



FINAL REPORT OF ANTI-RACISM TASK FORCE OF FREDERICTON

NOVEMBER 22, 2023

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A MESSAGE FROM THE CHAIR

It has been an honor and a privilege to serve as the Chairperson of the Anti-Racism Task Force (ARTFF) for the City of Fredericton (COF). Working with the ARTFF has been a challenging yet rewarding experience. I was graced with the opportunity to connect with people from different walks of life: we met, shared experiences, and learned from each other. I am forever thankful for this experience.

I want to start by highlighting some of the successes of the ARTFF. First and foremost, completing this list of recommendations represents countless hours of consultation with a wide array of stakeholders in the community. A few of the significant highlights included connecting with local schools through the ARTFF Logo Contest, the Meet and Greet Session and connecting with the community at the Garrison Night Market. Despite being a group of volunteers with busy lives, we held regular meetings over the last two years when the committee was first established in Sept. 2021 and stuck to our original mandate. Though we had some members come and go, there was a solid core group of people who stuck with the project until the end.

Turning to our challenges, one of the biggest was the high turnover of ARTFF members. Though there are many reasons why some people could not commit for the duration of the Task Force, some joined expecting they would have a more explicit framework or guidelines from the city and were frustrated by the initial slow progress. Secondly, as previously mentioned, this group of volunteers had to balance family, work, and other commitments to be available for the Task Force. It is often the case that those participating in committees such as the ARTFF, are typically those who are overburdened, overworked, and underpaid, while also being racialized. It is crucial to note and commend the commitment of our taskforce members who continually poured their time and energy into the taskforce. Finally, some challenges involved understanding the nature of ARTFF's relationship with the COF's Office of Social Inclusion and a perceived lack of foresight and commitment from the COF concerning financial support for ARTFF activities and handling of the Graduate Student Association (GSA) team.

I want to thank everyone who supported us on this journey. Thanks to all the task force members who, whether they participated for a brief time or a long time, still showed an unwavering passion and desire to see this Task Force move forward with its mission. The mandate we were given was not easy and held personal significance for everyone on the team. I want to recognize the solid six who stuck with the task force through and through, never missed meetings, and were forward-thinking when faced with challenges. Finally, I want to thank the COF for their desire to become more inclusive and address racism head-on; I sincerely hope that the recommendations from this Task Force will be the start of many positive changes in the community.

This journey has been challenging but full of promise and hope for an even better future. It is disheartening at times that we are still dealing with racism, but I am encouraged by the people I have worked with; their passion and drive have been a continuous inspiration. I am confident that my children and future generations will grow up in a safer, more inclusive society.

ACKNOWLEDGEMENTS

As a Task Force, we acknowledge that the land in which we reside is the traditional unceded and unsundered 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.

We want to thank every past and present member of the ARTFF who committed their valuable time, expertise, and energy to the success of this Task Force. You stepped forward with great boldness to represent some of the many minority groups in the COF and their respective experience. Your voice and story were heard, valued, and immensely respected. Your vulnerability while sharing your experience and stepping up to aid the journey toward a just and equitable society has and will continue to impact the lives of many marginalized communities. It will eventually help make this amazing city an even better place. Special mention to our respected member Marilyn Kaufman whose knowledge and insight was a driving force behind getting a lot of groundwork done and forging a path to move forward. It has been an honor and a wonderful learning experience to collaborate with you and learn from you. We are also profoundly thankful to our friends and family for their consistent support and encouragement. We would also like to thank the ones who challenged us and helped us become more determined and resolute towards our vision- a fully diverse, inclusive, and equitable Fredericton.

Thanks to the City of Fredericton, Mayor Kate Rogers, and the entire City Council for initiating this Task Force under the United Nations Educational, Scientific and Cultural Organization’s (UNESCO) Coalition of Inclusive Municipalities mandate. We appreciate your recognition that change is not only needed, but possible. We would like to give a special mention to the contributions of Cllr. Ruth Breen towards guiding the Task Force

with her expertise on the COF by-laws and representing the City Council in the Task Force.

Special thanks to the entire GSA team- Melissa Chinaka (MA), Daniel Ocheja (Ph.D. Student), Seun Agunbiade (Ph. D. Candidate), Michael Anaba (Ph.D. Candidate) and Phillip Lunga (Ph.D. Candidate) who brought so much energy and hope to the team just when it was needed. We have no doubt the future is bright with enthusiastic and respected scholars like you working passionately towards anti-racial matters and research. Special thanks to Manju Varma, the NB (New Brunswick) Commissioner on Systemic Racism, for giving us valuable feedback, support, and guidance, even when her term as Commissioner was completed. Your input and expertise are deeply appreciated.

We would also like to thank all the schools, community groups, cultural and religious institutions, and citizens of Fredericton who participated in different consultations and discussions, gave their input, and engaged with the Task Force. Without your participation and feedback, we would not have been able to complete our mission.

Lastly, we would like to express our gratitude to Lucas Lima Andrejanini, who, while a grade 8 student at George St. Middle School, developed and designed the logo which laid the foundation of the taskforce. Young minds like you give us the promise of a better future.

