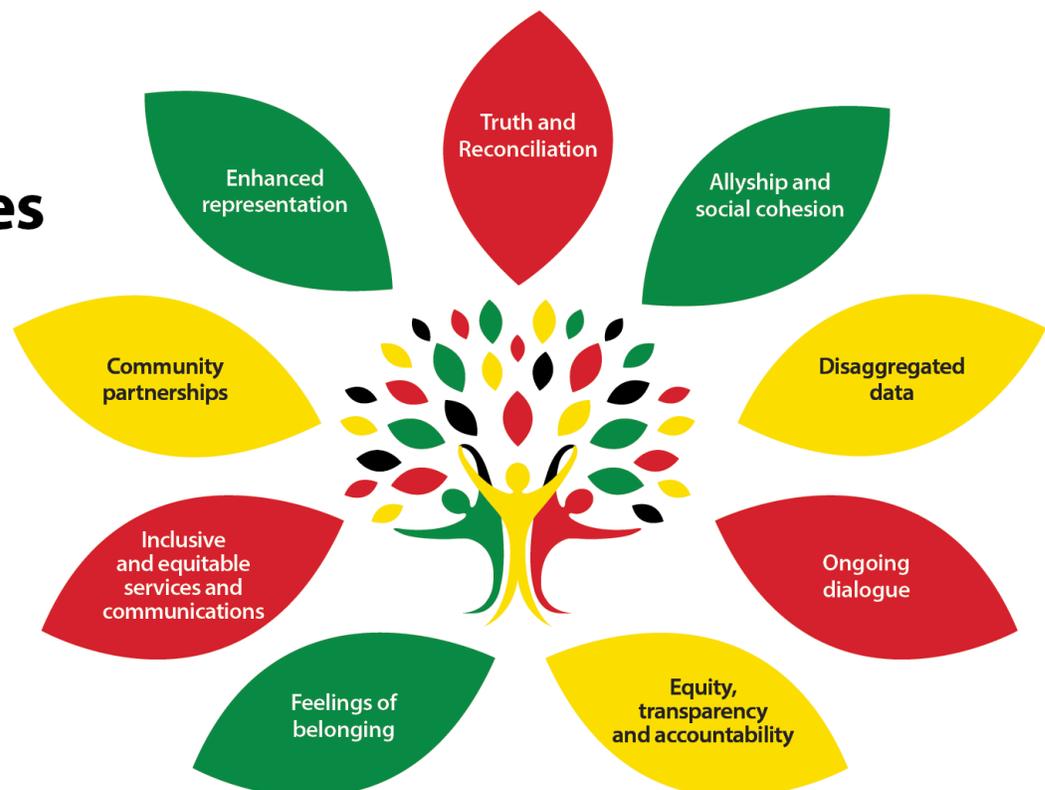
## Guiding Principles

While the City's activities may change over time as the needs of its communities evolve, it is intended that City activities remain grounded in the following guiding principles arising from the community consultations, including consultations with the Black community. The guiding principles are the City's overarching goals and commitments that we aim to achieve when we take action for diversity, equity, inclusion, accessibility, anti-racism, and anti-discrimination.

### The City of Markham's guiding principles are to:

- Uphold the City's efforts and ongoing commitment to **Truth and Reconciliation** and ensure accountability in efforts and actions. (Key values: Accountability, Equity, Inclusion, Reconciliation, Respect, Trust)
- Build **connections among communities and individuals**, promote open dialogue, and encourage them to stand up for and support each other. (Key values: Accessibility, Allyship, Cohesion, Empathy, Equity, Fairness, Inclusion, Openness, Reconciliation, Trust)
- Ensure people feel like **they belong in the City**. This includes ensuring inclusive and equitable distribution of, and access to, services and inclusive communications that engage everyone in the City. (Key values: Accessibility, Equity, Fairness, Harmony, Inclusion, Reconciliation, Trust)
- Increase **representation of diverse and equity-deserving groups** in all City initiatives. Ensure that the people who work for the City are reflective of the people who live in Markham, and that City initiatives include people of all backgrounds, especially of equity-deserving groups. (Key values: Diversity, Multiculturalism, Representation)
- Promote **strong relationships with partners** across the City and beyond. Ensure the City shares what they are doing, listens to what others have to say, and helps people to understand what it means to be diverse, equitable, inclusive, and accessible. (Key values: Accessibility, Fairness, Inclusion, Representation, Reconciliation, Trust)
- Promote **openness, honesty, and accountability** in what the City does. Collect information and **disaggregated data** on people's diverse experiences to understand what is working well and what needs to change. (Key values: Disaggregated data, Accountability, Transparency)

