

**To:** Her Worship Mayor Kate Rogers and Members of City Council

**From:** Sara DeGrace, Deputy Chief Administrator

**Date:** November 17, 2023

**Title:** Recommendations from Fredericton's Anti-Racism Taskforce

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### **ISSUE:**

The City's Anti-Racism Taskforce (ARTF) was mandated to bring recommendations to City Council on or before December 31, 2023. The taskforce has wrapped up their work and are now prepared to present their list of recommendations.

### **RECOMMENDATION(S):**

#### **A. Recommendation:**

It is recommended that the following resolution be forwarded to City Council for consideration: BE IT RESOLVED THAT the Council of the City of Fredericton hereby receives the recommendations of the Anti-Racism Taskforce; and BE IT FURTHER RESOLVED that the Chief Administrative Officer be directed to prepare an action plan, on or before June 30, 2024, for the consideration of City Council with respect to on how the City may respond to the recommendations.

#### **B. Other options:**

1. City Council may choose not to receive the recommendations from the Anti-Racism Taskforce.
2. City Council may choose to provide other direction.

### **C. SITUATION, BACKGROUND & DISCUSSION:**

#### **SITUATION:**

- a. Current (extant) Direction. City Council provided direction to staff on August 23, 2021 to form a plan for an anti-racism taskforce. On May 24, 2022, City Council appointed 13 members to the ARTF for a term expiring no later than December 31, 2023.
- b. Alignment. This action aligns with Community Goal #1 – Welcoming and Supportive, and Community Goal #3 – Culturally Rich and Diverse, of the Imagine Fredericton municipal plan. As well, it aligns with the People Focused (Citizens) strategic theme of our strategy map.
- c. Link to CAO goal or inflight. This action directly supports CAO Goal CP-67: Anti-Racism Taskforce recommendations presented to City Council.
- d. Why is this coming to Council and why now? The ARTF was mandated to bring a list of recommendations to council prior to December 31, 2023. They have wrapped up their work and are ready to present their findings to City Council.

#### **BACKGROUND:**

In response to calls from the community to strike an anti-racism task force, City Council directed staff to establish such a group in 2021. Staff brought together a diverse group of individuals to carry out

the mandate of the ARTF. The mandate of the ARTF was to provide recommendations for implementation to City Council to address systemic racism in our city through areas of action such as: generating awareness, reviewing municipal policies and practices, creating spaces for dialogue, improving accountability and safety, carrying out research and training, and increasing diversity in civic leadership. Per the terms of reference, the ARTF term will end upon the submission of its recommendations to City Council. The Social Inclusion Committee has agreed to open their membership to recruit two members of the ARTF to ensure continuity of the work of the task force.

## **DISCUSSION:**

The recommendations of the ARTF are as follows:

### Recommendation 1

The City shall continue to actively facilitate, support, and promote opportunities for building relationships and increasing the visibility of all ethnocultural communities, ensuring representation that reflects the demographic composition of the City's population. This can include sponsoring, organizing, and partnering cultural events, festivals, and community dialogues that encourage interaction and understanding among diverse groups and post community happenings through the City's communication department.

### Recommendation 2

The City shall allocate resources and support the establishment of a permanent physically and financially accessible cultural space/facility where all ethnocultural communities can showcase their history, culture, and contributions to the city. This space should be designed in consultation with the communities it serves, ensuring it meets their specific needs and provides a safe environment for expression and celebration. At present, many multicultural programs/exhibits are held at numerous venues in the city (e.g., the Playhouse, the museum, the Beaverbrook Art Gallery, places of worship, and university campuses), where accessibility is difficult, parking and available space is insufficient, and bookings are difficult depending on season and timing. Allocating a permanent central city space for ethnocultural communities would allow flexibility for scheduling exhibits/programs and enhance accessibility.

### Recommendation 3

3 (a). The City shall implement comprehensive anti-racism and cultural competency training programs for City law enforcement, City staff, and all City volunteers working in the public sector. These training programs should cover topics such as: unconscious bias, micro- and macro-aggressions, systemic racism and strategies for promoting inclusivity and addressing discrimination. Specific to City law enforcement, topics should also include defining, identifying, responding to and preventing hate incidents using community-oriented approaches. These training programs must be delivered by content experts, with special consideration given to those who belong to marginalized communities. Training shall be both regular and mandatory so as to remain current with evolving trends and challenges, being conscious of the negative impacts of social profiling on Indigenous (First Nations, Métis and Inuit) and Black communities.

