

City of Ottawa Anti-Racism Strategy

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Honouring the Anishinabe Algonquin Nation, First Nations, Inuit and Métis

Ottawa is built on unceded Anishinabe Algonquin territory. The peoples of the Anishinabe Algonquin Nation have lived on this territory for millennia. Their culture and presence have nurtured and continue to nurture this land.

The City of Ottawa honours the peoples and land of the Anishinabe Algonquin Nation.

The City is home to vast and diverse Indigenous communities. The City of Ottawa honours all First Nations, Inuit and Métis peoples and their valuable past and present contributions to this land.

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The development of the City of Ottawa's first Anti-Racism Strategy would not have been possible without the tremendous efforts, time, commitment, and collaboration of many partners, community organizations, and leaders within Indigenous, Black and other racialized communities, working in partnership with City leadership, staff and consultants.

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Finally, thanks to the City staff, past and present, who contributed their leadership and subject matter expertise in drafting the Strategy.

Executive Summary

Ottawa is built on unceded Anishinabe Algonquin territory, is home to the Algonquin host nations and has a rich demographic make-up of First Nation, Métis and Inuit communities, with the largest Inuit population outside of the North in Canada. Ottawa is the nation's capital and the fourth largest urban region in Canada, with a population of 1,046,440¹. According to the 2016 Census, approximately 26 percent of Ottawa residents self-identified as racialized. Ottawa's rich multicultural and diverse population comprises 156 ethnic groups and more than 70 languages are spoken everyday throughout the city.² Ottawa is the second largest destination for immigrants to Ontario, where one in four Ottawa residents identify as an immigrant.³ Ottawa is also home to a young racialized population that is growing at the rate of four times Ottawa's general population.⁴ Over half (54.8 percent) of the Black population are children and youth aged 0-29, compared to the general population at 37.5 percent.⁵ The diverse Indigenous, Black and other racialized communities contribute to Ottawa's economic growth and prosperity, and its social and cultural life.

Notwithstanding Ottawa's rich cultural, linguistic, and racial diversity, many Indigenous, Black and other racialized communities experience inequitable outcomes and opportunities, as a result of systemic racism. "Systemic racism consists of organizational policies, directives, practices or procedures as well as structures that exclude, disadvantage or marginalize Indigenous, Black and other racialized groups or

¹ City of Ottawa (19 May 2022), Current population and household estimates, Retrieved from <https://ottawa.ca/en/living-ottawa/statistics-and-demographics/current-population-and-household-estimates>

² City of Ottawa and CAWI (19 May 2022), Equity and Inclusion Lens Snapshot: Racialized People (2016), pg. 4, Retrieved from https://documents.ottawa.ca/sites/documents/files/racializd_ss_en.pdf

³ City of Ottawa (19 May 2022), Why Choose Ottawa, Retrieved from <https://ottawa.ca/en/living-ottawa/immigrants/why-choose-ottawa>.

⁴ City of Ottawa and CAWI (19 May 2022), Equity and Inclusion Lens Snapshot: Racialized People (2016) pg.4, Retrieved from https://documents.ottawa.ca/sites/documents/files/racializd_ss_en.pdf

⁵ Social Planning Council of Ottawa (19 May 2022), Summary Portrait of Ottawa's Black Community in Comparison to the General Population – Based on the 2016 Census, Retrieved from <https://neighbourhoodequity.ca/racism/>.

create unfair barriers to access benefits and opportunities”.⁶ Historical and ongoing racism has created and maintained inequities and disparities among Indigenous, Black and other racialized populations impeding quality of life, mental health and well-being, safety, and hindering access to opportunities, and outcomes. These structural barriers translate into social, political and economic inequities.

In 2020, the City established an Anti-Racism Secretariat to target systemic racism in policy development, decision-making, program evaluation and outcome measurements. In 2021, the Anti-Racism Secretariat embarked on a broad and comprehensive multi-phase engagement plan with Ottawa residents from Indigenous, Black and other racialized communities, community partners, subject matter experts, and City of Ottawa employees. Through a series of public consultations, facilitated discussions, online surveys, roundtables, and townhalls, the City gathered extensive input to inform the development of this Anti-Racism Strategy.

The City of Ottawa’s first Anti-Racism Strategy is a five-year plan that has been informed by the experiences of Ottawa residents, community organizations and City partners to identify and remove systemic barriers in City policies, programs, services and spaces to ensure full participation, inclusion and a sense of belonging for all residents in Ottawa. The Strategy includes 28 recommendations and 132 actions to address the following priority areas that have been identified by the community:

- Governance,
- Housing,
- Economic development,
- Health outcomes,
- Children and Youth development,
- Achieving racial equity in the workplace
- Institutional practices

The Anti-Racism Strategy represents more than a document outlining the City’s commitment to anti-racism. It is a call to action, to all people of Ottawa to work together

⁶ Government of Ontario (19 May 2022), Data Standards for the Identification and Monitoring of Systemic Racism, Retrieved from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemicracism/glossary#:~:text=Systemic%20racism%20consists%20of%20organizational,access%20valuable%20benefits%20and%20opportunities>. Glossary.

to understand the systemic barriers that Indigenous, Black and other racialized communities face and to be intentional and proactive in removing these barriers.

This Strategy aims to establish the foundation for anti-racism work in the City, which the City will implement in two phases. In the first phase (2023-2025), the City will focus on raising awareness of the barriers that Indigenous, Black and other racialized staff and communities experience. The City will provide extensive education and training at all levels of the organization so that employees can learn about how systemic racism manifests within an organization, learn about its impacts on racialized communities and learn how to apply an anti-racism approach to the work we do and the services we provide. This is to ensure the corporation has the intercultural competencies, awareness, knowledge, skills and ability to address racial inequities in the workplace. During this phase, the City will ensure the collection of race-disaggregated and sociodemographic data, to establish a baseline from which we can measure the impact of future actions. The City will also focus on developing approaches to establish meaningful and ongoing engagement and relationship building with Indigenous, Black and other racialized communities to ensure the strategy is responsive to current and emerging societal issues. Phase one will include the implementation of action items in all seven priority areas, with an emphasis on governance, youth development, achieving racial equity in the workplace, and institutional practices.

While Phase one will have implemented action items in all seven priority areas, in the second phase (2025-2028), the City will continue with the implementation of the recommendations and actions outlined in the plan, with further emphasis on housing, economic development, and health outcomes. This phase will follow a mid term review on the progress made through the implementation of phase one. This review will take place using the data collected and engagement mechanisms developed to evaluate, and modify progress in response to lessons learned, while implementing additional actions in response to the established plan.

The strategy will include an evaluation framework, with workplans that will be developed each year that will include key performance indicators and measures against desired outcomes. Annually, a progress report will be provided to council, and released to the public to ensure transparency and community accountability.

Introduction

Ottawa is the nation's capital and home to a rich diversity of racial and ethnic identities, cultures, and as many as 100 nationalities. In 2016, one quarter (26 percent) of Ottawa residents self-identified as racialized, an increase from 20 percent in 2006⁷. The most frequently reported racialized communities in Ottawa includes the Black community at 6.5 percent, the Chinese community at 4.5%, and the Arab community at 4.5 percent of the total population⁸. It is estimated that by 2031, more than one in three residents in Ottawa will be racialized.⁹

The diverse Indigenous, Black and other racialized communities contribute to Ottawa's economic growth and prosperity, and its social and cultural life all of which lend to vibrance, social fabric, character and success of our city.

In 2019, the General Social Survey on Canadians' Safety, reported that 46 percent of the Black population aged 15 years and older experienced at least one form of discrimination between 2014 and 2019, compared to 16 percent of the non-Indigenous, non-racialized population.¹⁰ Among the Indigenous population, 44 percent of First Nations people had experienced discrimination in the five years preceding the survey, as had 24 percent of Métis and 29 percent of Inuit communities.¹¹

Sadly, this discrimination and form of exclusion, is part of a larger problem, deeply entrenched within our social, political, and economic structures through systemic

⁷ Ottawapublichealth.ca (19 May 2022), Statistics Canada. 2017. Ottawa, CV [Census subdivision], Ontario and Canada [Country] (table). Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017. Retrieved from <https://www.ottawapublichealth.ca/en/reports-research-and-statistics/sociodemographics.aspx#Origin-and-Identity>

⁸ Ottawapublichealth.ca, 19 May 2022, Statistics Canada. 2017. Ottawa, CV [Census subdivision], Ontario and Canada [Country] (table). Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017. <https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/details/page.cfm?Lang=E&Geo1=CSD&Code1=3506008&Geo2=CD&Code2=3506&SearchText=ottawa&SearchType=Begins&SearchPR=01&B1=Visible%20minority&TABID=1&type=0>

⁹ City of Ottawa (19 May 2022), Equity & Inclusion Lens Snapshot (2016) pg 2, Retrieved from https://documents.ottawa.ca/sites/documents/files/racializd_ss_en.pdf

¹⁰ Adam Cotter (Statistics Canada, 19 May 2022), Experiences of discrimination among Black and Indigenous populations in Canada, 2019. Retrieved from <https://www150.statcan.gc.ca/n1/pub/85-002-x/2022001/article/00002-eng.htm>.

¹¹ Adam Cotter (Statistics Canada, 19 May 2022), Experiences of discrimination among Black and Indigenous populations in Canada, 2019. Retrieved from <https://www150.statcan.gc.ca/n1/pub/85-002-x/2022001/article/00002-eng.htm>.

racism. “Systemic racism consists of organizational policies, directives, practices or procedures as well as structures that exclude, disadvantage or marginalize Indigenous, Black and other racialized groups or create unfair barriers to access benefits and opportunities”.¹²

Racism is harmful to everyone and limits social prosperity and economic growth, it stifles innovation, creativity and overall, well being. As a municipal government, service provider, employer, and consumer, the City has a responsibility to eliminate systemic racism to ensure full participation, inclusion and a sense of belonging for all Ottawa residents.

The City acknowledges the unique ways in which racism is experienced within Indigenous communities, and within Black, Asian, Latinx, Muslim, Jewish, and other communities and recognizes, a tailored approach is required to address the systemic barriers and inequities these communities experience.

As part of its commitment to confront systemic racism, the City recognizes that:

- Racism in the City is rooted in historical and on-going systems that have produced deeply entrenched power imbalances that are disproportionately creating adverse outcomes.
- The elimination of racism in the City requires fundamental shifts in policy development, resource allocation and decision-making, among other areas.
- It is accountable to the people of Ottawa and must publicly report on its actions to address systemic racism.

The City of Ottawa’s first Anti-Racism Strategy is a comprehensive approach to confront, remove, and prevent systemic barriers that Indigenous, Black and other racialized communities experience across Ottawa, whether as residents, visitors, employees of the City, newcomers, entrepreneurs or businesses.

The City of Ottawa is responsible for ensuring that the people of Ottawa have equal access to City programs, services, resources and opportunities to realize their full potential. This Strategy represents the City’s commitment to develop and deliver

¹² Government of Ontario (Ontario.ca, 19 May 2022), Data Standards for the Identification and Monitoring of Systemic Racism, Retrieved from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary#:~:text=Systemic%20racism%20consists%20of%20organizational,access%20valuable%20benefits%20and%20opportunities.>, Glossary.

programs and services that are responsive to the diverse needs of the municipality, and to cultivate an equitable and inclusive workforce.

This Strategy represents an intersectional, trauma-informed and systems-wide approach to anti-racism. It informs how the City develops policy; makes decisions; allocates resources; engages communities; communicates to the people of Ottawa; evaluates programs; receives and resolves complaints; monitors and reports on progress; and measures outcomes using an anti-racism approach.

Why an Anti-Racism Strategy?

The Anti-Racism Strategy was developed in consultation with the people of Ottawa, through a multi-phase engagement process. It reflects the voices and perspectives of Ottawa's Indigenous, Black, and other racialized communities. The Strategy does not exist in a vacuum but forms part of a series of measures the City has undertaken to address equity and inclusion. It aligns with or builds upon the, Ottawa Municipal Immigration Strategy, [10-Year Housing and Homelessness Plan](#), the [Women and Gender Equity Strategy](#), the [Corporate Diversity and Inclusion Plan](#), and the [Community Safety and Well-Being Plan](#).