## Guiding Principles





## 2.1 PILLAR 1: Exceptional Services by Exceptional People

*"We embrace a bold and innovative culture that empowers and inspires excellent services within a collaborative and healthy work environment."* (Derived from BMFT 2020 - 2023)

### THEME 1: Service Inclusion and Accessibility for the Black Community

Through community feedback, we understand the importance of equitable, inclusive, and accessible services for the Black community. This includes providing services that are affordable, specific, and welcoming to the Black community.



#### Goals

1. Develop and expand City-wide services and policies that are accessible, affordable, equitable, and inclusive of the Black community.

#### Key Performance Indicators

- Reduced barriers to service usage among the Black community and increased satisfaction in service accessibility, affordability, equitability and inclusion.

#### Recommended Actions

- **Ensure services are affordable, accessible, inclusive, and welcoming of the Black community.**
  - Use disaggregated data to understand and monitor barriers to service access and usage among the Black community
  - Enhance awareness and knowledge and provide regular training on anti-Black racism, cultural awareness, and microaggressions for Council members and their staff, employees at all levels, volunteers, and contractors
- **Develop a policy addressing anti-Black racism and review other City policies, services, and programs using an anti-Black racism lens.**



## THEME 2: Community Engagement and Ongoing Communication with the Black Community

The community shared a need for the City to regularly and meaningfully consult the Black community on City initiatives, programs, and policies. Ongoing, open dialogue and follow-up on feedback from the Black community is also important to make sure community perspectives are heard. We also heard the importance of using a variety of methods to engage the Black community, and to ensure that communications in general are inclusive of the Black community.

### Goals

1. Improve ongoing, open dialogue and feedback loops between the City and the Black community.
2. Ensure City communications are targeted to the Black community and that communication efforts are inclusive and representative of the Black community.



### Key Performance Indicators

- Increased frequency of dialogue between the City and the Black community and continuous follow-up.
- Increased satisfaction with City-wide communications among the Black community.

### Recommended Actions

- **Ensure the perspectives of the Black community are included in decision-making, and seek regular input and feedback on City initiatives from the Black community.**
  - Use surveys, consultations, and leverage partnerships with community organizations and existing councils and committees supporting the Black community
  - Engage with the Black community both online and in person through gatherings at local hubs
  - Develop systems for reporting on anti-Black racism and follow up on concerns
  - Ensure input and feedback from the Black community is followed up on
- **Ensure that, when invited, City staff sit in on dialogues hosted by the Black community and make meaningful efforts to be engaged.**
- **Share City communications through channels used by the Black community, highlight initiatives hosted by the Black community, and use inclusive imagery that represents the Black community.**



## THEME 3: Attracting, Developing, Promoting and Retaining Black Staff

The Black community shared the desire to see themselves reflected in City staff, service provider, and leadership roles. We heard the need to develop strategies for employment opportunities that are inclusive of the Black community, including embedding an anti-Black racism lens within City recruitment, hiring, development, promotion, and retention strategies. We also heard the importance of service providers, City staff, and City leaders being committed to eliminating anti-Black racism in their work.

### Goals

1. Support the Black community through inclusive recruiting, hiring, developing, promoting, and retaining strategies.
2. Create inclusive working environments for all City staff from the Black community.
3. Apply an anti-Black racism lens to the work of all City staff.

### Key Performance Indicators

- Reduced barriers to City staff and leadership positions among the Black community.
- High engagement rates and reported feelings of inclusion among City staff from the Black community.
- Enhanced knowledge of anti-Black racism and commitment to supporting the Black community among all City staff.