MEMBERS, MANDATE, & MISSION

Members:

The Task Force was appointed by the City of Fredericton City Council and comprised of individuals with a commitment for or experience in combatting systemic racism in the community. Based on information collected during the public outreach process where members of the racialized community expressed their preferences for how Task Force members should be selected, nine members of the Task Force were nominated by their respective communities. In addition, the nine members nominated in this way shall select four more members from a group of applicants who responded to a public call for interest in participating. There was a wide call to any organizations that represent racialized groups in the community; the following groups that nominated people demonstrated interest in participating in the Task Force. There have been some changes to the members list throughout the timeline with a few members leaving and some new ones joining the Task Force. Following are the final members of the taskforce as of November 20, 2023:

S. N.	NAME	AFFILIATION/ORGANIZATION
1.	Passionate Ncube	Chair The University of New Brunswick
2.	Renni Thomas	Vice-Chair Representative from Indo-Canadian Community
3.	Prashamsa G.C.	Secretary Nepali Cultural Association of New Brunswick
4.	Ruth Breen	Councilor, City of Fredericton
5.	Christoph Heinz	Member French Canadian

S. N.	NAME	AFFILIATION/ORGANIZATION
6.	Marilyn Kaufman	Member Atlantic Jewish Council
7.	Timothy Li	Member Chinese Cultural Association of New Brunswick
8.	Phillip Lunga	Member Multicultural Association of Fredericton (MCAF) Board Member & GSA Representative
9.	Jasmine Murchison-Perley	Member The Wolastoqey Tribal Council Inc.
10.	Yusuf Shire	Member New Brunswick African Association
11.	Samar Shoaib	Member Representative from Islamic & Arab Communities
12.	Madhu Verma	Member Asian Heritage Society of New Brunswick
13.	Jenn Wambolt	Member Wil-Doo Cycle Club

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 is the main mission of the Task Force that was achieved through the following actions:

- To engage in continuous liaison and networking with different community members and stakeholders to fully comprehend the effects of systemic racism.
- To listen to the stories and experiences of those with lived experience of racism.
- To research the work and recommendations of other municipalities, governmental entities, and private organizations which have been successful in combatting racism.
- To identify the barriers faced by the racialized people in our community.
- To consult with the COF for the duration of the Task Force mandate, ensuring that knowledge and information flows both ways before final recommendations are submitted.
- To recognize anti-Semitism as a unique form of racism and including anti-Semitism in the scope of the Task Force.

METHOD AND TIMELINE

The creation of the ARTFF was authorized on August 23, 2021, when the Fredericton City Council voted unanimously in favour of joining UNESCO's Coalition of Inclusive Municipalities, a network of cities committed to fostering inclusion. Central to this commitment was the creation of a *Social Inclusion Committee* to oversee the development and implementation of a broader social inclusion plan and more specifically, the Anti-Racism Task Force.

The Task Force came to fruition and started working as an entity on the appointment of the ARTFF Chair in April 2022, the Terms of Reference following closely after in May 2022 (Appendix 1). Thus began the intensive work of the Task Force which involved consultations and knowledge sharing with various community members, stakeholders such as, the Fredericton City Police, the New Brunswick Commissioner on Systemic Racism, the UNB (University of New Brunswick) GSA, School of Experiential Learning, New Brunswick Multicultural Council, etc. One of the rewarding experiences for the Task Force was the opportunity to engage with community members who have experienced racism in Fredericton. Few members who had reached out to the Office of Community Inclusion were invited to attend the Task Force meeting to have an in-depth conversation and share their experience with a non-judgmental and supportive group of individuals. A survey was also conducted with the City Councilors which included an open-ended questionnaire to gauge their understanding of systemic racism and racial matters (Appendix 3).

Recognizing the need to incorporate a research component to make the recommendations more data-driven, the UNB GSA was approached. The GSA team worked on a conceptual framework and presented it to the Task Force members. After getting the endorsement from the Task Force, the GSA Team worked on their final proposal and budget, which the City Council approved initially. However, due to some contractual requirements, the COF chose not to continue the research project.

Various sub-committees were formed, and members were assigned to each sub-committee with defined purpose and responsibilities (Appendix 2). In May 2022, the ARTFF adopted a logo representing anti-racism, hope and harmony. The logo was created by Lucas Lima Andrejanini, a Devon Middle School Student who won a contest by the COF. Lucas also explained what the logo symbolizes: The river represents harmony and progress, moving forward as one entity. The clock in front of City Hall represents the urgency to act against racism, and the railway bridge represents a path to opportunity.

According to Lucas, bridges take you to places, as well as racial unity. The trees and green highlight a sense of flourishing and prosperity. Following is the final version of logo:



RECOMMENDATIONS

Before we delve into the list of recommendations, it is crucial to acknowledge the prevailing covert forms of racism in our community and institutions. This work, often emotionally and mentally taxing, disproportionately falls on the shoulders of those belonging to marginalized groups, perpetuating an inequitable burden.

Although the Anti-Racism Task Force (ARTFF (Anti Racism Task Force Fredericton)) was granted leeway to fulfill its mandate, the colonial execution of an emancipation project within the confines of established colonial procedures, such as Bourinot's or Robert's Rules of Order, reveals a paradox. Despite the vast scope of the work involved, the city failed to allocate a budget for the ARTFF.

The Graduate Students Association (GSA) proposed an objective within its research proposal to examine how current structures, policies, and practices at the City of Fredericton either contribute or perpetuate racism. However, systemic barriers emerged, leading to the shelving of this objective by the City of Fredericton (COF) through the Office of Community Inclusion. Ironically, the same policies, structure, and covert practices hindered the GSA from collecting data that would illuminate the lived experiences of community members.