While these existing City initiatives apply broadly to all groups, they do not address how colonialism and systemic racism adversely impact Indigenous, Black, and other racialized communities. This Anti-Racism Strategy is preventative, responsive and proactive in centering racial equity by examining how institutions and structures operate to maintain a system that produces racially inequitable outcomes.

Focusing on Systemic Racism

For many, racism encompasses individual acts, such as racial slurs or the use or display of racist symbols. However, racism is deeply embedded into our society, including our institutions, laws, policies and practices and operates in ways that are often invisible. The Anti-Racism Strategy confronts these forms of racism which manifest at the individual, institutional and structural level. These levels of racism are

interconnected and reciprocal, and function as an all-encompassing system, in which everyone is implicated.¹³

One of the ways to address systemic racism is to acknowledge its existence. We are often conditioned not to talk about race and racism and to ignore race. As a municipality we cannot confront systemic racism until we all understand how colonialism and racism impact and exclude and Indigenous, Black and other racialized communities, from equal access to opportunities, resources and outcomes.

The City recognizes that addressing systemic racism is a complex endeavour that:

- Eliminates the structural barriers which limit access to opportunities for Indigenous, Black and other racialized communities;
- Addresses the intersectional impact of racism;
- Rejects racist and discriminatory behaviours and beliefs;
- Builds bridges between diverse communities;
- Is participatory; and ensures accountability.¹⁴

Anti-Indigenous Racism

The City acknowledges that Ottawa is built on unceded Anishinaabe Algonquin territory and honours Algonquin presence and nationhood. As well, it strives to ensure presence, experiences, and contributions of the diverse First Nations, Inuit, and Métis Peoples, that make up the vibrant urban Indigenous communities in Ottawa are recognized and respected.

It is estimated that in Ottawa, approximately four percent of the population identifies as Indigenous.¹⁵

As a municipality, we have made the commitment to take up our responsibility to uphold constitutionally protected Aboriginal and Treaty Rights, and to implement the

¹³ Carl E. James (Thomsonbooks.com, 19 May 2022), *Seeing Ourselves: Exploring Race, Ethnicity and Culture* (4th ed. Pg 266), Retrieved from <http://thompsonbooks.com/higher-ed/social-work-welfare-canada-catalog/seeing-ourselves-exploring-race-ethnicity-culture-9781550771718/>.

¹⁴ City of Ottawa, External WWH Report, pg. 28.

¹⁵ Ottawa Aboriginal Coalition, 2021 Homelessness Point in Time Count. Retrieved from <https://www.ottawaaboriginalcoalition.ca/2021homelessnesspoint-in-timecount>

recommendations of inquiries such as the Truth and Reconciliation Commission, and the National Inquiry into Missing and Murdered Indigenous Women and Girls. We are committed to protecting the rights enshrined in the United Nations Declaration on the Rights of Indigenous People. We will continue to foster strong relationships with the Anishinabe Algonquin Nation and with urban Indigenous communities, in order to realize this commitment.

The City acknowledges the historical and ongoing racial and colonial oppression that First Nations, Inuit and Métis People experience. Indigenous racism stems from the long history of colonialism and its ongoing legacies and impacts.

While elements of this Strategy will address systemic barriers impacting Indigenous, Black and other racialized residents in Ottawa; and monitor the impact of interventions on all communities, the City will take additional measures to address the unique nature of Indigenous racism.

The City will work with Indigenous community members to develop an Indigenous-focused Anti-Racism Strategy that supports economic and social well-being, inclusion and self-determination of all Indigenous residents of Ottawa and build on the work currently being done in the Ottawa Indigenous community.

As a next step, the City will launch an engagement process with Indigenous community members including service and community leaders, Elders and youth whose voices will shape the Indigenous-focused Anti-Racism Strategy.

Anti-Black Racism

Throughout this strategy, People of African Descent, Canadians of African Descent, African-Canadians, and Afro-Caribbean, Black terminology, is most often referred to as the Black community. The largest racialized population in Ottawa, representing more than 25 percent of the total racialized population is the Black community.¹⁶ Ottawa's Black community is diverse, with varying histories and multiple identities it is very difficult to comprehensively capture and describe the diversity of experiences among and within Black communities.

¹⁶ Statistics Canada. 2017. Ottawa, CV [Census subdivision], Ontario and Canada [Country] (table). Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017

Canada's history of enslavement, racial segregation and systemic oppression against the Black community have produced a unique form of racism. "Anti-Black racism is a system of inequities in power, resources, and opportunities that discriminates against people of African descent".¹⁷ Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices in ways that are often rendered invisible. Historical and contemporary laws, policies and practices continue to have a harmful effect on Black populations across Canada, including in Ottawa.¹⁸

Anti-Black racism creates large disparities and inequities for Black individuals and communities. It results in higher rates of poverty and income inequality, food insecurity, barriers to adequate healthcare, housing, and education, precarious employment, higher rates of unemployment, and an over-representation in the criminal justice system and child welfare system.¹⁹ Given the history and legacy of anti-Black racism in Canada, it's imperative that municipalities are explicit and deliberate in its identification and dismantling.

From our community engagement, we heard Black communities experience a variety of disparities, including food insecurity, lack of access to recreation and green spaces²⁰ as well as barriers to employment equity. They noted under-representation in senior leadership positions²¹ and in the knowledge-based economy, and few economic opportunities for Black-owned businesses to compete in the economy.²² We heard Black communities experience various forms of anti-Black racism accessing City programs and services; Black seniors face racism in City-run senior centers and Black youth have limited and inadequate access to mental health care and to emergency

¹⁷ Canada.ca, 19 May 2022, Government of Canada. Building a Foundation for Change: Canada's Anti-Racism Strategy 2019–2022. <https://www.canada.ca/en/canadian-heritage/campaigns/anti-racism-engagement/anti-racism-strategy.html>

¹⁸ See the Report of the Working Group of Experts on People of African Descent on its mission to Canada, pg. 7.

¹⁹ Canada.ca (19 May 2022), Government of Canada. 2020. Social determinants and inequities in health for Black Canadians: A Snapshot. Retrieved from <https://www.canada.ca/en/public-health/services/health-promotion/population-health/what-determines-health/social-determinants-inequities-black-canadians-snapshot.html>

²⁰ City of Ottawa, External What We Heard Report, pg. 41.

²¹ City of Ottawa, External What We Heard Report, pg. 33.

²² City of Ottawa, External What We Heard Report, pg. 35 and 36.

housing.²³ As well, we heard of the criminalization of Black youth which impairs their ability to participate in the community and to access jobs.²⁴

Community members and City employees called on the City to name anti-Black racism, to prioritize strategies on anti-Black racism, and to set specific targets for members within the Black community. Community members called on the City to develop a housing plan for Black newcomers,²⁵ support and track Black communities' participation in and access to governance processes and structures;²⁶ and increase the recruitment of Black mental health counsellors.²⁷

Participants articulated a need for the City to increase the hiring, promotion and retention of Black employees within the corporation, especially at the management and leadership levels²⁸ and to implement clear benchmarks and targets to track the progress of employment equity measures. In the workplace, there should be sustained efforts to develop a culture of opportunities for ongoing employee development with clear goals to remove barriers to advancement for Black applicants and employees.²⁹

The City has listened to the feedback from the community and City employees and will explicitly apply monitoring and evaluation metrics against the impacts and the outcomes of the proposed action plan in Black communities. The City is committed to ongoing dialogue and engagement with Black communities to build and strengthen relationships, in particular those with intersectional identities, such as youth, people living with disabilities, 2SLGBTQQIA+, immigrants, and refugees, in which the City did not hear from sufficiently during the consultations.

²³ City of Ottawa, External What We Heard Report, pg. 44.

²⁴ City of Ottawa, Youth Development, A8. External What We Heard Report, pg. 44.

²⁵ City of Ottawa, External What We Heard Report, pg. 40.

²⁶ City of Ottawa, External What We Heard Report, pg. 38.

²⁷ City of Ottawa, External What We Heard Report, pg. 42.

²⁸ City of Ottawa, External What We Heard Report, pg. 34 "Reach out to the unions to work on streamlining support, training, and mentorship for ACB[Black] people."

Addressing Anti-Asian, Antisemitism, Islamophobia and other Forms of Racism

During the engagement phase, members of the community shared experiences with anti-Asian racism, antisemitism and Islamophobia. The City acknowledges the existence of these and other forms of racism, including anti-Arab racism and racism faced by members of the Sikh and Hindu community, and other religious groups that are racialized, as race intersects with religion and ethnicity, producing unique experiences with racism, prejudice and discrimination.

As part of its commitment to identify and remove the systemic barriers that racialized communities face in Ottawa, the City cannot apply a one-size-fits-all approach.³⁰ It must take into account the unique perspectives, experiences and intersectional identities of racialized people and communities.³¹

The City commits to work in partnership with community organizations to identify, address and implement key actions to address concerns related to anti-Asian racism, Islamophobia and antisemitism.

Anti-Asian Racism

Three percent of Ottawa residents are recent immigrants (those who immigrated in the past five years). Over half (57 percent) of recent immigrants to Ottawa came from Asia, with the Philippines and China being the most frequently reported countries of origin.³² The City acknowledges that people of Asian descent are not a monolith and that members from the Asian community encompass a wide range of identities and experience various forms of racism.

As part of the community engagement process, people of Asian descent described numerous barriers they experienced across the city in housing, access to health services, and economic opportunities. Participants called on the City to increase funding to community centres and programs for members from the Asian community living with

³⁰ City of Ottawa, External What We Heard Report, pg. 28.

³¹ City of Ottawa, 2021-11-10 ARS Progress Update, pg. 20.

³² Statistics Canada (19 May 2022) Ottawa, CV [Census subdivision], Ontario and Canada [Country] (table). Census Profile. 2016 Census. Statistics Canada Catalogue no. 98-316-X2016001. Ottawa. Released November 29, 2017. Retrieved from <http://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/index.cfm?Lang=E>.

dementia so they can remain involved in the community. They also addressed the need for more social workers and social supports that are of Asian descent who speak various languages such as Cantonese, Mandarin and Vietnamese.³³

The COVID-19 epidemic created a new form of anti-Asian racism that links China and the novel coronavirus. Although anti-Asian racism previously existed in Ottawa, the pandemic amplified anti-Chinese or anti-East Asian sentiment and other forms of racism directed towards the Asian community, including increasing reports of hate incidents in Ottawa.³⁴

On January 5, 2021, the City launched a public awareness social media campaign focused on combatting anti-Asian racism.³⁵ On May 10, 2021 the Mayor of Ottawa proclaimed a Day of Action Against Anti-Asian Racism in Ottawa. In doing so, the Mayor committed to preventing, countering, and mitigating hatred and to stand in solidarity against racism experienced by Asian residents.³⁶

While the City remains committed to providing education and awareness about anti-Asian racism, more work is needed to address the systemic barriers many Asian communities face in Ottawa. The Asian community is exceptionally diverse. Each individual's experience is shaped by their ethnicity, religion, language, age, personal history and immigration status, among others. The next step will begin with establishing relationships with Asian community leaders to co-develop actions in addressing Anti-Asian Racism, using a multi-generational, intersectional approach.

³³ City of Ottawa, External What We Heard Report.