### Recommended Actions

- **Reduce barriers to City staff positions and develop strategies for recruiting, hiring, developing, promoting, and retaining Black staff.**
  - Eliminate racial bias in job postings and recruitment strategies
  - Engage community organizations supporting the Black community in recruitment
  - Provide professional development opportunities for staff from the Black community
  - Engage Black youth and students in internship and employment opportunities
  - Enhance transparency around salaries
  - Enhance workplace inclusion and feelings of belonging



## 2.2 PILLAR 2: Engaged, Diverse, Thriving and Vibrant City

*"We are an inclusive city, engaging everyone in building a livable, caring and culturally vibrant community while respecting our past. We enable a strong economy, we proactively work to attract investment in our community and we effectively manage change to meet future needs."* (Derived from BMFT 2020 – 2023)

### THEME 4: Promoting Sense of Belonging for, and Allyship with, the Black Community

It is essential that the Black community feels welcome, respected, and a sense of belonging in all City spaces. We heard the importance of the City meaningfully listening to the stories and experiences of the Black community and the need to promote connections and understanding between the Black community and other communities in Markham. We heard the importance of celebrating the Black community in all its diversity, as well as raising awareness of anti-Black racism.

#### Goals

1. Increase City-wide awareness of anti-Black racism and its impacts.
2. Ensure allyship and mutual respect between the Black community and other communities in the City.
3. Celebrate and empower the Black community in Markham.

#### Key Performance Indicators

- Enhanced feelings of belonging among the Black community.
- Strengthened relationships between the Black community and other communities in Markham.
- Increased satisfaction with City educational and celebratory initiatives and events among the Black community.

Recommended Actions
<ul style="list-style-type: none"> <li>• Host City-wide educational efforts on anti-Black racism, cultural awareness, and microaggressions using local libraries and cultural centres, and in partnership with organizations and schools.</li> </ul>
<ul style="list-style-type: none"> <li>• Promote opportunities for dialogue between the Black community and other communities in Markham, as well as dialogue within the Black community.                             <ul style="list-style-type: none"> <li>• Develop partnerships with regional and community-specific organizations to better understand the needs of the Black community.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Ensure all spaces are welcoming of the Black community, and facilitate opportunities for the Black community to get together.</li> </ul>
<ul style="list-style-type: none"> <li>• Host events and initiatives that meaningfully incorporate and celebrate Black history, Black culture, and Black excellence with efforts for intersectional representation. Encourage all communities to participate in events hosted by the Black community.</li> </ul>



## THEME 5: Inclusive Leisure Facilities and Services for the Black Community

We heard the importance of inclusive and welcoming leisure programs (including arts and culture, recreation, sports, libraries, parks, playgrounds, and trails) for the Black community. The importance of offering programs that are accessible, affordable, equitable, inclusive and welcoming to Black children, families, and communities was also shared. The Black community further shared the importance of including Black artists, designers, and planners in City planning and design so that City spaces reflect the Black community.

### Goals

1. Ensure leisure services and programming are accessible, affordable, equitable, inclusive and welcoming of the Black community.
2. Ensure program providers reflect the Black community and are trained in anti-Black racism.
3. Ensure art and design in public spaces is inclusive and reflective of the Black community.

### Key Performance Indicators

- Increased satisfaction in accessibility, affordability, and inclusiveness of leisure services and programs for the Black community.
- Provision of regular training for program providers and increased knowledge of anti-Black racism among program providers.
- Regular engagement of local Black artists and vendors in City design and events.



### Recommended Actions

- **Review leisure services using an anti-Black racism lens.**
  - Increase awareness of existing supports for leisure services and programs for Black individuals and families
  - Provide leisure programs specific to the Black community, where possible
  - Promote a sense of belonging in leisure services among the Black community
  - Continuously review leisure provisions to ensure they are equitable, affordable, accessible, and inclusive of the Black community
  - Provide training on anti-Black racism, cultural awareness, microaggressions and unconscious bias for leisure service providers
- **Engage local Black creatives, designers, artists, and urban planners in the design and aesthetic of public spaces.**



## THEME 6: Entrepreneurship and Business Supports for the Black Community

Community feedback highlighted the need for existing programs to support Black business owners and Black entrepreneurs in all their diversity. This includes ensuring that an anti-Black racism lens is applied to entrepreneurship and business support efforts. Community feedback also highlighted the need for financial support for Black businesses and entrepreneurs, as well as sharing existing grants and opportunities to strengthen Black business and entrepreneurial communities.

### Goals

1. Ensure that Black business owners and entrepreneurs are supported and able to thrive.
2. Provide inclusive programs and opportunities to support Black entrepreneurs and business owners.
3. Provide funding for Black entrepreneurs and business owners and enhance awareness of existing supports.