3 (b). City law enforcement shall establish a centralized data bank to record all reported hate incidents. The data bank will also measure the effectiveness of reporting and training. An external data analyst should analyze this data regularly to identify trends, patterns, and areas of concern. The findings should inform us of targeted strategies and interventions to effectively prevent and address hate incidents.

3 (c). The City shall encourage local businesses and non-governmental entities to engage in anti-racism initiatives and training to create a safer community. In consultation with the city anti-racism advisory committee, recognition should be offered to those from the community who participate by providing "City of Fredericton Safe Space" stickers for window fronts, offices, etc.

3 (d). The City shall advocate for Provincial and Federal law enforcement agencies to receive training that covers topics such as: unconscious bias, micro- and macro-aggressions, systemic racism, and strategies for promoting inclusivity and addressing discrimination. Topics should also include defining, identifying, responding to, and preventing hate incidents using community-oriented approaches. These training programs must be delivered by content experts, with special consideration given to those who belong to marginalized communities. Training shall be both regular and mandatory to remain current with evolving trends and challenges, being conscious of the negative impacts of social profiling on Indigenous (First Nations, Métis and Inuit) and Black communities.

#### Recommendation 4

The City shall adopt the International Holocaust Remembrance Alliance (IHRA) working definition of anti-Semitism. Although legally nonbinding, it is the standard to define antisemitism globally. Canada and eight Canadian provinces, including New Brunswick, and several Canadian municipalities in British Columbia, Ontario, and Quebec have adopted it. Over 116 entities including businesses and universities worldwide have adopted IHRA. The working definition of anti-Semitism was formally adopted by the IHRA Plenary (representatives from thirty-one countries) in 2016 in Bucharest, Romania. The statement reads: "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

#### Recommendation 5

5 (a). The City shall continue conducting its comprehensive review of City employee hiring practices to identify and eliminate barriers to equitable employment opportunities for all individuals.

5 (b). The City shall engage an experienced external consultancy firm to objectively review hiring processes, identify any biases or systemic barriers, and propose strategies to promote equity, diversity, and inclusivity.

#### Recommendation 6

6 (a). Increase awareness, education, and transparency around the City's governance, structures, appointments, and election processes. Develop and disseminate a comprehensive governance guide that explains the functioning of the local government and the electoral process. Ensure this guide is accessible and shared with marginalized communities in their spoken language.

6 (b). The City shall appoint an individual sensitive to the concerns of marginalized communities from outside the Office of Social Inclusion to receive complaints about incidents of racism occurring in public spaces. The City shall guarantee the safety and protection of individuals reporting such incidents, freeing them from reprisals. To best support this individual, the City will provide the role with the support from an advisory committee. The individual shall analyze and categorize complaints (e.g., microaggressions vs. hate crimes), maintain a database of incidents, and provide regular reports on the resolution of complaints to track progress and identify systemic issues.

6 (c). appointee 6 (b) shall follow up on implementing the ARTFF recommendations. 15

#### Recommendation 7

The City shall recognize and actively promote the United Nations International Day for the Elimination of Racial Discrimination (March 21st) in the City's communication department. The City shall engage various institutions, organizations, and businesses to participate and actively reflect on and acknowledge the implications of racism within our community.

#### Recommendation 8

8 (a). The City shall implement "The Leaders of Tomorrow Initiative," where the Mayor, City Councilors and other community leaders visit local schools to educate students about civic responsibilities, citizenship, and the democratic election process. Provide insights into the roles and responsibilities of municipal representatives, the development of political platforms, and the importance of representation and participation through voting.

8 (b). The City shall sponsor/partner annual oratorical contests at elementary, middle, and high schools, focusing on topics related to anti-racism. Recognize and reward winners with engraved plaques displaying their name, school, and year. Display the plaque at the winning school for the year, with the opportunity for it to move to the next winning school each successive year.