Acknowledging the ARTFF's anecdotal recommendations, devoid of academically driven data collection and analysis process, is paramount. These insights, although lacking quantitative support, encapsulate the collective wisdom of stalwarts and esteemed residents of the COF who have long fought against various forms of racism and colonialism. We are privileged to share powerful testimonials from task force members reflecting their expertise, resilience, and wisdom (Appendix 4).

The GSA's principled decision to decline compensation emphasizes the importance of community engagement and evidence-based recommendations (Appendix 5). Given the COF's constraints in facilitating data collection and analysis, it is time for the city to embark on introspection and confront these issues directly. Therefore, the final action plan framework for COF to implement these recommendations should encompass a multi-pronged approach that includes the following components:

Acknowledge the Value of Anecdotal Insights: Recognize the worth of the anecdotal recommendations presented by the ARTFF. These insights, while not a replacement for data-driven analysis, provide a qualitative understanding of the issue.

Advocate a Collaborative Endeavor: Propose that COF collaborates with scholars from marginalized groups, the ARTFF, and other community stakeholders to craft a comprehensive plan for tackling racism. This collaborative approach leverages the collective knowledge and resources of diverse groups.

Plan for Future Data Collection with Academic Rigor: Strongly advocate for a steadfast commitment to allocate resources for data collection in the future while maintaining the highest standards of academic integrity. Emphasize the significance of data-driven insights in shaping effective policies and initiatives.

Embrace Diverse Perspectives: Stress the importance of community engagement and inclusivity in the decision-making process. Encourage COF to involve members from diverse backgrounds, particularly those directly affected by racism, in an equitable way that values time, and emotions invested.

Institute Accountability Measures: Recommend the establishment of accountability mechanisms to ensure that subsequent initiatives effectively address the issue. These measures should include regular reporting on progress and outcomes.

Promote Public Awareness and Education: Suggest initiatives to raise public awareness about racism, its repercussions, and how the community can collectively combat it. Educational programs, workshops, and campaigns are essential for fostering understanding.

Highlight the Commitment to Long-term Change: Emphasize that addressing racism is an enduring commitment, requiring sustained effort. It's not about one-off actions but an ongoing, evolving process.

With the hope of seeing these recommendations turn into respective actionable items that will be implemented in the near future, the Task Force is incredibly proud to present the following recommendations for the City Council's consideration and implementation. We hope these recommendations are deemed the first step towards making Fredericton more welcoming and equitable rather than the result.

Anti-Racism Task Force of Fredericton, hereafter the “ARTFF”

The City of Fredericton, hereafter the “City”

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.

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.

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.

CONCLUSION

“If you are neutral in situations of injustice, you have chosen the side of the oppressor”.

-Desmond Tutu

These recommendations to the City of Fredericton are presented with the hope that the same spirit of action and unity which initiated the Task Force will apply these changes to make our city a better place. These recommendations are a drop in the ocean; they are not intended to provide a one-off solution to systemic racism, but instead they represent a place to begin. We hope that the City of Fredericton will go above and beyond these recommendations, dig deeper, and employ other methods and strategies to dismantle systemic racism in our city. It is our desire that these recommendations serve to keep the conversation alive and at the forefront of people’s minds so we can continue to move forward together.

Addressing racism should never be a political issue; it is a human rights issue that requires continuous effort and commitment from everyone. Racism and discrimination are real, whether we talk about it or not, and for those who want to see change, that can mean uncomfortable adjustments. However, when we work together to fight racism, we all win. We hope these recommendations will allow the COF Office to do some introspection and think of ways to fight and dismantle the systemic racism that remains pervasive in every society. Change begins from within, so it becomes imperative for changemakers to start looking inward to impact change around them.

This journey has been challenging but has also been full of promise and hope for a better future. We hope this will bring change; we are a people together, and this is not something we should still be dealing with. The motivation was a statement from Dr. Martin Luther King. Cases of racism are a cause of concern for all the members of the Task Force, and hence, when the City made the call, we jumped in and found a wonderful group of people motivated to see positive change. We want our kids and future generations to grow up in a society where every person is essential and valuable. This journey has certainly been challenging, but it has been an excellent opportunity to explore some solutions to the challenges.

Appendix 1: Fredericton Anti-Racism Task Force_ Terms of Reference

1. NAME

1.01 The working group shall be called the Anti-Racism Task Force for Fredericton (hereinafter referred to as the 'Task Force' or the 'ARTFF').

2. PURPOSE & AUTHORITY

2.01 The Task Force was authorized by an August 23, 2021, resolution of council wherein Council directed staff to form a plan for an anti-racism Task Force.

2.02 The purpose of the Task Force is to provide recommendations to City Council as to what City Council can do to combat systemic racism and racial discrimination to assist the City Council in fulfilling its goal of achieving a fully diverse, inclusive, and equitable society.

3. MANDATE

3.01 The mandate of the Task Force is 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.

3.02 The Task Force term will end upon the submission of its recommendations to Council or before December 31, 2023, whichever comes first.

4. REPORTING

4.01 The Task Force will provide a report with their recommendations to the Council upon the completion of their work at either a Regular Council meeting or Livable Community Committee as determined by the City Clerk.