### Key Performance Indicators

- Enhanced growth and successes of Black entrepreneurs and businesses owned by Black people.
- Increased satisfaction with entrepreneurship and small business support among the Black community.
- Increased funding for Black entrepreneurs and business owners and enhanced awareness of financial supports.

### Recommended Actions

- **Support Black entrepreneurs and Black business owners.**
  - Support business hubs for Black entrepreneurs and business owners and diverse marketplaces where the Black community feels welcome to establish shops and sell goods
  - Promote awareness of Black-owned businesses, including providing business directories highlighting Black-owned businesses
  - Provide specific programming, internship, mentorship, and sponsorship opportunities for Black entrepreneurs, Black business owners, and Black youth
  - Provide specific funding opportunities for Black business owners and entrepreneurs and share existing grants and supports



## 2.3 PILLAR 3: Safe, Sustainable and Complete Community

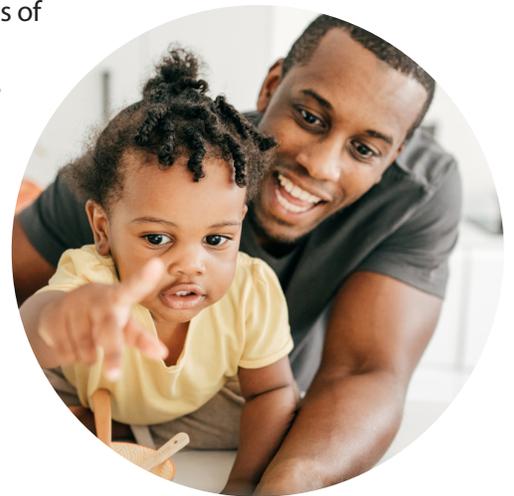
*"We strive to achieve complete communities with an excellent quality of life. We ensure community safety and enhance the natural environment and built form through sustainable integrated planning, infrastructure management, and services."* (Derived from BMFT 2020 - 2023)

### THEME 7: Affordable, Accessible and Equitable Transportation, Housing, Planning and Urban Design for the Black Community

The Black community shared the importance of housing and transportation that is affordable, accessible, and meets the needs of the community. City-wide planning efforts should include an anti-Black racism lens and ensure that barriers to affordable housing and transportation for the Black community are reduced.

#### Goals

1. Ensure availability of varied and affordable housing options to meet the needs of the Black community.
2. Ensure affordable, widely available, and accessible transportation to meet the needs of the Black community.
3. Apply an anti-Black racism lens to planning and ensure that planning is intentional in incorporating the input and needs of the Black community.



#### Key Performance Indicators

- Reduced barriers to availability of varied and affordable housing for the Black community.
- Reduced barriers to affordable, widely available, and accessible transportation among the Black community.
- Increased satisfaction with City-wide planning among the Black community.

#### Recommended Actions

- Implement policy frameworks to support the development of affordable and varied housing options near City amenities for the Black community.
- Advocate for and encourage policy frameworks to identify gaps in transportation use among the Black community, support efforts to ensure that public transportation is available and affordable for the Black community, and support efforts to ensure that housing and transportation strategies align.



## THEME 8: Safety for the Black Community

The City of Markham is specifically responsible for Fire and Emergency Management Services. It is vital that the Black community feel safe when accessing services, programs, and public spaces. Community feedback highlighted the importance of the City speaking openly against anti-Black racism, emergency service providers supporting the Black community, emergency service provisions being free from bias, and ensuring that the Black community is safe in the City.

### Goals

1. Ensure that the Black community feels safe and secure in the City.
2. Apply an anti-Black racism lens to Fire and emergency service provisions.

### Key Performance Indicators

- Increased feelings of safety among the Black community.
- Increased representation of the Black community in emergency service provisions and increased ongoing efforts to support and engage the Black community.