³⁴ City of Ottawa (19 May 2022), Archived - Incidents of anti-Asian racism on the rise in Ottawa, January 5, 2021. Retrieved from <https://ottawa.ca/en/news/incidents-anti-asian-racism-rise-ottawa>

³⁵ City of Ottawa (19 May 2022), Anti-Racism Secretariat, Anti-Racism Information Report, 1 June 2021, pg. 6. Retrieved from https://ehq-production-canada.s3.ca-central-1.amazonaws.com/f10d8b9ee9b759f32db8d308aebd1518499603ce/original/635795504/27b2353f7bf31873e4077938f7e731d9_ARS_Information_Report_November_2021_%28EN%29.pdf?X-Amz-Algorithm=AWS4-HMAC-SHA256&X-Amz-Credential=AKIAIBJCUK4Z04WUUA%2F20220506%2Fca-central-1%2Fs3%2Faws4_request&X-Amz-Date=20220506T201429Z&X-Amz-Expires=300&X-Amz-SignedHeaders=host&X-Amz-Signature=6d5b23698caa3e36da809d4cb0bdf99fca5b2dbd6b951a2cd3416d39cd735346

³⁶ City of Ottawa (19 May 2022), Day of Action Against Anti-Asian Racism, 10 May 2021. Retrieved from <https://twitter.com/jimwatsonottawa/status/1391713375902572551>

Antisemitism

As a part of the City's community consultations, the City held sessions with Jewish residents as well as engaged in multiple discussions with community partners, including local Rabbis and leaders from Jewish organizations.³⁷ During these consultations, participants noted that safety and security were key issues, with increasing hate crimes directed towards Jewish communities and synagogues. Additionally, non-recognition of Jewish holidays, customs and traditions in several aspects including employment and health services were noted as areas where discrimination is experienced. The City acknowledges those from the Jewish community, are subject to discrimination and racism. While the actions of the Anti-Racism Strategy will benefit all residents, further work is needed to address the specific barriers experienced by Jewish residents, including the identification of actions to address antisemitism.

Islamophobia

Islamophobia is often experienced alongside racism as many people who identify as Muslim are racialized. Islamophobia has also impacted members of the community who are not Muslim, though may share ethnic or racial markers associated with Islam, for instance members from the Arab community or People of South Asian descent.

Members of the community described how Muslim youth feel isolated, are subject to Islamophobic attacks and stigma, and suffer magnified mental health impacts because of the pandemic. During the engagement process, members of the community described employment barriers that the Muslim community face in Ottawa, including how certain job requirements create significant barriers to employment for Black Muslim youth. In addition, Muslim women wearing a hijab, experience discrimination and prejudice in Ottawa, and face difficulties finding employment. Members from the Muslim community who seek shelter, lack access to culturally relevant foods and feel they cannot follow cultural or religious traditions, such as prayers and Ramadan, in the shelter system. Community members also described the need for the City to provide accessible information on sexual health for Black Muslim youth and accessible reproductive health for Muslim mothers and women. Participants from the Muslim

³⁷ City of Ottawa, External What We Heard Report, pg. 17.

community also expressed a need for financial literacy courses and support for entrepreneurship, especially for newcomers.³⁸

Muslim youth experienced a need for culturally responsive recreational activities, with increased representation of staff and coaches from the Muslim community to foster a more welcoming environment within city services.

Participants also recommended that the City work with partners to develop summer camps and other programs to build leadership skills for Muslim youth, and to develop programs for Muslim youth in collaboration with social service centres and Muslim centres, including mosques.³⁹

Many of these recommendations have been integrated within the health outcomes and youth development pillars of the Anti-Racism action plan.

Increase in Hate Crimes

There has been an increase in acts of hate around the world and in Canada, which has led to an increase in non-violent and violent hate crimes.⁴⁰ According to the Government of Canada, in 2020, Canadian police reported 2,669 criminal incidents that were motivated by hate, the largest number recorded since comparable data has become available.⁴¹

Over the years, there has been a sharp increase in hate-motivated crimes across Ottawa. In 2021, there was an increase of almost 44 per cent of hate-motivated incidents reported to police.⁴² According to data from the Ottawa Police Service Hate and Bias Crime Unit, police investigated 340 reported incidents in 2021, 260 of which were deemed to be criminal. Race and ethnicity were the primary motivations for hate

³⁸ City of Ottawa, External What We Heard Report, pg. 17.

³⁹ IBID

⁴⁰ Jing Hui Wang and Greg Moreau, Canadian Centre for Justice and Community Safety Statistics, Police-reported hate crime in Canada, 2020 (17 March, 2022). Retrieved from <https://www150.statcan.gc.ca/n1/pub/85-002-x/2022001/article/00005-eng.htm>

⁴¹ Jing Hui Wang and Greg Moreau, Canadian Centre for Justice and Community Safety Statistics, Police-reported hate crime in Canada, 2020 (17 March, 2022). Retrieved from <https://www150.statcan.gc.ca/n1/pub/85-002-x/2022001/article/00005-eng.htm>

⁴² Ottawa Police Service (19 May 2022), Hate Crime reports to police increase to a rate of close to 44% in 2021. Retrieved from <https://www.ottawapolice.ca/Modules/News/index.aspx?lang=en&newsId=2f22659d-a1d7-4c49-8d66-dcf0df14e2f7>

crimes:⁴³ Jewish and Black communities were the most targeted, followed by 2SLGBTQQIA+, East and South-East Asian, Arab and West Asian, and Muslim communities.⁴⁴ This, compared to the incidence of hate crimes in 2020 at 181 cases and 116 cases reported in 2019.⁴⁵

The COVID-19 pandemic has led to an increase in police-reported hate crimes across Canada, which rose by 37 per cent, from 1,951 to 2,669 incidents, in the first year of the pandemic.⁴⁶ Since the beginning of the COVID-19 pandemic racialized communities perceived an 18 percent increase in the frequency of harassment or attacks based on race, ethnicity or skin colour, which was three times greater (6%) than the rest of the population.⁴⁷

The City of Ottawa has not remained immune. During the truck convoy in January of 2022, the world witnessed an occupation in which individuals and groups with extremist views waived Nazi symbols, Confederate flags, and other racist symbols around Parliament Hill. It is not lost on many that the convoy began the journey to Ottawa on the International Holocaust Remembrance Day (January 27th) and that the occupation took place during the fifth anniversary of the Quebec City mosque shooting (January 29th).

The City heard through the Anti Racism Advisory Table, concerns about the impact of the truck convoy occupation in Ottawa, in which Indigenous, Black and other racialized communities, and members of the Jewish and 2SLGBTQQIA+ communities were terrorized and subject to blatant and violent hate speech, images and demonstrations.

The table members were deeply concerned over the events surrounding the convoy and repeatedly stressed that the City must take action to prevent the widespread

⁴³ Ottawa Police Service (19 May 2022), Incidents Motivated by Hate (Criminal Offences Only). Retrieved from <https://www.ottawapolice.ca/en/crime/resources/Crime-Stats/Hate-Crimes-2020-2021.pdf>

⁴⁴ Ottawa Police Service (19 May 2022), Hate Crime reports to police increase to a rate of close to 44% in 2021. Retrieved from <https://www.ottawapolice.ca/Modules/News/index.aspx?lang=en&newsId=2f22659d-a1d7-4c49-8d66-dcf0df14e2f7>

⁴⁵ IBID.

⁴⁶ Jing Hui Wang and Greg Moreau, Canadian Centre for Justice and Community Safety Statistics (19 May 2022), Police-reported hate crime in Canada, 2020 (17 March, 2022). Retrieved from <https://www150.statcan.gc.ca/n1/pub/85-002-x/2022001/article/00005-eng.htm>

⁴⁷ Ottawa Police Service (19 May 2022), Hate Crime reports to police increase to a rate of close to 44% in 2021. Retrieved from <https://www.ottawapolice.ca/Modules/News/index.aspx?lang=en&newsId=2f22659d-a1d7-4c49-8d66-dcf0df14e2f7>

proliferation of hate speech, symbols, demonstrations and acts of violence. They stressed the importance of the City understanding the deleterious psychological effects that the occupation and images of the occupation had within the community, particularly on children.

Our Journey – Developing the Strategy

In 2020, the City of Ottawa established the Anti-Racism Secretariat to target systemic racism by applying an anti-racist approach to the way the City develops policies, makes decisions, evaluates programs, and measures outcomes by developing the City's first Anti-Racism Strategy.

In developing the Strategy, the City launched a broad and comprehensive multi-phase engagement plan in 2021 to seek input from Ottawa residents, community partners, and City of Ottawa employees, in which more than 1000 people participated. To guide the engagement process and to ensure the participation of a broad range of community groups and perspectives, the City conducted an environmental scan to determine best practices in developing anti-racism initiatives and strategy development processes.

The City launched Phase 1 of the engagement in January 2021, which consisted of consultations with community and City staff. The City consulted with Ottawa residents and community partners on six priority areas that had been identified as the areas of focus for the Strategy through previous community consultation. These priority areas include employment equity, housing, governance, economic development, health outcomes, and youth development. The City also sought input from City of Ottawa employees on key priority areas to address systemic racism within the workplace.⁴⁸

In Phase II of the engagement plan, the City facilitated a series of action planning sessions for community stakeholders and Ottawa residents. The action planning sessions focused on groups with intersectional identities who did not actively participate during the first phase. During this time, the City also consulted with two Council Advisory Committees. The Accessibility Advisory Committee put forward recommendations to increase the accessibility of future engagement sessions which were implemented through Phase III. The French Language Services Advisory

⁴⁸ City of Ottawa, Anti-Racism Secretariat Report to Council, June 2021, pg. 2.

Committee submitted several recommendations to consider the unique perspectives of French-speaking racialized communities in the development of the Strategy, particularly with respect to engagement and training.

Following these engagements, the City published a public What We Heard Report, compiling the findings from the community engagement.

In September of 2021, the City also established an Anti-Racism Advisory Table comprised of City staff and anti-racism leaders and individuals from Indigenous, Black and other racialized communities. The mandate of the Table is to work collaboratively to raise awareness about racism; bring forward community perspectives; and advise on the actions identified during the engagement sessions to inform the Strategy.⁴⁹

During Phase III engagement, the City hosted a series of townhalls to provide an overview of the findings from the What We Heard Reports, and to invite residents, community stakeholders and City of Ottawa staff to validate the community feedback, provide any additional feedback, and determine if there were any gaps or further suggestions to inform the Strategy. During this phase, the City also engaged with key community partners, such as the Ottawa Local Immigration Partnership and the Community Champions Table Network.⁵⁰

In January of 2022, the City established an Internal Anti-racism Planning Table, comprised of staff from all City departments and various service areas to develop the Anti-Racism Action Plan. The Plan contains measurable, tangible and substantive strategic actions that are informed by recommendations from the internal and external consultations, including the Community Anti-Racism Advisory Table.

The Anti-Racism Strategy is a result of the collaborative effort between City staff, community partners, and Ottawa residents.

Vision and Mission

The Anti-Racism Strategy contributes to the City of Ottawa's vision for a municipality where everyone feels safe, included and is able to realize their full potential. It is a call to action, to all people of Ottawa to work together to understand the systemic barriers

⁴⁹ City of Ottawa, Anti-Racism Secretariat Report to Council, November 2021, pg. 6.

⁵⁰ City of Ottawa, Anti-Racism Secretariat Report to Council, November 2021, pg. 13.

that Indigenous, Black and other racialized communities face and to be intentional and proactive in removing these barriers so that everyone can experience a full sense of belonging and prosperity.

Vision

Ottawa is an anti-racist city, where systemic racism and discrimination are no longer barriers to an individual or the collective access to safety, resources, opportunities, and outcomes.

Mission

To confront systemic racism, the City will:

- Identify, remove and prevent systemic barriers to accessing City employment, services, programs, and spaces.
- Apply an anti-racism approach within the development and implementation of the City's policies, decision-making
- Examine and address imbalances of influence and power.
- Respond and denounce acts of violence, racism, hatred and discrimination
- Continually engage and foster meaningful relationships with Indigenous, Black and other racialized communities to co-develop solutions that benefit the community.
- Use an intersectional and data informed approach to evaluate outcomes

Guiding Principles to Approach Anti-Racism Work

Anti-racism work is a proactive course of action to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances through a series of analyses.

An anti-racism approach requires a cultural shift that becomes integrated into the planning, development, operations, resource allocation and evaluation of policies, services, practices, and spaces.

The following guiding principles, and subsequent guiding questions, serve to inform the City as it develops strategies in response to community needs using an anti-racism approach. These guiding principles direct our focus, solidify our priorities, and align our intent with our desired outcome of racial equity.

A Focus on Systemic Racism

The City focuses on proactively identifying and removing systemic barriers and root causes of racial inequities across the corporation. It interrogates how systemic racism is embedded into City policies, programs and services and its adverse impacts on Indigenous, Black and other racialized communities. With this focus, we engage in self-reflection through courageous conversations about power, race and racism, and through continuous learning to strengthen our knowledge, skills and competencies on anti-racism. We examine the structures that sustain racial oppression and work to redistribute and share power in an effort to realize our vision of racial equity.