4.02 The Task Force may be asked to provide an update on their work to the members of the Livable Community Committee.

5. COMPOSITION

5.01 The Task Force shall be appointed by City Council and be comprised of individuals with a commitment for or experience in combatting systemic racism in the community. Based on information collected during the public outreach process where members of the racialized community expressed their preferences for how Task Force members should be selected, nine members of the Task Force were nominated by their respective communities. In addition, the nine members nominated in this way shall select four more members from a group of applicants who responded to a public call for interest in participating. There was a wide call to any organizations that represent racialized groups in the community; the following groups that nominated people demonstrated interest in participating in the Task Force.

5.011 The members of the Task Force are as follows as of April 2022:

NAME	AFFILIATION
Passionate Ncube*	Numerous international faith-based charitable organizations
Jenn Wambolt*	Wil-Doo Cycle Club, Cultural Inclusion and Behavior Change Network, Fredericton Active Transportation Coalition, Breaking The Silence, No One Is Illegal - Fredericton.
Prashamsa G.C	Capital Region Mental Health and Addictions Association, Nepali Cultural Association of NB

NAME	AFFILIATION
Christofer Balram*	Community stakeholder with professional lived experience.
Renni Thomas*	Community stakeholder with lived experience.
Felix Ndayi	NBAA
Madhu Varma	Asian Heritage Society of NB, NB Multicultural Council
Sarah Rose	Saint Mary's First Nation, Under One Sky
Yusuf Shire	MCAF, NBAA
David Olara	NBAA
Marilyn Kaufman	Atlantic Jewish Council, Center for Israel and Jewish Affairs, Sgoolai Israel Synagogue etc.
Timothy Li	Chinese Cultural Association of New Brunswick

*These four members were selected from the public; the rest represent members nominated by various community groups.

5.02 At the first meeting of the Task Force, each member will present a summary of their experience or what they can contribute to the Task Force and a vote will take place to choose the Chair and Vice-Chair.

5.03 The members of the Task Force shall serve for the duration of the Task Force or until December 31, 2023, whichever comes first.

5.04 The City Council may invite individuals to attend meetings of the Task Force to provide their expertise or advice. Those individuals will not have voting privileges.

6. PROCEDURES

6.01 GUIDING PRINCIPLES:

1. All Task Force work will be carried out in accordance with the City of Fredericton Procedural By-law(s), the Local Governance Act, and other governing legislation and policies.
2. The Task Force will serve and be seen to serve the welfare and interests of the city as a whole and the community at large in a conscientious and diligent manner and shall approach decision-making with an open mind.
3. The Task Force should choose a meeting procedure or format to follow, such as Bourinot's or Robert's Rules of Order.

6.02 RESPONSIBILITIES OF THE CHAIR

1. The Chair will ensure the Task Force is acting in accordance with its approved purpose, authority, and mandate.
2. The Chair shall attend regular meetings, preside over meetings, maintain order, ensure meetings stay within allotted timeframes, and work with the coordinator to create the agenda.
3. The Chair shall liaise with the Community Inclusion Liaison and the Manager on issues that need follow-up outside of Task Force meetings.

6.03 RESPONSIBILITIES OF THE VICE-CHAIR

1. In the absence of the Chair, the Vice-Chair shall act as Chair

2. If the Chair and Vice-Chair are absent, the Task Force shall appoint an Acting Chair from among those members present.

6.04 RESPONSIBILITIES OF THE SECRETARY

1. The Secretary will capture the minutes of the Task Force and circulate approved minutes and agendas.
2. Maintain administrative records
3. Is responsible for communication and correspondence.
4. Liaise with the Chair to plan meetings.

6.05 RESPONSIBILITIES OF THE TASK FORCE MEMBERS

Members of the Task Force shall:

1. Be committed to improving the quality of life of people of the citizens of Fredericton, contributing to the goal of achieving a fully diverse, inclusive and equitable society.
2. Promote the Task Force's purpose and mandate; and
3. Facilitate the gathering of information and advice for consideration by the Task Force.

6.06 RESPONSIBILITIES OF THE CITY OF FREDERICTON COUNCIL MEMBER

1. Provide guidance and direction to the Task Force as far as By-Laws are concerned.
2. Represent the City Council in the Task Force.
3. Sits in as an ex-officio member, has no voting right.

7. GOVERNANCE

7.01 VOTING

All members of the Task Force shall have an equal vote except for the Chair who will only vote in the case of an equal division. Electronic or virtual voting is allowed in situations where a Task Force member cannot attend a meeting in person.

7.02 MEETING REQUIREMENTS

The Task Force shall determine the date and time of their meetings and shall meet no less than four times during the term of the Task Force.

7.03 TERMINATION OF MEMBERSHIP

An attendance problem occurs and might lead to termination from the taskforce if any of the following conditions exist:

1. The member has three un-notified absences in a row.
2. The member has four notified absences in a row.
3. The member missed more than six meetings in a twelve-month period. The final decision to terminate membership shall be taken by the executive.

7.04 ADDING MEMBERS

Should a member of the Task Force be terminated, that member may be replaced. The process for replacement will consist of:

1. A formal expression of interest, submitted in writing to any member of the executive. Once that expression of interest has been received, the executive shall share it with the membership.

2. At the next regularly occurring meeting, not less than seven days after the membership has been notified of an expression of interest for a vacant seat, members shall vote on whether to accept the applicant to the Task Force.