### Recommended Actions

- **City Council and staff proactively address incidents of anti-Black racism that happen locally, regionally, nationally, and globally**
- **Apply an anti-Black Racism lens to the City's Fire and Emergency Service provisions.**
  - Provide opportunities for Black youth to engage with Fire Services through workshops, mentorship, internships, prevention awareness, and others
  - Collaborate with regional emergency service providers and the York Regional Police to share promising practices for bias-free services and elimination of anti-Black racism
  - Develop a strategy for recruiting, hiring, developing, promoting, and retaining Black individuals within Fire Services



## 2.4 PILLAR 4: Stewardship of Money and Resources

*"We demonstrate exceptional leadership using sound, transparent and responsible fiscal and resource management and policy development to mitigate risks while enabling efficient and effective service delivery."*

(Derived from BMFT 2020 - 2023)

### THEME 9: Resource Allocation for Addressing Anti-Black Racism

Community feedback highlighted the need for resources to be allocated to support the Black community and address anti-Black racism, and for greater transparency in equitable resource allocation.

#### Goals

1. Allocate resources to the Black community and to efforts to eliminate anti-Black racism.
2. Support Black vendors and service providers.

#### Key Performance Indicators

- Funding is earmarked for efforts to eliminate anti-Black racism and for Black vendors.
- Transparent and appropriate budget allocations are increased.

Recommended Actions
<ul style="list-style-type: none"> <li>• <b>Apply an anti-Black racism lens to resourcing.</b> <ul style="list-style-type: none"> <li>• Ensure dedicated staff/City personnel with expertise are in place to support initiatives to support the Black community and eliminate anti-Black racism</li> <li>• Ensure an equitable allocation of City budget to support initiatives to eliminate anti-Black racism across programs and services</li> <li>• Develop procurement strategies to support Black vendors including partnering with organizations/ councils supporting Black-specific supplier networks</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• <b>Ensure transparency of City resource management and promote awareness of existing financial support for the Black community.</b></li> </ul>



## Endnotes

- 1 City of Markham. (July, 2021). *Update on Markham's Strategy to Combat Anti-Black Racism*. <https://www.markham.ca/wps/portal/home/about/accessibility-diversity/02-B-Lets-Talk>
- 2 City of Markham. (2021). *Mayor's Black Youth Liaison Committee*. <https://www.markham.ca/wps/portal/home/about/accessibility-diversity/Lets-Talk-About-Racism/01-Mayors-Black-Youth-Liaison-Committee>
- 3 City of Markham. (n.d.). *Race Relations Committee*. <https://www.markham.ca/wps/wcm/connect/markham/markhamcontent/markham/about/city-hall/council-committee-meetings/board-committee-directory/race-relations-committee#:~:text=Purpose%3A%20Advises%20and%20assists%20Council,ethno%2Dcultural%20relationships%20within%20community.&text=Meeting%20Frequency%3A%20Meetings%20are%20held,July%2C%20August%20and%20December>
- 4 City of Markham. (2021). *Let's talk about racism*. <https://www.markham.ca/wps/portal/home/about/accessibility-diversity/Lets-Talk-About-Racism/>
- 5 City of Markham. (n.d.). *Building Markham's Future Together: 2020-2023 Strategic Plan*. <https://www.markham.ca/wps/portal/home/about/city-hall/strategic-priorities/strategic-plan/#:~:text=Building%20Markham's%20Future%20Together%3A%202020,Safe%2C%20Sustainable%2C%20%26%20Complete%20Community>
- 6 Based on 40 individuals who identified as "Black". The ways in which people identify themselves is nuanced and personal to each individual. We recognize there are many and various ways in which the Black community chooses to identify themselves. Using a broader definition, 67 individuals identified as being part of a Black community.
- 7 Crenshaw, K. (1991). Mapping the Margins: Intersectionality, identity politics, and violence against women of color. *Stanford Law Review*, 43(6), 1241–1299. <https://doi.org/10.2307/1229039>
- 8 Steinmetz, Katy. (2020, February 20) She Coined the Term 'Intersectionality' Over 30 Years Ago. Here's What It Means to Her Today. Time. <https://time.com/5786710/kimberle-crenshaw-intersectionality/>
- 9 Brosseau, L., & Dewing, M. (2018). *Canadian multiculturalism* (Publication No. 2009-20-E). Library of Parliament. <https://lop.parl.ca/staticfiles/PublicWebsite/Home/ResearchPublications/BackgroundPapers/PDF/2009-20-e.pdf>
- 10 University of British Columbia Equity & Inclusion Office. (n.d.). *Equity & inclusion glossary of terms*. Retrieved April 1, 2022, from <https://equity.ubc.ca/resources/equity-inclusion-glossary-of-terms/>
- 11 Canadian Race Relations Foundation. (n.d.). Glossary of terms. Retrieved April 1, 2022, from <https://www.crrf-fcrr.ca/en/resources/glossary-a-terms-en-gb-1?letter=a&cc=p>
- 12 Truth and Reconciliation Commission of Canada. (2015). *Honouring the truth, reconciling for the future: Summary of the final report of the Truth and Reconciliation Commission of Canada*. [https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Executive\\_Summary\\_English\\_Web.pdf](https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Executive_Summary_English_Web.pdf)
- 13 Menzies, F. (2019, March 9). Inclusion fundamentals: Fostering respect in diverse settings. *Include-Empower*. Retrieved April 1, 2022, from <https://cultureplusconsulting.com/2019/03/10/inclusion-fundamentals-fostering-respect-in-diverse-settings/>
- 14 The Anti-Oppression Network. (2011, December 10). *Allyship*. Retrieved April 1, 2022, from <https://theantioppressionnetwork.com/allyship/>
- 15 Manca, A. R. (2014). Social cohesion. In A. C. Michalos (Ed.), *Encyclopedia of quality of life and well-being research*. Springer, Dordrecht.
- 16 RSA. (2013, December 10). *Brené Brown on empathy* [Video]. YouTube. [https://www.youtube.com/watch?v=1Ewgu369Jw&ab\\_channel=RSA](https://www.youtube.com/watch?v=1Ewgu369Jw&ab_channel=RSA)
- 17 The 519. (2020). *The 519 Glossary of Terms*. <https://www.the519.org/education-training/glossary>
- 18 Statistics Canada. (2020, September 10). *Canada up Close: What We Can Learn From Disaggregated Data* <https://www.statcan.gc.ca/en/blog/cs/disaggregated-data>