An Intersectional Approach

The City acknowledges the many dimensions of social identity – such as, race, gender, sexuality, disability, class, religion – that do not exist separately or in isolation of each other.⁵¹ Rather, the experiences of racism within Indigenous, Black and other racialized communities are shaped by their multiple and overlapping identities and social locations, which, cumulatively, produce unique and distinct experiences.⁵² An intersectional approach to anti-racism confronts systemic racism by examining its relationship to other forms of oppression.

A Systems-Wide Approach

The City prioritizes anti-racism and ensures its integration across the corporation. The City applies an anti-racism approach to all its work, including the development, implementation, and evaluation of City policies, programs and services. We ensure that anti-racism permeates all levels of the corporation and is integrated into everything we do at the City, as a service provider, funder, employer, and consumer.

We clearly communicate our expectation of our anti-racism policies, programs and practices to internal and external stakeholders, including employees, leaders, suppliers, and organizations we fund. We embed anti-racism metrics directly into job requirements and performance appraisals.

⁵¹ University of Alberta (17 May 2022), Our Guiding Principles for Equity, Diversity and Inclusivity, Retrieved from <https://www.ualberta.ca/equity-diversity-inclusivity/about/strategic-plan-for-edi/our-edi-principles.html>

⁵² Government of Ontario, A Better Way Forward: Ontario's 3-Year Anti-Racism Strategic Plan, pg. 53.

Engaging Indigenous, Black and other Racialized Communities

The voices and lived experiences of Indigenous, Black and other racialized communities must be employed to inform the City's anti-racism initiatives. The City will address systemic barriers and advance anti-racism through engagement, partnership, collaboration and co-creation. The City will also engage with staff and external partners, including other levels of government, businesses, institutions and communities to identify and remove systemic barriers and to ensure equitable outcomes and opportunities.

We remain steadfast in our commitment to build trust, repair relationships and to develop strong partnerships. In doing so, we will be protective of the intellectual property of Indigenous, Black and other racialized residents.

We will do so by ensuring an accessible and culturally responsive approach to community engagement, partnership, collaboration and co-creation. We make efforts to increase the representation of Indigenous, Black and other racialized communities on City advisory bodies, internal committees, working groups, and roundtables to inform the City on issues affecting their communities.

We recognize that Indigenous, Black and other racialized communities do not speak with one voice. We ensure that our engagement, partnerships and collaborative relationships include diverse intersectional identities and lived experiences.

We Use a Data-Driven and Evidence-Based Approach

We value the importance of an evidence-based approach and rely on different forms of research and knowledge to inform our work. As a service provider, employer, funder and consumer, data is employed to inform the targets, indicators and benchmarks we set; and are critical in grounding anti-racism efforts and initiatives throughout the corporation. We will use data for the development and improvement of the quality of life of racialized communities. We will collect and analyze, race-disaggregated data to identify and respond to racism throughout the corporation and to monitor the

effectiveness of our anti-racism initiatives.⁵³ We will ensure adequate consultation and consent, for the use of data, with racialized community partners and leaders.

Leadership, transparency and accountability

Effective leadership and accountability, with clear roles and responsibilities to advancing anti-racism is imperative to achieving racial equity. Across the corporation, there is individual and shared responsibility to engage in anti-racism work and to cultivate a municipality where Indigenous, Black and other racialized communities feel safe, included and represented. As leaders, we demonstrate our commitment to anti-racism; and mobilize employees and organizational partners to support anti-racism efforts.

We Respond to Incidents of Racism⁵⁴

We recognize that when people experience or witness racism, they need to feel they can speak up and be heard without the fear of reprisal. To do so, we will institute a robust mechanism to monitor, report and resolve complaints related to racism within the corporation.

We will establish a transparent, accessible and effective mechanism to receive concerns as well as formal complaints of racism. We will take a culturally responsive and trauma-informed approach to addressing each concern and complaint. We will document incidents of racism and report on the actions we have taken in response.

We will also continue to collaborate with community partners and other external partners to establish and support ways to identify, monitor and respond to acts of racism, including hate crimes.⁵⁵

Awareness and Capacity Building

An anti-racist organization is grounded in awareness and knowledge of systemic racism and its impact on Indigenous, Black and other racialized communities. The City will

⁵³ OHRC (17 May 2022), Anti-Racism and anti-discrimination for municipalities: introductory manual. Retrieved from <https://www.ohrc.on.ca/en/book/export/html/2495>

⁵⁴ OHRC (17 May 2022), Anti-racism and anti-discrimination for municipalities: Introductory manual. Retrieved from <https://www.ohrc.on.ca/en/book/export/html/2495>

⁵⁵ IBID

create space for ongoing awareness raising and education to build skills, knowledge and competencies to embed anti-racism work across the corporation.

Commitment to Racial Healing⁵⁶

To engage in anti-racism work, the City acknowledges the historical and contemporary context of colonialism and racism in Canada, and its impact on Indigenous, Black and other racialized communities. The City recognizes how these produce deleterious effects and is committed to repairing and strengthening relationships with Indigenous, Black and other racialized communities, through truth, reconciliation and community healing.

⁵⁶ Kimberly Nesbeth, September 2021 (19 May 2022), Elevate Policy Anti-Racism Policy Analysis Framework. Retrieved from <https://static1.squarespace.com/static/5b9142da620b858cbd423e32/t/6246018603f6807af5baa639/1648755078999/Elevate+Policy+Anti-Racism+Policy+Analysis+Framework.pdf>

An Anti-Racism Approach

An Anti-Racism Approach: Guiding Questions

1. What barriers may Indigenous, Black and other racialized communities face as a result of systemic racism in the proposed initiative? What must we do to remove, prevent, and mitigate these systemic barriers in this initiative?
2. Are we meaningfully taking into account the multiple layers of identities and the ways in which they impact the effects of racism and other forms of oppression across the corporation; it's organizational culture, policies, practices and services?
3. Does the City's approach consider both the internal and external changes (structural, relational and individual) that are required to dismantle racism?
4. How will we engage the voices, knowledge, experience, talent, and expertise of Indigenous, Black and other racialized communities in the development of this initiative? Have we allocated resources to encourage and support engagement? What measures are in place to remove barriers to access and participation?
5. How will we use data to inform decision-making? Are our policies, programs or initiatives informed by the collection and analysis of race disaggregated data?
6. Is the individual and collective responsibility to ensure a safe, inclusive, equitable and representative corporation/City for Indigenous, Black and racialized communities established in performance measurement and clearly communicated to everyone?
7. What mechanisms exist for City staff, people in Ottawa and businesses to report instances of racism and/or acts of hate by the corporation or within the corporation? Are these mechanisms accessible, transparent and effective?
8. How is the City providing on-going training across the corporation in ways that respond to the varied needs of staff?
9. Does this policy, program, initiative enable healing for Indigenous, Black and racialized communities?

Anti- Racism Action Plan

The full Action Plan is attached as Tables one through seven. It provides clear steps that the corporation and departments will implement over the five years of this strategy. These actions will be informed by the guiding principles and operationalized using guiding questions of the anti-racism approach, as applicable.

The actions are focused on establishing foundational elements to achieve racial equity, which will be built upon and broadened over time. They emphasize listening and learning, building awareness and capacity within the organization, while responding to recommendations raised through community consultations.

While elements of this Strategy will address systemic barriers impacting Indigenous, Black, and other racialized residents in Ottawa; and monitor the impact of interventions on all communities, the City must take additional measures to address the unique nature of racism experienced by Indigenous communities and co-develop a strategy with actions that have been informed by the Indigenous community.

The City has listened to the feedback from the community and City employees and will explicitly apply monitoring and evaluation metrics against the impacts and the outcomes of the proposed action plan in Black communities. The City is committed to ongoing dialogue and engagement with Black communities to build and strengthen relationships, in particular among those with intersectional identities, such as youth, people living with disabilities, 2SLGBTQQA+, immigrants, and refugees, in which the City did not hear from sufficiently during the consultations.

Governance

Goal: Increase awareness of the City's governance structures and remove barriers to participation on City committees and boards and the electoral process to ensure representation of Black and other racialized communities.

What We Heard

Committees and governance bodies provide advice to the City or make decisions that have a direct impact on the lives of Ottawa residents. During the community consultation, the lack of representation of racialized communities from diverse intersectional identities in governance structures was noted as a persistent issue.

Community members recommended that the City ensure meaningful and substantive representation in governance structures; promote governance and representation opportunities directly to racialized communities; involve racialized communities in planning and facilitating their access to governance processes; and ensure that engagement is diverse, accessible, and participatory.

Our Approach

The City of Ottawa is committed to increasing representation in our committees, commissions, agencies, and boards. To achieve this goal, the City is focused on activities that will increase and promote engagement. These activities include increasing transparency, promoting current opportunities and creating new ways to reach and include Indigenous, Black and racialized members of our community who are underrepresented or experience barriers to participating in governance processes and structures. To this end, the City of Ottawa will implement the following:

Recommendations:

1. Increase awareness, education and transparency around the City's governance processes, structures, appointments and elections process.
2. Ensure equitable opportunities for Black and racialized communities to participate in the City's governance and decision-making processes.
3. Remove identified barriers, where possible under the Municipal Elections Act, for Black and racialized communities to participate in the electoral process.

Housing

Goal: Ensure accessible, affordable and culturally responsive housing for Black and other racialized communities across the City of Ottawa.

What We Heard

There continue to be racial and socio-economic disparities in access to safe, adequate, affordable and suitable housing in communities where people wish to live in Ottawa. A 2021 survey by Ottawa Public Health indicated that the percentage of people reporting

difficulties paying for basic living costs was notably highest for racialized communities⁵⁷. Recent consultations with Ottawa’s Black and other racialized communities identified additional barriers to adequate housing including lack of racialized staff within social housing offices, stigma against affordable housing in certain neighbourhoods and difficulties meeting rental conditions.

Our Approach

In response to the housing crisis, the City of Ottawa is collaborating on several different initiatives. We have developed a 10-year Housing and Homelessness Plan (2020-2030) in partnership with the community, that aims to improve the system of housing and support services for people in need. Housing Services has established the Black-Led Family Housing Pilot to increase the supply of affordable rental homes for families who self-identify as Black. The City updated the Ottawa Emergency Shelter Standards to include new measures to better serve Indigenous clients. And zoning and bylaws are being re-examined to address inequities including affordable housing, mobility, access, and health hazards.

The City of Ottawa makes the following commitments

Recommendations:

4. Allocate dedicated housing funding for Black and other racialized communities across the City of Ottawa.
5. Increase access to affordable housing or housing supports for Black and racialized communities.
6. Apply a culturally responsive approach to housing services and supports.

Economic Development

Goal: Increase equitable opportunities, resources and support to Black and other racialized communities and businesses.

⁵⁷ Ottawa Public Health (17 May 2022) Status of Employment and Income Pressures During the COVID-19 Pandemic in Ottawa, Fall 2020, Retrieved from https://www.ottawapublichealth.ca/en/reports-research-and-statistics/resources/Documents/covid-19/societal_impacts/Status-of-Employment-and-Income-Pressures-During-COVID-19-Fall-2020.pdf pg. 2

What We Heard

Economic development in Ottawa refers to the growth of businesses and a strong and stable job market across diverse industries. Economic development relies on economic inclusion, which is the ability for individuals to participate fully in the economy by establishing and growing their own businesses (entrepreneurship) or having stable employment with established or growing businesses.

We heard through our engagement that Black and other racialized residents of Ottawa, particularly immigrants and newcomers, including seniors and highly educated newcomers, continue to face barriers to economic participation and inclusion, including limited opportunities to access capital, to acquire economic wealth, gain necessary knowledge and experience in establishing and growing businesses and have fewer and less well-established support networks.

Community consultations recommended accessible business development and mentorship programs for racialized communities and the application of an equity lens to City contract allocations.

Our Approach

The City is developing a new Economic Development Strategy, with key commitments to support economic development initiatives for Black and other racialized entrepreneurs and businesses.