3. An application is confirmed when a majority of the membership meeting with a quorum votes in favor of the applicant. Should more than one person express formal interest in joining the Task Force for a single vacant seat, the membership shall vote to select their preferred candidate.

4. Candidates for membership shall be notified of the outcome by the executive. This shall be done in writing.

7.05 QUORUM

1. A majority of the members (51%) of the Task Force shall constitute a quorum for the purpose of conducting a meeting. Since there are thirteen members, a majority consists of seven members.

2. Any member(s) who do not excuse themselves in advance for missing a meeting will be treated as present.

7.06 CONFIDENTIALITY AND PRIVACY INFORMATION

The Task Force shall abide by and act in accordance with the laws, policies and practices governing all matters related to confidentiality, privacy, and access to information and every Task Force Member shall:

1. Respect the confidentiality of all matters discussed at Task Force meetings and keep all other information and documentation accessed through the Municipality confidential, and

2. Respect and act in accordance with City of Fredericton policies governing the privacy and access to information which one may acquire in the Municipality, as a Task Force member.

3. Members of the Task Force can only share information with groups that are approved by the Task Force and the Community Inclusion Liaison.

7.07 CONFLICT OF INTEREST

If the member of the Task Force has a conflict of interest on any item before the Task Force, they shall declare the conflict, recuse themselves from the meeting and exclude themselves from the vote until the matter is resolved.

7.08 CODE OF CONDUCT

The Task Force shall conduct itself in a manner consistent with the principles outlined in the City of Fredericton By-law No. A-22, A By-law Establishing a Code of Conduct for the Members of the City Council of the City of Fredericton.

Appendix 2: ARTFF Sub-committees

S.N.	SUB-COMMITTEES	PURPOSE	MEMBERS
1.	Recommendations and Report Writing	<p>Document, compile and refine the wording of the recommendations provided by the taskforce members individually or through the subcommittees; approved by the ARTFF team.</p> <p>Provide rationale and evidence behind every recommendation.</p> <p>Responsible for the drafting of the report of the taskforce based on recommendations.</p> <p>Maintain liaison with city clerk to enhance the language of the recommendations and the final report.</p>	<p>Marilyn Kaufman</p> <p>Phillip Lunga</p> <p>Samar Shoaib</p>
2.	Public Outreach, Networking and Relationship building	<p>Maintain consistent liaison with various community members.</p> <p>Work closely with Cllr. Ruth Breen and the Office of Community Inclusion while dealing with the issues brought to the taskforce's attention.</p> <p>Attending important public events and representing the ARTFF in various meetings via public speaking, discussions, presentations, etc.</p> <p>Responsible for the consistent messaging of the taskforce that individuals who have experienced racial discrimination can reach out to ARTFF.</p> <p>Connect with other similar committees from different municipalities, cities, provinces, etc.</p> <p>Connect the taskforce to various organizations that can directly or indirectly support the work and mandate of the taskforce.</p>	<p>Renni Thomas</p> <p>Jenn Wambolt</p> <p>Passionate Ncube</p> <p>Prashamsa G.C.</p>

3.	Educational Outreach and Programs	<p>Focus on the schools, colleges, and universities and produce ways to engage those entities to strengthen the messaging of anti-racism.</p> <p>Explore any potential avenues of collaboration with the schools and universities via debate, essay competitions, public speaking etc.</p>	<p>Marilyn Kaufman</p> <p>Madhu Verma</p> <p>Christoph Heinz</p>
4.	Employment Outreach and Programs	<p>Focus on exploring various employment barriers that racialized community members face.</p> <p>Create a path for making entry level government positions more accessible for immigrants and racialized communities.</p> <p>Focus on engagement with employers, employment agencies, etc. where necessary to address the issues related to anti-racism within the confines of Fredericton.</p>	<p>Timothy Li</p> <p>Yusuf Shire</p> <p>Graham Nickerson</p> <p>Jasmine Muchison-Perley</p>

Appendix 3: Consultation Questions circulated to the City Councilors

1. How familiar are you with the history of racism/antisemitism in the City of Fredericton?
2. How would you define racism? antisemitism? (in your own words)
3. Have you received any complaints/reports of racist incidents from your constituents? Of what nature were they? (e.g. graffiti, housing issues, employment issues, social media issues, physical assault, schools). How are they reported to you- by phone? e-mail? through a third party?
4. If yes, to the above question, what steps were taken to resolve the issues?
5. Do you receive regular police updates/reports of hate incidents/crimes committed in Fredericton?
6. Has there been a noted increase of hate incidents officially or unofficially, in the City as far as you are aware?
7. Have you made an effort to meet with your constituents to discuss hate/racism in the City (e.g. townhall meetings) and how this may impact the constituents in your ward? Impact people of similar ethnocultural backgrounds in other NB communities?
8. Have you ever been in the midst of a crowd where you have experienced being a visible minority? If so, reflect on how that impacted you at the time.
9. Have you ever experienced what "you feel" has been racism? Explain.
10. What in your opinion, is the best way to combat racism in the greater community of Fredericton?

Appendix 4: Member Testimonials

Just Smile

- Phillip Lunga

In a city's heartbeat, a tale untold,
A black man's journey, stories unfold.
In banks and shops, where glances weigh,
Security shadows, biases betray.

Teaching dreams deemed out of reach,
Accents judged, lessons breach.
Across the counter, a voice unkind,
In every script, a bias we find.