8 (c). The City shall sponsor/partner annual oratorical contests at elementary, middle, and high schools, focusing on topics related to anti-racism. Recognize and reward winners with engraved plaques displaying their name, school, and year. Display the plaque at the winning school for the year, with the opportunity for it to move to the next winning school each successive year.

8 (d). The City shall promote a video/multimedia event day for schools focusing on anti-racism and promoting diversity within the Fredericton community while engaging students. 16

#### Recommendation 9

9 (a). The City of Fredericton shall encourage the offering of collaborative workshops or seminars to be made available to the public:

- by assisting with the provision of space for the event
- by making available access to educational resources (hard copy, digital, human) collected from marginalized communities, such as a compiled list of representatives with expertise on their specific community traditions and ethnocultural needs.

9 (b). The City should develop and provide schools with a comprehensive resource kit, which may include literature, multimedia content, and activity guidelines. The kit would serve as a guideline for schools, allowing them to incorporate anti-racism teachings in a way that aligns with their current curriculum.

9 (c). The City should assist with the organization of an annual symposium where educators, students, and Anti-racism Advisory Committee members can come together to discuss best practices, share success stories, and strategize on future directions for promoting anti-racism in schools.

#### Recommendation 10

10 (a). The City shall produce city-branded anti-racism content (i.e., banners, stationary, t-shirts, etc.) featuring an anti-racism logo to distribute to schools. Allocate a certain number of items to each school. This initiative aims to raise awareness and promote anti-racism values within the community.

10 (b). The City shall engage city buses to install stretcher wraps with the City anti-racism logo and toll-free number. A catchphrase is to be determined at a later date.

#### Recommendation 11

Introduce anti-racism Key Performance Indicators (KPIs) as a requirement for businesses operating within the city. These KPIs should be developed collaboratively with relevant stakeholders and the City's appointee (6(b)) to promote diversity, inclusivity, and equal opportunities within the business sector. Monitoring and reporting on the progress of these KPIs should be established to ensure accountability.

#### Recommendation 12

The City shall advocate for establishing a permanent Provincial office for a Commissioner of Anti-Racism and Discrimination, thereby aligning itself with the goals of the Federal Anti-Racism Secretariat and the goals of the Municipality to combat all forms of racial hate.

#### Recommendation 13

City Councilors shall be proactive and hold regular public forums with their ward constituents to listen to concerns and discuss ways to resolve race-related issues. Meeting with key community leaders in their ward (e.g., educational, business, religious) is essential to address any arising issues, such as those experienced by the marginalized community.

#### Recommendation 14

The ARTFF's recommendations are external to the Office of Community Inclusion.

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- Financial: Should City Council decide to accept the recommendations, staff will review the and provide an action plan with projected expenditures on or before June 30, 2024. An allotment of funding has been proposed in the 2024 budget to ensure funding is available to initiate actions as necessary.
  - Legal: There are no direct legal considerations associated with this matter as City Council is receiving recommendations from a taskforce and providing a direction to staff.
  - Communications: The City of Fredericton Corporate Communications Team will coordinate all media inquiries and provide communications counsel to City staff and Council members to ensure messaging is clear, coordinated, and accurate, both internally and externally.
  - **CLIMATE LENS:**

**Does this proposal move the City of Fredericton closer to its greenhouse gas (GHG) emissions reduction targets of 50% reduction by 2030 and net-zero by 2050 in line with the City's Corporate Energy & Emissions Plan and/or Community Energy Emission Plan?**

- Moves us towards GHG reduction targets
- No change in GHG emissions
- Moves us away from GHG targets but there are trade-offs with other Council or Municipal Plan priorities (*identify which priorities*)

**Does this proposal improve the City of Fredericton's resilience to the impacts of climate change in line with our Climate Change Adaptation Plan?**

- Moves us towards climate resilience
- No change in resilience
- Moves us away from climate resilience but there are trade-offs with other Council or Municipal Plan priorities (*identify which priorities*)

**SPOKESPERSON(S):**

Mayor Rogers

Councillor Breen

Chairperson of the ARTF Passionate Ncube

**Prepared by: Sara DeGrace, DCAO**

**Approved by: Steven Hart, CAO**

/Attachments: (1) Anti-Racism Task Force Terms of Reference;  
(2) Final Report of Anti Racism Task Force of Fredericton; and  
(3) Anti-Racism Task Force Presentation.