In addition, to the Economic Development Strategy, we will make the following commitments:

Recommendations:

7. Develop strategies that provide information, resources and support to Black and racialized communities on the economic opportunities in Ottawa.
8. Increase opportunities for Black and other racialized-owned businesses to be more competitive and to succeed.
9. Identify and remove systemic barriers that Black and other racialized communities and suppliers face in City procurement.
10. Increase the City's use of Black and other racialized-owned businesses in procurement.

Health Outcomes

Goal: Ensure accessible and culturally responsive services and programs to improve health outcomes of Black and other racialized communities in Ottawa.

What We Heard

Racism, discrimination and stigma have direct links to poorer mental and physical health outcomes. Racialized residents of the City of Ottawa reported how daily experiences of racism and microaggressions, and a lack of access to culturally responsive and relevant health and mental health information and professionals, negatively affected their health and wellbeing. The COVID-19 pandemic exacerbated racial inequities in health.

Recommendations from the consultations include increased funding, accessibility, and support for culturally responsive and proactive approaches to mental health and wellness; increased availability of culturally responsive mental health services and information in a variety of languages; and public awareness campaigns to address microaggressions, mental health, stigma, and cultural competency.

Our Approach

While the City of Ottawa does not directly provide health services to its residents, we coordinate and contribute to many health-related initiatives through Ottawa Public Health and through funding for community and social services.

The City of Ottawa commits to the following

Recommendations:

11. Collect and publicly report on socio-demographic and race-disaggregated data to inform and improve access to health services.
12. Improve quality and accessibility of culturally responsive health services for Black and racialized communities.
13. Strengthen partnerships with community organizations working to improve health outcomes for newcomers within Black and other racialized communities.
14. Improve the quality and availability of City-funded health and community services for Black and racialized communities.
15. Strengthen data collection and leadership representation in community organizations serving Black and racialized communities.

16. Improve access and availability of culturally relevant food programming for Black and racialized communities.
17. Improve social services and supports offered to seniors of Black and racialized communities.
18. Improve supports to address needs expressed by Black and racialized communities living with disabilities.

Children and Youth Development

Goal: Ensure programs, services and initiatives for Black and other racialized children and youth feel safe, are represented, and can thrive to be leaders within their communities and across the city.

What We Heard

During our community consultations, issues were raised on the disparities that affect the well-being and mental health of youth, such as housing, limited resources, digital inequities, distance from work or to services/resources, cost of transportation, financial barriers, long waitlists for services and a need for welcoming city facilities.

The City needs to support Black and other racialized children and youth by creating and increasing recreational, educational, career, and governance opportunities, communicating these opportunities in mediums that reach a diverse youth audience, and ensuring a positive experience when youth are accessing these programs.

Our Approach

The City of Ottawa recognizes the importance of supporting Black and other racialized youth and we offer a range of recreational, employment, and mentorship programs for youth to support their growth and development. Among these are Youth Futures, Youth Zone, the Service Knowledge Industry Learning and Leadership Program, and the Neighbourhood Ambassador Program. The City will support Black and other racialized children and youth by creating and increasing recreational, educational, career, and governance opportunities, communicating these opportunities in mediums that reach a diverse youth audience, and address the systemic racism that youth experience when accessing these programs.

The City therefore commits to the following:

Recommendations:

19. Create a mechanism for Black and racialized youth from across Ottawa, to inform City programs, services and initiatives.
20. Create accessible programs and services and that offer educational, employment and mentorship opportunities for Black and racialized youth.
21. Work with Black and racialized youth and external partners, including community agencies, grassroots groups, other governments, and businesses, to create and sustain leadership opportunities.
22. Increase culturally appropriate and responsive supports in the workplace for Black and other racialized children.

Achieving Racial Equity in the Workplace

Goal: To achieve a work environment that integrates the principles of anti-racism as core tenants within the organization’s values, policies by creating new systems that translate into greater racial equity.

What We Heard

During our internal consultations with City staff, we heard that experiences of racism in the workplace are affecting our staff’s work and their well-being, and that leaders and staff are seeking training, tools and common language for addressing racism. We heard about a need for more efforts to improve representation at the supervisor level and above, as well as a need and desire for supportive mentorship and career planning for racialized staff. We also heard a need for clear processes to name and address racism in the workplace.

Our Approach

The City of Ottawa has an increasingly diverse workforce. As of April 2022, of the nearly 18,000 employees, 18.3 percent identify as racialized, while 1.9 percent identify as Indigenous. At the City management and leadership levels, 9.9 percent and 2.1 percent of managers identify as racialized and Indigenous respectively, while the workforce availability rates for these groups are 20.8 percent and 3.2 percent respectively. Through our Corporate Diversity and Inclusion Plan, the City aims to achieve a workforce reflective of the Ottawa community, in which all employees experience a

sense of belonging. This is achieved through a series of actions including a new strategic hiring process to address and remove bias in hiring practices and advance the goals of representation, for Indigenous and racialized staff. In the past year, the City has seen an increase of Indigenous and racialized leaders.

The City of Ottawa is committed to achieving racial equity in the workplace through the following recommendations:

Recommendations:

- 23. Establish foundational and ongoing learning to develop racially responsive leadership.
- 24. Establish understanding of anti-racism principles through training, dialogue, and ongoing learning.
- 25. Apply a trauma-informed approach to discussions about race and racism in the workplace.
- 26. Develop, implement and review corporate measures and decision-making processes to enable the successful integration of anti-racism practices within the workplace.
- 27. Enhance workplace resources and processes to ensure the inclusion, success and well-being of Indigenous, Black and racialized employees throughout each level of the employment lifecycle- which includes, recruitment and hiring, onboarding, retention, learning and development, performance management, succession planning, mentorship and promotion.

Institutional Practices

There are a number of actions that cut across the corporation and are in response to general community feedback, or the rise in overt symbols of hate, discrimination and racism in our city.

The City commits to:

Recommendation:

- 28. Implement policy changes using an anti-racism approach with City systems, structures and responses.

Strategy Implementation

This Strategy aims to establish the foundation for anti-racism work in the City, which the City will implement in two phases.

Phase 1

In the first phase (2023-2025), the City will focus on raising awareness of the barriers that Indigenous, Black and other racialized staff and communities experience. The City will provide extensive education and training at all levels of the organization so that employees can learn about how systemic racism manifests within an organization, learn about its impacts on racialized communities and learn how to apply an anti-racism approach to the work we do and the services we provide. This is to ensure the corporation has the intercultural competencies, awareness, knowledge, skills, and ability to address racial inequities in the workplace. During this phase, the City will ensure the collection of race-disaggregated and sociodemographic data such as gender, to establish a baseline from which we can measure the impact of future actions. The City will also focus on establishing meaningful engagement and relationship building with Indigenous, Black and other racialized communities. Phase one will include the implementation of actions items in all seven priority areas, with an emphasis on governance, children and youth development, achieving racial equity in the workplace, and institutional practices.

Phase 2

While Phase one will have implemented action items in all seven priority areas, in the second phase (2025-2028), the City will continue with the implementation of the recommendations and actions outlined in the action plan, with an emphasis on housing, economic development, and health outcomes. This phase will follow a mid-term review on the progress made through the implementation of phase one. This review will take place using the data collected and engagement mechanisms developed to evaluate, and modify the progress in response to lessons learned, while implementing additional actions in response to the established plan. This will strengthen our capacity in addressing racial inequities and position the organization towards a cultural shift that integrates an anti-racism approach to root out systemic racism in program design, policy development and service delivery.

The strategy will include an evaluation framework, with annual workplans that will be developed each year, and will include key performance indicators and measures against desired outcomes. Annually, a progress report will be provided to council, and released to the public to ensure transparency and community accountability.

Intergovernmental Collaboration

Throughout our community consultations, the City received numerous recommendations and actions that fall outside the municipal jurisdiction such as:

- Interventions within the education system to ensure effective, positive, inclusive and supportive learning environments, including the integration of Indigenous worldviews, Black Canadian history and anti-racism training as part of the school curriculum.
- Improvements to the quality and availability of culturally responsive mental health professionals and services.
- The availability of grants and loans to start up businesses.
- The implementation of measures to stop racial profiling, over-policing and the excessive use of force against Indigenous, Black and other racialized communities.
- The development of a more transparent, accountable and effective police oversight system to better serve Indigenous, Black and other racialized communities and to strengthen community trust in police to serve and protect them.

The City has an opportunity to continue to collaborate with the federal and provincial governments to advance anti-racism, especially in areas that fall outside its jurisdiction.

Collaborative Partnerships

There is an individual and shared responsibility to confront systemic racism, an undertaking that the City cannot accomplish on its own. The City is committed to continue working in partnership with the people of Ottawa, institutions, businesses, and community groups to embed an anti-racism approach. In doing so, we will continue to center the voices of Indigenous, Black and other racialized communities throughout the implementation and evaluation of this Strategy.

The City of Ottawa is among the many municipalities across Canada that have joined the Canadian Coalition of Municipalities Against Racism and Discrimination

(CCMARD).⁵⁸ In 2004, the United Nations Educational, Scientific and Cultural Organization (UNESCO) launched an “International Coalition of Cities against Racism” initiative to establish networks of cities around the world interested in sharing experiences to improve their ability to fight⁵⁹ racism, discrimination, exclusion and intolerance.⁶⁰ A year later, the Canadian Commission for UNESCO launched the Canadian Coalition of Municipalities Against Racism and Discrimination⁶¹ to broaden and strengthen the ability to protect and promote human rights through coordination and shared responsibility among local governments, civil society organizations and other democratic institutions.⁶² The City of Ottawa joined CCMARD in April 2011, and is among 54 municipalities in nine provinces and one territory who are members of CCMARD.⁶³ Membership to CCMARD provides the City of Ottawa access to a network of municipalities throughout Canada and the world that share best practices and resources to combat racism and to support anti-racism initiatives.⁶⁴

The City is also one of 96 municipalities across the country that is part of the Coalition of Inclusive Municipalities, a network of municipalities committed to improving their policies against racism, discrimination, exclusion and intolerance. These municipalities work together on a range of initiatives, including establishing policies to eradicate all forms of racism and discrimination.⁶⁵

As a public-facing corporation, the City has met the challenge of maintaining and growing public trust by initiating, nurturing, and formalizing various partnerships and relationships with racialized communities and organizations that serve them.

⁵⁸ Canadian Coalition of Municipalities Against Racism and Discrimination Toolkit, pg. 14.

⁵⁹ CCUNESCO (17 May 2022), Coalition of Municipalities Against Racism and Discrimination pg 3 and 20, Retrieved from https://www.ohrc.on.ca/sites/default/files/attachments/CMARD_Booklet%3A_Call_for_coalition_of_municipalities_against_racism_and_racial_discrimination.pdf

⁶⁰ CCMARD Toolkit, pg. 7.

⁶¹ CCMARD Toolkit, pg. 4.

⁶² CCMARD Toolkit, pg. 8.

⁶³ OLIP (17 May 2022 - Newsletter), “Ottawa is a member of the Canadian Coalition of Municipalities against Racism and Discrimination” (September 2012), Retrieved from “<https://olip-plio.ca/newsletter/issue-1-september-2012/sem-condimentum-tellus/>”.

⁶⁴ CCMARD Toolkit, pg. 9.

⁶⁵ CCMARD (17 May 2022), Retrieved from <https://en.ccunesco.ca/networks/coalition-of-inclusive-municipalities>.

The City has numerous working relationships and partnerships with community groups and will continue to expand and foster new relationships to collectively advance anti-racism work.

Strategy Accountability

The success of this strategy and action plan is reliant on the collective efforts of:

Senior Leadership Team

- Responsible for monitoring, overseeing, and sponsoring the implementation of the Anti-Racism Strategy. The Senior Leadership Team will speak out against racism, demonstrate allyship and ensure the behaviours of servant leadership include actions to advance racial equity in the workplace.

Departmental Leadership Teams

- Will champion the work of this Strategy and integrate the anti-racism activities into departmental work plans to ensure that an anti-racism lens is integrated within the policies, programs and services delivered both internally and externally. Departmental Leadership Team members will speak out against racism, demonstrate allyship and ensure the behaviours of servant leadership include actions to advance racial equity in the workplace.