A child's innocence, a canvas pure,
Tainted whispers, "different" they assure.
Encounters marked by silent cues,
Body language speaks, a constant ruse.

Politicians preach, a rhetoric untamed,
Questioning capacity, intentions unnamed.
Bureaucrats wield their biased might,
Entrenching dominance, out of sight.

Dare you rise, challenge the regime,
A budget emerges, a correctional scheme.
Yet, in the face of this systemic trial,
The call remains, "Just smile, just smile."

Testimonial from Marilyn Kaufman

Have you ever experienced discrimination? Most of us have, whether it be by gender, financial, by the clothing we wear to mention a few. But when derogatory slurs and hateful speech are pointedly directed at one individual or group, and lead to violent acts, hate incidents lead to hate crimes. Race wars, culture wars embody systemic racism and antisemitism, the latter being the oldest form of hatred known to society.

With the end of WW11, antisemitism was also supposed to have ended. Sadly, antisemitism continues to thrive within an enabling society today. I encountered it growing up. As a grade 7 student at Albert St. Jr. High School, I was called a "dirty Jew" by a boy who sat in front of me in class. I can remember his name and what he looked like. I can also remember all my classmates and teacher were privy to the racial slur.

After graduating university with my BPE, I went to the Education Dept. to get my teaching license. After looking at my application, Mr. (who shall remain nameless), read my maiden name, looked at me and said, "Why do you want to teach? You don't have to work with the family name you have. You're taking a job from someone who really needs it." My immediate response (being caught off guard) was. "I'm the poor relation. When I get married and anything G-d forbid happens to my husband, I want to be able to support my family." My maiden name was Chippin and he attributed me with wealth and white privilege. My parents instilled in me, a strong work ethic and the importance of giving. My dad used to say, "If you have five cents more than you need, then you are a rich man."

At an elementary school where I taught, I did drama as an extracurricular activity. The musical play my students wanted to perform for their parents in the evening was Christmas Fever -which emphasized the true meaning of Christmas. One senior teacher on staff strongly objected. What did a Jewish teacher like me know about Christmas? I was cast as "the other" as is so often the case of Jews. After much discussion at our staff meeting, it was decided... no evening performance for the parents. My students were disappointed, but we did perform for the school the next day, and I told students who asked me if their parents could come, it would be okay. I received an apology from that senior teacher after seeing the performance.

My granddaughter in 2021 at GSMS had a sticky note placed on her lunch bag when she was at the teacher's desk for assistance. On the note was a drawn heart with the word HI___R spelled in capital letters. Yes, it was upsetting to say the least.

It is a responsibility of all of us to educate ourselves and others, so as to counteract the negative effect of systemic racism and antisemitism. Education, education, education. Remember, no child is born to hate.

Powerlessness

- *Jenn Wambolt*

A black man sits in the back of a police car, his hands cuffed behind his back and no rights have been read. The community is awash with blue and red lights. Multiple units have responded. I say this is a good man, a good father, a good husband, and a good member of our community what could he have possibly done to warrant such a response. They replied he was speeding. He takes his family and moves them to another province where they live a good life now. One they could never have here no matter how hard they worked. We are left missing them, taking solace in that they are better off somewhere else. This is just one family I have come to know and love only to have to say goodbye. There have been many more.

I want my city to not only be welcoming, I want it to be a place of opportunity, of acceptance, of inclusion, of safety, a place where people can grow and everyone can call home.

Testimony on Addressing Systemic Racism in Fredericton

- *Christoph Heinz*

As a member of Fredericton's Anti-Racism Task Force, I bring a unique perspective rooted in my role as a teacher working with newcomers to Canada, including many refugees. This experience has profoundly shaped my understanding of the covert forms of racism prevalent in our community.

Observing Covert Racism in Educational Settings

In my daily interactions, I witness the subtle yet pervasive nature of covert racism. It manifests in microaggressions, subtle comments, and attitudes in classrooms and hallways. These instances are often overlooked or dismissed, yet they contribute significantly to the systemic racism that permeates our city. My observations are not indictments of character but revelations of the unconscious biases that many of us, including educators, harbor. This realization underscores the necessity for comprehensive education on racism for both teachers and students.

The Role of Education in Combating Racism

Education is a critical tool in our fight against racism. It is not just about teaching facts and figures; it's about fostering an understanding of what racism truly looks like in its many forms. Our task force's recommendations, particularly those focusing on education and awareness, are urgent and necessary. We must ensure that every teacher, student, and citizen of Fredericton has the knowledge and tools to recognize and combat racism in all its forms.

Personal Experience and the Importance of Diverse Perspectives

While I have not experienced racial discrimination in the same way as visible minorities, my background as a French-speaking individual has exposed me to linguistic discrimination. These experiences, albeit different, reinforce the importance of acknowledging and addressing all forms of discrimination.

Moving Forward with Informed Recommendations

Our recommendations, backed by studies, reports, and surveys, provide a well-rounded view of the challenges faced by newcomers and minorities in Fredericton. I echo the words of Ibram X. Kendi, who asserts that the only way to undo racism is to consistently identify and describe it—and then dismantle it. This principle should guide our actions and recommendations.

Conclusion: Education as the Starting Point

As a teacher, I firmly believe that education is the starting point in our fight against racism. It is where the change begins - in schools, in families, and in the wider community. Our recommendations should prioritize educational initiatives, equipping every member of our community with the understanding and tools to create a more inclusive and equitable Fredericton.