## Acknowledgments

We would like to extend our heartfelt gratitude to the organizations and individuals who shared their stories and perspectives and played a role in the development of the Eliminating Anti-Black Racism Action Plan including:

All the valuable community members who participated in the various consultations that made this plan possible.

- AFRIFURSA
- Black Business Professionals Association (BBPA)
- Black Professionals Technology Network (BPTN)
- Council Advisory Committees
  - Accessibility Advisory Committee
  - Mayor's Black Youth Liaison Committee
  - Mayor's Youth Council
  - Race Relations Committee
- York Region Alliance of African Canadian Communities (YRAACC)
- Apple Creek Seventh-Day Adventist Church
- Black Chamber of Commerce - York Region Chapter
- City of Markham- Black Employees Affinity Group
- Congress of Black Women of Canada - York Region Chapter
- Destiny Gospel Centre
- Markham African Caribbean Canadian Association (MACCA)
- Markham Mayor and Council
- Parents of Black Children
- York Regional District School Board (YRDSB)

Special acknowledgment is given to the Diversity Institute, Ted Rogers School of Management at Toronto Metropolitan University (formerly Ryerson University) for their ongoing guidance and support throughout the creation of the Eliminating Anti-Black Racism Action Plan. The team supporting this plan comprised of Dr. Wendy Cukier, Dr. Mohamed Elmi, Dr. Erica Procter, Stephanie Dei, Nancy Mitchell, Md Sazzad Hossain Nahid, Rohini Talwar.

A Special acknowledgement is also given to Markham's Special Advisor Dr. Mary Anne Chambers whose invaluable contributions were significant with the creation of the Eliminating Anti-Black Racism Action Plan.

A Special acknowledgement is also given to the Chief Administrative Officer's Commission, Community Services Commission, Corporate Services Commission and Development Services Commission, Markham Fire and Emergency Services of the City of Markham for their cooperation during the creation of the Eliminating Anti-Black Racism Action Plan

### **We would also like to acknowledge:**

- The Markham staff team that led this project that was sponsored by the CAO's Commission - Joanne Kinya Baker, Mona Nazif, Andrea Berry and the corporate communications team and all departments that were involved in providing input and overall support.
- Madge Logan who shared a special deputation with Council.
- Desiree Philips who provided trauma care, counselling and support throughout the consultations.
- Richard Picart for ongoing support in media and communications consultation regarding the Eliminating Anti-Black Racism Action Plan.
- Special acknowledgement is also given to the interns from York University for their contributions to the creation of the Eliminating Anti-Black Racism Action Plan, namely: Theresa Selveraja, Sholah Hill and Chasidy Palmer