Anti-Racism Secretariat

- Will support City departments to ensure anti-racism work and actions are integrated into City plans. They will establish an evaluation measurement framework, communication plan, financial strategy and develop a comprehensive annual report including actions undertaken by each department and achievement of the proposed actions which will be reported to City Council yearly and published on the anti-racism webpage.

Individual Staff and Community Members

- Staff will be offered anti-racism training within Phase 1 of the Strategy and have opportunities to participate in ongoing learning and development sessions hosted by the City. The work of this Strategy will require champions, allies, and advocates at all levels in the organization and throughout the Ottawa community, to learn, grow and remain committed to achieving racial equity.

Anti-Racism Advisory Table

- The Anti-Racism Advisory Table will continue to play an advisory role to the City through the implementation of the Strategy. They will bring forward community perspectives to ensure the currency and responsiveness of the actions and advise the City on how to respond to emerging issues, ensuring that the Strategy is adaptive to societal realities and considers the experiences of racialized communities in our city.

Strategy Mid-Term Review and Reporting

In order to demonstrate transparency and track progress of this Strategy, the Anti-Racism Secretariat will draft annual reports to the Senior Leadership Team and Council. These reports will be publicly available on the City's website. In addition, the City will conduct a mid-term review of this Strategy following the completion of Phase 1. The purpose of the mid-term review is to evaluate our progress to date, to share challenges and opportunities we encountered, and to course correct or pivot where required.

The Journey Ahead

The journey towards racial equity is a long one, with many of us entering at different points with varying experiences. No matter where we are situated on this continuum, we must all remain steadfast in our commitment to advance racial equity, through awareness, humility and courage. We must center the voices and lived experiences of Indigenous, Black and other racialized communities and we must work with allies and accomplices to address systemic racism in municipal policies, services, programs and the City's workforce. We must continue to work with other levels of government, institutions and community partners. This Strategy solidifies the City's responsibility and commitments towards narrowing racial divides.

Summary of Actions

Table 1: Summary of Actions – Governance

Recommendation 1: Increase awareness, education and transparency around the City’s governance processes, structures, appointments and elections process.			
	Action	Service Area	Department
1.1	Create a City Governance Guide on the electoral process and the City’s governance processes and share through targeted outreach and engagement with Black and racialized communities.	Policy & Business Operations Services	OCC
1.2	Invite the City Manager to speak to racialized communities (including at the Anti-Racism Advisory Table) about governance and municipal processes.	CMO Policy & Business Operations Services	CMO OCC
1.3	Identify the cost and feasibility of multi-lingual election-related communication materials and voting tools and make recommendations as part of the 2026 Elections report, where permitted by the Municipal Elections Act, 1996.	Municipal Elections & French Language Services	OCC
1.4	Enhance awareness and access to the City Archives and the role it plays in documenting and preserving evidence of decision-making at the City - in fostering community memory and in making records available to the public.	Legislative Services	OCC
1.5	Increase the diversity of community records held by the City Archives to better reflect the Black and other racialized communities in Ottawa.	Legislative Services	OCC

Recommendation 2: Ensure equitable opportunities for Black and racialized communities to participate in the City’s governance and decision-making processes.

	Action	Service Area	Department
2.1	As part of the 2022-2026 Governance Review, update the Appointment Policy and recruitment strategy to apply an anti-racism and gender lens and ensure equitable representation of Black and other racialized communities for Council-appointed citizen members on the City’s Agencies, Boards and Commissions and Advisory Committees.	Council & Committee Services GREIIRSD PIMR	OCC CSSD ICS
2.2	Establish a "Diversity on Boards" campaign to attract Black and other racialized residents to learn more about the City's public appointments opportunities.	Council & Committee Services GREIIRSD PIMR	OCC CSSD ICS
2.3	Promote the City's public appointments opportunities on program advisory bodies through the "Diversity on Boards" campaign to ensure that Black and other racialized residents have opportunities to participate in City agencies, boards and commissions.	Council & Committee Services GREIIRSD PIMR	OCC CSSD ICS
2.4	Track, monitor and report on the representation of Ottawa residents on City agencies, boards and commissions.	Council & Committee Services	OCC
2.5	Establish ongoing dialogue with Black and other racialized communities to identify and remove barriers to participation in City’s governance bodies.	GREIIRSD	CSSD
2.6	Establish opportunities for racialized youth to access mentorships and paid City internships with the Integrated Neighborhood Services Team and Office of the City Clerk to gain exposure to City council processes.	GREIIRSD Council & Committee Services HR	CSSD OCC ICS

Recommendation 2: Ensure equitable opportunities for Black and racialized communities to participate in the City's governance and decision-making processes.			
	Action	Service Area	Department
2.7	Advertise, and explain the selection processes for the Community Safety and Wellbeing Plan governance structure to Black and other racialized communities.	CSWPA	CSSD
2.8	Ensure representation of Black and other racialized communities in the Community Safety and Wellbeing Plan Advisory Committee and Action Teams.	CSWPA	CSSD
2.9	Increase awareness of the City cultural calendar among staff doing engagement. Share and promote the calendar throughout the organization, at the beginning of the year for planning meetings and outreach, and when considering the meeting schedule of Council and its Committees.	CMO Council & Committee Services	CMO OCC
Recommendation 3: Remove identified barriers, where possible, for Black and racialized communities to participate in the electoral process.			
	Action	Service Area	Department
3.1	Engage with Black and other racialized communities to identify barriers to participate in the municipal election process and, make recommendations to address barriers through the 2026 Elections report.	Municipal Elections & French Language Services	OCC

Table 2: Summary of Actions - Housing

Recommendation 4: Allocate dedicated housing funding for Black and other racialized communities across the City of Ottawa.			
	Action	Service Area	Department
4.1	Provide operating and/or capital funding to the private and not-for-profit for the purchase of affordable housing assets for specific racialized groups.	Housing Services	CSSD
4.2	Engage with the housing sector to strengthen partnerships and support services for Black and racialized organizations	Housing Services	CSSD
4.3	Access provincial home ownership down payment assistance funding to address inequities of homeownership for Black and racialized communities.	Housing Services	CSSD
Recommendation 5: Increase access to affordable housing or housing supports for Black and racialized communities.			
	Action	Service Area	Department
5.1	Review guidelines and contracts to identify barriers experienced by not-for-profit developers that enter into agreements with the City each term of council.	Housing Services	CSSD
5.2	Support the creation of affordable housing representing various family structures within close proximity to community resources.	Planning Services	PRED
5.3	Identify the gaps in race-disaggregated data collection within Housing Services to inform program development and allocation of housing resources and supports.	Housing Services	CSSD
5.4	Apply an anti-racism approach when drafting the new Zoning By-law and ensure proposed zoning provisions do not create barriers to multi-family dwellings or exclude group homes, rooming houses and multi-generational or affordable housing from all areas of the City.	Planning Services	PRED
5.5	Apply an anti-racism approach to public consultation policies and practice. Educate staff and provide anti-racism tool kits to support staff in public consultations.	Planning Services	PRED
5.6	Prepare and implement inclusionary zoning policies.	Planning Services	PRED

Recommendation 5: Increase access to affordable housing or housing supports for racialized communities.			
	Action	Service Area	Department
5.7	Apply an anti-racism approach to assess transportation requirements, accessibility to transportation, and use of parking and other transportation facilities.	Transportation Planning	PRED
5.8	Improve access to information and support services to address issues around housing complaints, evictions and other landlord tenant disputes.	Housing Services	CSSD
Recommendation 6: Apply a culturally responsive approach to housing services and supports.			
	Action	Service Area	Department
6.1	Improve access to language services (translators) for residents with language barriers who are accessing and interacting with the housing system.	Housing Services	CSSD
6.2	Develop an action plan to address gaps and create safety for cultural, religious, gender and sexual orientation for Black and other racialized groups within the shelter system.	Housing Services, GREIIRSD	CSSD

Table 3: Summary of Actions – Economic Development

Recommendation 7: Develop strategies that provide information, resources and support to Black and racialized communities on economic opportunities in Ottawa.			
	Action	Service Area	Department
7.1	As part of the Financial Security and Poverty Reduction priority of the Community Safety and Well-Being Plan, identify opportunities for business training for a) newcomers and/or new to business, and b) entrepreneurs at an intermediate level looking to scale up their business.	CSWPA	CSSD
7.2	As part of the Financial Security and Poverty Reduction priority of the Community Safety and Well-Being Plan, identify opportunities for business development and mentorship programs	CSWPA	CSSD
7.3	Work with economic partners to highlight the racial diversity of Ottawa's small business community and the economic contributions of racialized community members to residents and visitors	Economic Development	PRED
7.4	Ensure engagement of racialized business community in economic development programs and services, including the new Economic Development Strategy, to advise the City on barriers and opportunities to improve access.	Economic Development	PRED
7.5	Engage with the Ottawa Local Immigration Partnership to include the needs of Newcomer and Immigrant communities in the engagement and planning of the new Economic Development Strategy.	Economic Development	PRED
Recommendation 8: Increase opportunities for Black and other racialized-owned businesses to be more competitive and to succeed.			
	Action	Service Area	Department
8.1	Actively promote City and other economic development programs and services through various mediums, including the creation of a centralized platform on Ottawa.ca.	Economic Development	PRED

Recommendation 8: Increase opportunities for Black and other racialized-owned businesses to be more competitive and to succeed.			
	Action	Service Area	Department
8.2	As part of the City's new Economic Development Strategy, identify barriers in existing economic development programs and services (City, partner led, and other), including incubation and co-working space and entrepreneurship training/support, and provide recommendations to remove barriers within the new Economic Development Strategy.	Economic Development	PRED
8.3	Conduct a baseline analysis of demographic data used by both the City and its funded economic development partners. Enhance data collection to include race-disaggregated data.	Economic Development	PRED
8.4	Collaborate with Ottawa Coalition of Business Improvement Areas and member Business Improvement Areas to develop standardized anti-racism, diversity, equity and inclusion best practices applicable to staff recruitment, and Board composition.	Economic Development	PRED
8.5	Through consultation, establish a process to identify racialized-owned businesses or suppliers.	GREIIRSD, Economic Development, Supply Services	CSSD PRED, ICS
Recommendation 9: Identify and remove systemic barriers that Black and other racialized communities and suppliers face in City procurement.			
	Action	Service Area	Department
9.1	Ensure that the complaints process under the City's Ethical Purchasing Policy, Supplier Code of Conduct or any other applicable policy is equipped to address complaints about racism.	Supply Services	ICS
9.2	Collect, analyze and publicly report on disaggregated race-based data regarding the participation of racialized-owned businesses in City procurement	Supply Services	ICS

Recommendation 9: Identify and remove systemic barriers that Black and other racialized communities and suppliers face in City procurement.			
	Action	Service Area	Department
9.3	Establish criteria to evaluate community impact so that bidders can demonstrate their commitment to social and community impacts, such as racial diversity within their organization, and earn additional points towards a City contract.	Supply Services	ICS
Recommendation 10: Increase the City's use of Black and other racialized-owned businesses in procurement.			
	Action	Service Area	Department
10.1	Develop a Diverse Supplier Resource Strategy – including partnering with Economic Development, to design and distribute targeted training for how to bid, ask questions, share information about the City's procurement processes, applications and deadlines etc.	Supply Services	ICS
10.2	Conduct a consultation process with racialized-owned businesses, industry, community groups and trade unions to understand their experiences with City procurement and use the results to inform initiatives to improve access in City procurement.	Supply Services	ICS

Table 4: Summary of Actions – Health Outcomes

Recommendation 11: Collect and publicly report on socio-demographic and race-disaggregated data to inform and improve access to health services.			
	Action	Service Area	Department
11.1	<p>Support behavior, culture and system changes through engagement, feedback, and increased knowledge to support the standardized collection of sociodemographic data (SDD) by:</p> <ol style="list-style-type: none"> 1. Sharing lessons learned from COVID Connect with Ottawa Public Health teams. Use post-engagement survey results to inform training and support plans. 2. Liaise with local community groups to build trust and support the SDD process including policy and procedures development, messaging and outreach - and maintain open channels of communication - for their input in SDD processes 3. Engage and collaborate with peer Ontario Public Health Units & provincial partners regarding the development of a standardized suite of data collection 4. Develop SDD policy and procedures, and related training and support resources Action Plan 5. Monitoring and support SDD collection and supporting teams as needed 	Knowledge Exchange, Planning & Quality	OPH
Recommendation 12: Improve quality and accessibility of culturally responsive health services for Black and racialized communities.			
	Action	Service Area	Department
12.1	Ottawa Public Health is committed to achieving representation of equity-deserving groups by ensuring that all members have equitable access to employment opportunities. This includes instances of recruitment, selection, staff development, performance evaluation, retention, and promotion.	Health Equity, Diversity & Inclusion	OPH