Testimonial from Madhu Verma

I wanted to thank the city of Fredericton Mayor Kate Rogers, who thought of establishing ARTFF, where racialized minority groups. Share their racial discrimination stories and work on the recommendations. Our team worked very hard. Now waiting to hear from the decisionmaker about the next step.

It is recognized that the essential changes in the social structure. That may lead to the elimination of racial prejudice and may require decisions of a political nature. It is also recognized, however, that certain enlightenment agencies, such as education and other means of social and economic advancement, mass media, and law, can be immediately and effectively mobilized to eliminate racial prejudice. I wish to thank our team members for their hard work.

My Lived Experience in Fredericton

- Timothy Li

Fredericton has been the community I have spent most of my life in, as I have attended public school, university, and established my career here. During this time, I have seen the city has undergoing not only a significant population growth, but drastic transformation in its demographics as well.

While I was fortunate not to experience any significant racism during my life (other than cultural misunderstanding, inappropriate choice of words at the moments of emotions, and dealing with the frustrated customers and some members of public). I am fully aware of the impact on a person (while in no fault of them) who does not understand the city's history, especially if they are from a more culturally diverse community. I do wish, however, no one after me will experience such incidents, no matter how insignificant or innocent they appear.

As the city experiences population increase, changes in demographics, and cultural makeup. We need to produce strategies to accommodate with the mixed cultural heritage, promote cultural understanding and diversity, and develop a vision on how we could work together to build a community that prides on their culture fabrics, while welcoming the changes brought from the future members of the community.

It is my hope that the recommendations from the Task Force will help provide the city with ideas on how to take the next step towards our goal of a diverse, and equitable society.

A Testimony of Transformation

- *Yusuf Shire*

As the president of the New Brunswick African Association Inc., I, Yusuf Shire, bear witness to a transformative journey within our community. The taskforce was born out of necessity, a response to the discrimination and anti-Black racism incidents plaguing the lives of African families in Fredericton.

In those early days, our focus was clear – address the pressing issues of discrimination in government low-income housing and the bullying faced by our African youth in schools and neighborhoods. Conversations with the mayor's office and the police led to the formation of the taskforce, a collaborative effort to create recommendations for our city.

Since the inception of the taskforce, the landscape has not shifted. Incidents of racism have not decreased, and our community is still witnessing discrimination. It is now

imperative for the city of Fredericton to recognize that adopting these recommendations is not just a step, but a leap in the right direction for the betterment of our city and its diverse inhabitants.

We stand at a crucial juncture where action speaks louder than words. The adoption of these recommendations is a pivotal move towards building a safer city where everyone feels welcome and contributes meaningfully to the community. Racism has no place in our world, and it is our collective responsibility to eliminate any form of discrimination.

The New Brunswick African Association, calls upon the city to take decisive steps, embracing the vision of a community free from prejudice. Our children and youth deserve to grow up in an environment where they feel safe and can contribute to the larger society without fear. Let us work together to ensure that our city becomes a beacon of inclusivity and equality.

Personal Testimonial: The City of Fredericton Anti-Racism Taskforce

- *Jasmine Murchison-Perley*

My time as a Member of the City of Fredericton (COF) Anti-Racism Taskforce was a short yet rewarding experience. I worked alongside some of the city's most devoted and passionate volunteers, advocates, and social justice warriors. Our group was tasked to present the COF with several recommendations in hopes of addressing the persistent, harmful, and ongoing systemic and institutional racism in our community—as victims of racism ourselves. We worked tirelessly to put forward actionable recommendations backed by the lived experiences of community members. This is emotionally and mentally taxing work that typically falls into the laps of those belonging to these groups, resulting in, yet again, an inequitable burden.

As Wolastoqiyik, our Treaties are based on two core values: Peace and Friendship. My work with the task force has shown me what is capable when we join hands on this path toward reconciliation, justice, and a shared vision of a better tomorrow.

Unity in Diversity

-Prashamsa G.C.

Unity in Diversity, a very common phrase that every Nepali grew up hearing. Growing up in a geographically, linguistically, culturally, socially, and ethnically diverse country, the essence of a community and showing up for one another has been engrained in me since an early age. Hence, when I learned of this committee being formed by the City of Fredericton, my immediate instinct was to get involved as it gave me an opportunity to show up for my community. It has been a great learning experience with its fair share of challenges.

As a woman of color who has called Fredericton home for more than a decade, I have experienced my fair share of covert racism in the form microaggressions, implicit biases, tone policing, etc. along with some unfortunate blatant racism in various forms, in almost every aspect of my life- academic, professional, volunteering, personal day-to-day setting. I have also witnessed similar experiences and struggles of many other individuals from racialized communities. As heartbreaking as it is, it has only fueled the fire in me to speak up in any instance of injustice and take action. I have seen many international students like me leave Fredericton in the pursuit of better opportunities in a bigger and multicultural city. The same folks are surprised to see me choose to live in Fredericton and not move to a bigger city. I believe that it is our collective responsibility to work together towards making our community more inclusive, equitable and welcoming. A city that is able to retain these international talents by providing them with equal opportunities for employment, community involvement and overall representation.

