



# Anti-Racism Task Force for the city of Fredericton Final Recommendations

PRESENTED BY PASSIONATE NCUBE

ON BEHALF OF THE ARTFF

# Land Acknowledgement

As a Task Force, we acknowledge that the land in which we reside is the traditional unceded and unsurrendered territory of the Wəlastəkwiyyik/Wolastoqiyik (WOOL-ah-sto-gway) Peoples. This territory is covered by the “Treaties of Peace and Friendship” which Wəlastəkwiyyik, Mi’kmaq and Passamaquoddy Peoples first signed with the British Crown in 1726. The Treaties did not deal with surrender of lands or resources but in fact recognized Mi’kmaq and Wəlastəkwiyyik title and established the rules for what was to be an ongoing relationship between equal nations. Many of us, as visitors to this land, coming from different walks of life, we strive to deepen our own understanding of the local Indigenous communities and commit to reframing our responsibilities as Treaty people. We come with respect for this land that we are on today, and for the people who have and do reside here.

# Outline



1.	Passionate Ncube	Chair The University of New Brunswick
2.	Renni Thomas	Vice-Chair Indo-Canadian Representative
3.	Prashamsa G.C.	Secretary Nepali Cultural Association of New Brunswick
4.	Ruth Breen	Councilor, City of Fredericton
5.	Christoph Heinz	Member, French Canadian
6.	Marilyn Kaufman	Member, Atlantic Jewish Council, Jewish Community Fredericton
7.	Timothy Li	Member, Chinese Cultural Association of NB
8.	Phillip Lunga	Member, Multicultural Association of Fredericton (MCAF) Board Member & Graduate Student Association (GSA) Representative
9.	Jasmine Murchison-Perley	Member, The Wolastoqey Tribal Council Inc.
11.	Yusuf Shire	Member, President of New Brunswick African Association
12.	Samar Shoaib	Member, Representative from Islamic & Arab Communities
13.	Madhu Verma	Member, Founding Chair of Asian Heritage Society of NB
14.	Jenn Wambolt	Member, Wil-Doo Cycle Club

# Members

# Mandate

- ▶ The main mandate of the Task Force was to understand the nature and prevalence of racism in Fredericton in order to provide informed recommendations to the COF regarding how it should combat both individual racist acts and systemic racism.



# Mission



To understand the roots and manifestations of racism in Fredericton. This will be achieved through the following actions:

- Engaging in continuous liaison and networking with different community members and stakeholders to fully comprehend the effects of systemic racism.
- Listening to the stories and experiences of people who have experienced racism.
- Researching the work and recommendations of other municipalities, governmental entities, and private organizations which have worked to combat racism.
- Identifying the barriers faced by the racialized people in our community.
- Consulting with the City of Fredericton for the duration of the Task Force to ensure that knowledge and information flows both ways before final recommendations are submitted.
- Recognizing antisemitism as a unique form of racism and including anti-Semitism in the scope of the task force.



## Successes

List of Recommendations

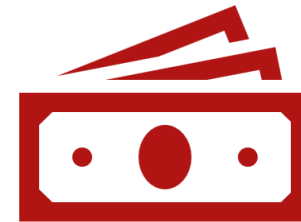
Volunteer Commitment

Community Consultation

Logo Contest

Meet & Greet

Solid Core Group of Dedicated Members



## Challenges

Member Turnover

Consistent Attendance (due to other commitments)

Initial Lack of Structure/Guidance

Lack of Financial Resources (\$0 for such important work)

GSA Contract issue.

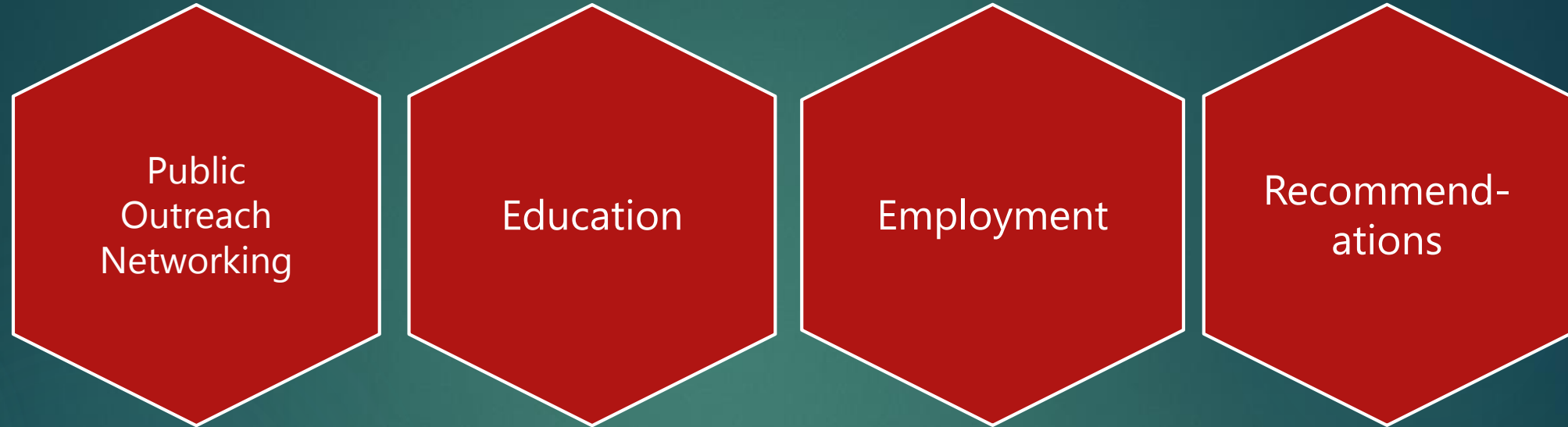
# Logo

- ▶ The river represents harmony and progress, moving forward as one entity.
- ▶ The clock standing in front of City Hall represents the urgency to act against racism.
- ▶ The railway bridge represents a path to opportunity and racial unity.
- ▶ The trees and green highlight a sense of flourishing and prosperity.





# Methods- Subcommittees and Process



# Rational & Justification



Acknowledge the Value of Anecdotal Insights

-Qualitative Understanding



Advocate a Collaborative Endeavor

-Scholars, marginalized groups, stakeholders



Plan for Future Quantitative Data Collection

-Academic Rigor, Data Driven Insights



Embrace Diverse Perspectives

-Community engagement, diverse backgrounds

# Rational & Justification



Institute  
Accountability  
Measures

-Report on Progress  
& Outcomes



Promote Public  
Awareness and  
Education

-Programs,  
Workshops,  
Campaigns




Highlight the  
Commitment to  
Long-term Change


-Ongoing, Evolving  
Process

# Recommendations


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.



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.




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 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.






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."



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.



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



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.



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.

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.



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.



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.

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.





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.

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

# Acknowledgements

- ▶ Past and Present Members of ARTFF
- ▶ City of Fredericton
- ▶ Philip Lunga and GSA Team
- ▶ Manju Varma
- ▶ Community members and stakeholders
- ▶ Lucas Lima Andrejanini

Thank You