Recommendation 12: Improve quality and accessibility of culturally responsive health services for Black and racialized communities.			
	Action	Service Area	Department
12.2	Support the Guiding Council for the development of a Mental Health and Addictions Crisis response focused on Black and racialized communities.	Health Promotion	OPH
12.3	Ottawa Public Health will implement two training sessions each year for faith leaders in Mental Health and Substance use.	Health Promotion	OPH
Recommendation 13: Strengthen partnerships with community organizations working to improve health outcomes for Black and other racialized communities.			
	Action	Service Area	Department
13.1	Ensure Emergency and Protective Services Outreach plans for education, employment, and mentorship are focused on Black and racialized communities as a target audience.	EPS	EPS
13.2	Strengthen relationships with community organizations serving racialized groups	Health Promotion, CCE	OPH
13.3	Implement Neighbourhood Wellness Hub to provide consistent support beyond the pilot program with further partners Leverage Neighbourhood Wellness Hubs to engage community where services can be provided to increase access	Health Promotion, CCE	OPH
13.4	Explore how Recreation, Cultural and Facility Services could support the Neighbourhood Wellness Hubs in providing consistent support and engaging the community where services (health, culture and recreation) can be provided with OPH and other internal/external partners and stakeholders.	CASS, CRCS	RCFS
13.5	Investigate opportunities for increased health and wellness through access to safe indoor and outdoor community-based recreation and cultural spaces	CASS, CRCS	RCFS

Recommendation 13: Strengthen partnerships with community organizations working to improve health outcomes for newcomers within Black and other racialized communities.			
	Action	Service Area	Department
13.6	Collaborate with Ottawa Local Immigration Partnership and the settlement sector, to improve the quality and accessibility of health and community services for racialized newcomers and immigrants.	GREIIRSD	CSSD
Recommendation 14: Improve the quality and availability of City-funded health and community services for Black and racialized communities.			
	Action	Service Area	Department
14.1	Through the Community Sustainability Fund, and other funding sources, ensure funding is allocated to organizations led by and serving Black and other racialized communities.	GREIIRSD	CSSD
14.2	Invest, through the Building Safer Communities Fund, in community services to priority neighborhoods for the development and delivery of prevention intervention initiatives including, but not limited, to mentoring, counselling, skills development and recreational opportunities.	GREIIRSD	CSSD
14.3	Through the Community Safety and Wellbeing Plan, prioritize funding allocations towards projects and services for racialized youth that are community-based and culturally appropriate that assess risks and promote protective factors such as increasing employment, mentorship and skills development.	CSWPA	CSSD
Recommendation 15: Strengthen data collection and leadership representation in community organizations serving Black and racialized communities.			
	Action	Service Area	Department
15.1	Engage with community social service organizations receiving City community funding to recruit and train from Black and racialized communities for leadership and governance roles.	GREIIRSD	CSSD
15.2	Collaborate and coordinate with community funders to invest in community capacity to capture race disaggregated data.	GREIIRSD, CSWPA	CSSD, CSSD

Recommendation 16: Improve access and availability of culturally relevant food programming for Black and racialized communities.			
	Action	Service Area	Department
16.1	Through the Community Safety and Well Being Plan, engage with Black and racialized community partners to ensure Ottawa food programs are inclusive, safe and culturally appropriate to address nutritional needs.	CSWPA	CSSD
Recommendation 17: Improve social services and supports offered to seniors of Black and racialized communities.			
	Action	Service Area	Department
17.1	Review and update supports offered through the Older Adult Plan to ensure an anti-racism approach is applied to funded programs geared towards senior populations in Black and racialized communities.	GREIIRSD	CSSD
Recommendation 18: Improve supports to address needs expressed by Black and racialized communities living with disabilities.			
	Action	Service Area	Department
18.1	Implement recommendations from the City of Ottawa's Accessibility Advisory Committee to ensure inclusion of racialized communities living with disabilities in city programs and services.	Accessibility Branch	OCC
18.2	Establish engagement strategies targeted towards racialized communities living with disabilities to deepen understanding of needs, for programs and services.	Accessibility Branch	OCC

Table 5: Summary of Actions – Children and Youth Development

Recommendation 19: Create a mechanism for Black and racialized youth from across Ottawa, to inform City programs, services and initiatives.			
	Action	Service Area	Department
19.1	Revitalize the Ottawa Youth Engagement Committee (OYEC) and apply an anti-racism approach in their processes, policies, and operations.	GREIIRSD	CSSD
19.2	Outreach into priority neighbourhoods to recruit and retain Black, and racialized youth to serve on the Ottawa Youth Engagement Committee (OYEC).	GREIIRSD	CSSD
19.3	Continue outreach in priority neighbourhoods to identify barriers experienced by Black and racialized youth and collaborate with the Integrated Departmental Task Force to address them and inform appropriate program and services responses.	GREIIRSD	CSSD
19.4	Invest in community-led initiatives to implement place-based resources and programs for youth outside of school hours	GREIIRSD	CSSD
19.5	Diversify approach to community engagement and outreach with Black and racialized youth, including increased use of social media to continually engage.	GREIIRSD	CSSD
19.6	Consult and engage with Black and racialized youth who identify within the 2SLGBTQQIA+ community to understand specific needs for resources, programs and supports.	GREIIRSD	CSSD

Recommendation 20: Create accessible programs and services that offer educational, employment and mentorship opportunities for Black and racialized youth.			
	Action	Service Area	Department
20.1	Invest in community-led initiatives to support Black and racialized youth in leadership development, professional networking and mentorship opportunities.	GREIIRSD	CSSD
20.2	Investigate outreach opportunities to engage Black and racialized youth for consultation and ongoing development of the Official Recreation, Culture, and Facilities, Youth Strategic Plan and associated Initiatives.	CRCS	RCFS
20.3	Investigate opportunities to increase access to and engagement in Recreation, Culture, and Facilities programs, services, and employment opportunities	All service areas	RCFS
20.4	Increase awareness of existing programs (Paramedic Awareness Week and CAMP FFIT) and assess channels used to advertise programming to target Black and racialized youth, and in expanded languages where required.	EPS	EPS
20.5	Ensure Emergency Protective Services Outreach plans (for education) are focused on Black and racialized youth as a target audience	EPS	EPS
20.6	As part of the Financial Security and Poverty Reduction priority of the Community Safety and Well-Being Plan, explore gaps and opportunities for educational, employment, and mentorship opportunities for low-income, racialized youth.	CSWPA	CSSD
20.7	Provide anti-racism and cultural competency training to staff and volunteers who serve youth	GREIIRSD	CSSD
20.8	Review use of channels and languages used to ensure City programs are targeted specifically to Black and racialized audiences (including youth).	PIMR	ICS
20.9	Assess summer student program to promote amongst Black and racialized communities	HR	ICS

Recommendation 20: Create accessible programs and services that offer educational, employment and mentorship opportunities for Black and racialized youth.			
Action		Service Area	Department
20.10	Through the Black Youth Action Plan fund, implement career training, career development, mentoring and community for Black youth in priority neighborhoods.	GREIIRSD	CSSD
Recommendation 21: Work with Black and racialized youth and external partners, including community agencies, grassroots groups, other governments, and businesses, to create and sustain leadership opportunities.			
	Action	Service Area	Department
21.1	Advocate for percentage of students working as part of the City Studio Ottawa initiative to be from Black and racialized communities	CSWPA	CSSD
21.2	Work with Black and racialized youth and partners to create a continuum of leadership development opportunities for youth	GREIIRSD, CASS, CRCS	CSSD, RCFS RCFS
21.3	Partner with Equity Advisors/Human Rights Advisors in local school boards to address barriers and build bridges between community supports and activities for Black and racialized youth	GREIIRSD	CSSD
21.4	Examine Recreation, Cultural and Facility Services role in Youth Futures and other initiatives and investigate opportunities to grow and expand job placements within the department	All service areas	RCFS
21.5	Expand co-op student placements focusing on Indigenous, Black and Racialized students	HR	ICS
21.6	Reinstate internships for Indigenous, Black and racialized youth in the City Manager's Office	CMO	CMO

Recommendation 22: Increase culturally appropriate and responsive supports in the workplace for Black and other racialized children.			
	Action	Service Area	Department
22.1	Coordinate training on anti-racism and inclusive practices in the early years and child-care sector.	Children's Services	CSSD
22.2	Support recruitment of Indigenous, Black and other racialized staff to reflect the children and families accessing early years and child-care programs.	Children's Services	CSSD
22.3	Ensure representation of Indigenous, Black and other racialized communities on the community-based advisory groups to include diverse voices.	Children's Services	CSSD
22.4	Create workplace strategies and plans to support anti-racism and an equity-based workplace in the early years and licensed child-care workforce.	Children's Services	CSSD

Table 6: Summary of Actions – Achieving Racial Equity in the Workplace

Recommendation 23: Establish foundational and ongoing learning to develop racially responsive leadership.			
	Action	Service Area	Department
23.1	Provide a series of learning modules and workshops geared toward understanding and confronting racism within the workplace for the Senior and extended Leadership Team	GREIIRSD, HR, CMO	CSSD, ICS, CMO
23.2	Provide a series of learning modules and workshops geared toward understanding and confronting racism for City Council	GREIIRSD, HR, Council & Committee Services	CSSD, ICS, OCC
23.3	Require the integration of anti-racism learning goals and actions into all leadership development plans, department diversity plans and departmental strategic plans	CMO	CMO
23.4	Establish leadership competencies and core behaviours that outline expectations, skills, and application of an anti-racism approach.	GREIIRSD, HR	CSSD, ICS
23.5	Integrate Anti-Racism, Diversity, Equity, Inclusion and Belonging, competencies and behaviours within 360 leadership assessments.	GREIIRSD, HR	CSSD, ICS
23.6	Proactively communicate the City of Ottawa’s commitment to anti-racism	CMO	CMO

Recommendation 24: Establish understanding of anti-racism principles through training, dialogue, and ongoing learning among all City staff.			
	Action	Service Area	Department
24.1	Develop and deliver a comprehensive, mandatory learning program for all City staff. Target training to staff role and function within the organization and include a trauma informed approach.	GREIRSD, HR	CSSD, ICS
24.2	Require all staff to complete anti-racism learning activities within the first three years of the strategy implementation	GREIRSD, HR	CSSD, ICS
	Action	Service Area	Department
24.3	Establish regular and ongoing anti-racism focused learning and awareness activities and facilitated sessions on anti-racism topics such as unconscious bias, white privilege and power, microaggressions, white supremacy and active allyship.	GREIRSD, HR	CSSD, ICS
24.4	Create a learning resource guide and toolkit to support leaders and employees in deepening their anti-racism skills, competencies, and application of anti-racism practices within the workplace.	GREIRSD, HR	CSSD, ICS
24.5	Require the inclusion of competencies and core behaviors to achieve racial equity on performance review forms for all employees.	GREIRSD, HR	CSSD, ICS
Recommendation 25: Apply a trauma-informed approach to discussions about race and racism in the workplace.			
	Action	Service Area	Department
25.1	Add requirement in next procurement for Employee and Family Assistance Programs that the provider has a diversity of Indigenous, Black and Racialized staff as well as expertise in anti-racism and trauma informed approaches.	HR	ICS
25.2	Investigate, determine, and integrate evidence-supported, trauma-informed organizational approaches (such as the Sanctuary Model) to introduce the practice of cultural humility.	GREIRSD, Service Transformation	CSSD, ICS
25.3	Integrate practices that ensure all voices are heard and considered to begin the repair of previous experiences of inequity, suppression and exclusion.	CMO Service Transformation DLT	CMO, ICS, All