We hope to empower the City of Fredericton through these recommendations to understand and broaden their understanding of the multitude of barriers the marginalized residents of this city face with great hope that it will lead to some concrete actions. The more we engage, the more we learn, and the more we learn, the better we become. Celebrating our diversity and seeking unity in that diversity can only help us become more tolerant and resilient as a society.

If there is anything that I have learned from my involvement with the taskforce is that when a group of like-minded individuals regardless of their race, color, and background come together; great things can happen. Imagine what could be achieved with more

resources and support. There is a great power in bearing witness to each other's experiences- good or bad, pain, suffering and trauma and can lead to overall healing and growth of a community as a whole. I implore the Mayor and the city councilors to acknowledge their ability to bring impactful change to our community. Our diversity can only strengthen our community and as the leaders of our community, this responsibility falls on you to mobilize that diversity by eliminating systemic barriers to collaboratively work towards betterment of our beautiful city. "Alone we can do so little; together we can do so much." ~ Helen Keller.

Appendix 5: Letter from GSA to City of Fredericton



Alden Nowlan House
676 Windsor Street
Fredericton, NB E3B 5A3

Ph: (506) 453-4700
Email: office@unbgsa.ca

Tuesday, 03 October 2023

The City of Fredericton
397 Queen Street
Fredericton, NB, Canada. E3B 1B5.

Dear Sara,

I trust this message finds you in good health. We are reaching out with a substantial update concerning compensation for the Graduate Students Association's (GSA) role in the Anti-Racism Research Project, conducted in collaboration with the Anti Racism Task Force (ARTF).

After thorough deliberation and a conscientious examination of our circumstances, the GSA graduate students research team on anti-racism in Fredericton has collectively reached a decision that strongly resonates with our fundamental principles and values.

We wish to unequivocally acknowledge and express our deep appreciation for the considerable time, effort, and unwavering dedication invested by all parties involved in this project. This includes not only the GSA and its members but also the community volunteers who joined us as part of the Anti-Racism Task Force (ARTF). Their contributions have been truly outstanding, and we fully recognize the importance of compensating individuals for their tireless commitment and hard work.

Nonetheless, we find ourselves at a pivotal juncture were safeguarding the integrity of the GSA and upholding our guiding principles have become paramount. It is within this broader context that we have made the following determination:

While the City of Fredericton bears primary responsibility for the project's outcomes and subsequent compensation, we have encountered a complex situation. Systemic racism, the very issue that compelled us to participate in the COF initiative, continues to persist largely unaddressed, disproportionately affecting marginalized communities, particularly non-white individuals. This issue is deeply entrenched within our society, extending far beyond the boundaries of this specific research endeavour.

In recognizing the broader context, we understand and appreciate that the ARTF was comprised of stalwarts and senior residents of COF who have, for years, stood up against Islamophobia, anti-Black racism, anti-Asia racism, anti-Semitism, and colonization against the indigenous people and rightful owners of this land we now call Fredericton. We hold these individuals in the highest regard for their unwavering commitment to combating systemic injustices.

We as graduate students, could be novices in published works on racism and carrying out scholarly work on the subject; however, that was never the point of this research nor the mandate of the ARTF. The GSA's engagement was premised on anchoring the recommendations of the ARTF within the context of shared community experience of racism by the diverse ethnic groups that make up the city of Fredericton, backed up by lived experience data.

It's not lost on us that stalwarts of civil rights constituted the ARTF, and it was on this background that the GSA was leveraging this collaboration to mitigate any shortcomings they might have individually in the context of the historical experience of racism in Fredericton. Therefore, there was no basis to undermine the synergy of the GSA in collaboration with ARTF to produce recommendations anchored in

community engagement and evidence-based at a fraction of the cost of what would otherwise be a commercial exercise, as was the proposed contract from COF.

Considering this comprehensive perspective and our unwavering commitment to the principles of social justice and equity, the GSA has opted not to seek any compensation from the City of Fredericton for the work undertaken. This decision, while not made lightly, firmly aligns with our resolute commitment to upholding these principles, even more so when considering that this compensation would come at the expense of hardworking and struggling ratepayers.

We firmly believe that accepting compensation for a research project that has not achieved its intended outcomes would undermine the integrity of the GSA. We remain steadfast in our belief that it is imperative to adhere to our principles and refrain from accepting payment for work that has not effectively addressed such a profound societal issue.

Furthermore, it is crucial to highlight that this project was primarily driven by students who experience racism in their daily lives and endure economic, emotional, and mental hardships perpetuated by colonial institutions. Accepting compensation that is anchored in imperial constraints, which have played a role in perpetuating issues such as the one at hand, fundamentally contradicts our core values and principles.

We perceive this decision as an opportunity to shed light on the imperative need to address colonial policies and practices that have perpetuated white supremacy. We acknowledge that achieving systemic change is a complex and ongoing process, and we remain unwavering in our commitment to the overarching objective of combatting racism and inequity within our community.

We sincerely appreciate your understanding of this decision and remain steadfast in our commitment to collaborative efforts aimed at effecting substantial change in the ongoing battle against systemic racism. We firmly believe that this decision reflects our dedication to upholding our principles and fostering a more just and equitable society.

Should you have any questions or require further clarification regarding this decision, please do not hesitate to reach out. We are readily available to engage in constructive dialogue and collaborate toward our shared goals.

Best regards,

Graduate Student Association (Research Team on Anti-Racism in Fredericton)