Recommendation 26: Develop, implement, and review corporate measures and decision-making processes to enable the successful integration of anti-racism practices within the workplace.			
	Action	Service Area	Department
26.1	Develop Anti Racism Toolkit, that includes resources and training to recognize, address and respond to racism in the workplace	GREIIRSD, HR	CSSD, ICS
26.2	Develop an Anti-Racism and Anti-Oppression Policy including a mechanism to file complaints about racism, without reprisal	GREIIRSD, HR	CSSD, ICS
26.3	Review City Code of Conduct and include reference to anti-racism expectations	HR, GREIIRSD	ICS, CSSD
26.4	Provide education and training to internal investigators on how to apply an anti-racism approach to the investigation of workplace violence and harassment complaints	GREIIRSD, HR	CSSD, ICS
26.5	Review team charters and terms of reference at senior and departmental leadership teams to reflect the need to engage and consult with employees and the broader community on the development of initiatives responding to the needs of Black and racialized communities	CMO, Service Transformation, DLT	CMO, ICS, All
Recommendation 27: Enhance workplace resources and processes to ensure the inclusion, success and well-being of Indigenous, Black and racialized employees throughout each level of the employment lifecycle- which includes, recruitment and hiring, onboarding, retention, learning and development, performance management, succession planning, mentorship and promotion.			
	Action	Service Area	Department
27.1	In alignment with the Corporate Diversity and Inclusion Plan, identify, report, and remove barriers in the recruitment and hiring process.	GREIIRSD, HR	CSSD, ICS
27.2	Collect and monitor race-disaggregated data on workforce representation throughout the employment lifecycle	GREIIRSD, HR	CSSD, ICS
27.3	Evaluate how existing coaching and mentoring opportunities are accessed and experienced by Indigenous, Black and racialized employees	HR	ICS
27.4	Assess and implement options to increase the number of Indigenous, Black and racialized mentors and mentees in the City's mentoring program	HR	ICS

Recommendation 27: Enhance workplace resources and processes to ensure the inclusion, success and well-being of Indigenous, Black and racialized employees throughout each level of the employment lifecycle- which includes, recruitment and hiring, onboarding, retention, learning and development, performance management, succession planning, mentorship and promotion.

	Action	Service Area	Department
27.5	Employment and Social Services to develop and introduce a targeted leadership coaching pilot for Black, Indigenous and racialized staff and investigate opportunity to scale up	ESS	CSSD
27.6	Partner with professional organizations to develop mentoring and networking opportunities for Black, Indigenous and racialized employees.	GREIIRSD	CSSD
27.7	Provide dedicated informal learning and formal mentorship opportunities in the City Manager's Office for Indigenous, Black and racialized employees	CMO	CMO
27.8	Establish workforce representation metrics for internal paid internship programs, and co-op student placements to reflect Indigenous, Black, and racialized groups	HR	ICS
27.9	Include a racial equity lens in the current Succession Management Program. Monitor the rate of inclusion of Indigenous, Black and Racialized staff as potential successors and promotion to leadership roles	GREIIRSD, HR	CSSD, ICS
27.10	Add questions related to equity and anti-racism to the exit interview guide.	GREIIRSD, HR	CSSD, ICS

Table 7: Summary of Actions – Institutional Practices

Recommendation 28: Implement policy changes using an anti-racism approach with City systems, structures and responses.			
	Action	Service Area	Department
28.1	Review the City of Ottawa's Emergency Management Program Strategic Plan to embed an anti-racism approach	Public Safety Service	EPS
28.2	Review the City of Ottawa's Emergency Social Services Plan to investigate how anti-racism and the unique experiences of Indigenous, Black and racialized communities are considered, supported and affected by an emergency situation within the City of Ottawa.	Public Safety Service	EPS
28.3	Review and update the Corporate Administrative Policy Framework to incorporate an anti-racism approach when developing City policies.	Business Support Services	FSD
28.4	As part of the review and update of the Grants and Contributions Policy and Procedures, staff will: <ul style="list-style-type: none"> - Ask of funded organizations their diversity and representation in decision-making roles for Black and racialized communities, especially when funding programs to benefit these specific communities - Collect race and gender-disaggregated data on a per-Program basis to facilitate understanding on benefits to Black and racialized communities from said Programs 	Business Support Services	FSD
28.5	Review and revise the City's complaint processes to ensure an anti-racism lens is integrated throughout the process and is aligned with City policies and regulations	Service Ottawa, CMO, GREIIRSD	ICS, CMO, CSSD
28.6	Review promotion approaches to ensure City programs are targeted specifically to racialized audiences.	PIMR	ICS

Recommendation 28: Implement policy changes using an anti-racism approach with City systems, structures and responses.			
	Action	Service Area	Department
28.7	Work with the Anti-Racism Advisory Table to develop a communications plan to implement a campaign to promote awareness about the negative impact of racism, antisemitism and xenophobia in the wake of the illegal occupation. This includes proactively communicating the City's commitment to anti-racism, equity, inclusion, diversity and belonging.	GREIIRSD, PIMR	CSSD, ICS
28.8	Update the public engagement policy to include an anti-racism approach in City engagements	GREIIRSD, PIMR	CSSD, ICS
28.9	Develop a measurement framework to track the progress and outcomes of the Anti-Racism Strategy	GREIIRSD	CSSD
28.10	Through the Indigenous Relations Office, conduct targeted engagement with Indigenous communities to understand and develop and anti-Indigenous racism strategy	GREIIRSD	CSSD
28.11	Develop a budget to resource the monitoring, evaluation and implementation work of the Anti-Racism Strategy as part of the 2023 Budget cycle	GREIIRSD	CSSD
28.12	Establish an Anti-Racism Interdepartmental Working Table to review progress of the action plan and monitor the corporate community engagement with Indigenous, Black and racialized communities to ensure ongoing community dialogue between the city and community partners.	GREIIRSD	CSSD
28.13	Establish a Black Leaders Forum to review the progress and impact of the plan in addressing Anti-Black racism.	GREIIRSD	CSSD
28.14	Work in partnership with community organizations to identify, address and implement key actions to address concerns related to anti-Asian racism, Islamophobia and antisemitism	GREIIRSD	CSSD
28.15	Work in partnership with community organizations to identify, address and implement key actions to address concerns related to racism experienced by 2SLGBTQIA+ Black and racialized communities	GREIIRSD	CSSD

List of Acronyms for Tables

CMO	City Manager's Office
CCE	Communications & Community Engagement
CMO	City Manager's Office
CRCS	Community Recreation and Culture Programs
CSSD	Community & Social Services Department
CSWPA	Community Safety, Well-being, Policy & Analytics
DLT	Departmental Leadership Teams
EPS	Emergency & Protective Services
ESS	Employment & Social Services
FSD	Finance Services Department
GREIIRSD	Gender, Race Equity, inclusion, Indigenous Relations & Social Development
HR	Human Resources
ICS	Innovative Client Services
OCC	Office of the City Clerk
OPH	Ottawa Public Health
PIMR	Public Information & Media Relations
PRED	Planning, Real Estate & Economic Development
RCFS	Recreation, Culture & Facility Services

Glossary

2SLGBTQIA+: Abbreviation that refers to Two-Spirited, lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, plus other identities. The placement of Two Spirit (2S) first is to recognize that Indigenous people are the first peoples of this land, and their understanding of gender and sexuality precedes colonization. The '+' is for all the new and growing ways we become aware of sexual orientation and gender diversity.

Ableism: A belief system that sees persons with disabilities as being less worth of respect and consideration, less able to contribute and participate, or of less inherent value than others. Ableism may be conscious or unconscious, and may be embedded in institutions, systems or the broader culture of a society. It can limit the opportunities of persons with disabilities and reduce their inclusion in the life of their communities.

Acts of hate: A virulent and serious form of discrimination that takes the form of extreme displays of emotion, hostility or hatred. Acts of hate target individuals or groups that already experience stigma and prejudice and infringe on the dignity, integrity and safety of the people who are targeted. They affect the victims' self-esteem, sense of belonging and ability to take part in community life.

Anishinabe Algonquin: Ottawa is located on the unceded and unsurrendered territories of the Anishinabe Algonquin nation. The Anishinabe Algonquin nation has been the stewards of the watershed of the Kichi Sibi (the Ottawa River) since time immemorial.

Ally: Someone from a dominant group who takes a stand against injustice directed at oppressed groups and who joins or supports them in their struggle. A person who supports an individual or group to be treated equitably and fairly.

Anti-Asian racism: In Canada, anti-Asian racism refers to historical and ongoing discrimination, negative stereotyping, and injustice experienced by peoples of Asian descent, based on others' assumptions about their ethnicity and nationality.

Anti-Black racism: Anti-Black racism is prejudice, attitudes, beliefs, stereotyping and discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, such that anti-Black racism is either

functionally normalized or rendered invisible to the larger white society. Anti-Black racism is manifested in the legacy of the current social, economic, and political marginalization of African Canadians in society such as the lack of opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system. (African Canadian Legal Clinic).

Anti-Indigenous racism⁶⁶: The ongoing race-based discrimination, negative stereotyping, and injustice experienced by indigenous Peoples within Canada. Includes ideas, practices, and policies that establish and perpetuate power imbalances, systemic barriers and inequitable outcomes stemming from the legacy of colonial policies and practices in Canada.

Anti-Racism: Anti-racism is a process, a systematic method of analysis, and a proactive course of action rooted in the recognition of the existence of racism, including systemic racism. Anti-racism actively seeks to identify, remove, prevent, and mitigate racially inequitable outcomes and power imbalances between groups and change the structures that sustain inequities⁶⁷.

Antisemitism: Antisemitism is latent or overt hostility, or hatred directed towards, or discrimination against, individual Jewish people or the Jewish people for reasons connected to their religion, ethnicity, and their cultural, historical, intellectual, and religious heritage⁶⁸.

Black: written with a capital B when referring to a person, group or community, this refers to a person who identifies as Black and has African indigenous ancestry that predates colonization (can be located anywhere in the diaspora).

City (or the City): The corporation of the City of Ottawa – a municipality within the Province of Ontario, Canada

⁶⁶ Province of Ontario (17 May 2022), Retrieved from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

⁶⁷ Province of Ontario (17 May 2022), Retrieved from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

⁶⁸ Canadian Race Relations Foundation (26 May 2022), Retrieved from <https://www.ohrc.on.ca/en/policy-preventing-discrimination-based-creed/3-background>

Colonialism⁶⁹: Colonialism is a practice of domination, which involves the subjugation of one people to another. Settler colonialism — such as in the case of Canada — is the unique process where the colonizing population does not leave the territory, asserts ongoing sovereignty to the land, actively seeks to assimilate the Indigenous populations and extinguish their cultures, traditions and ties to the land.

Council: City of Ottawa elected Mayor and Council

Culturally responsive: Cultural responsiveness is the intentional and genuine decision to see, respect and celebrate the aspects that make people unique and includes fostering an inclusive environment through a holistic and anti-oppressive approach⁷⁰.

Disaggregated Data:⁷¹ Disaggregated data is broken down into component parts or smaller units of data for statistical analysis. In the context of race-based data, this means breaking down the racialized category into its component parts such as Indigenous, Black, Asian, and gender identity

Discrimination: The denial of equal treatment and opportunity to individuals or groups because of personal characteristics and membership in specific groups, with respect to education, accommodation, health care, employment, access to services, goods, and facilities. This behaviour results from distinguishing people on that basis without regard to individual merit, resulting in unequal outcomes for persons who are perceived as different. Differential treatment that may occur on the basis of any of the protected grounds enumerated in human rights law.

Diversity: “Refers to differences in the lived experiences and perspectives of people. These can be along the dimensions of race, ethnicity, gender, sexual orientation, ancestry, socio-economic status, age, physical and mental abilities, religious beliefs,

⁶⁹ Canada.ca (19 May 2022), Government of Canada. 2020. Social determinants and inequities in health for Black Canadians: A Snapshot. Retrieved from <https://www.canada.ca/en/public-health/services/health-promotion/population-health/what-determines-health/social-determinants-inequities-black-canadians-snapshot.html>

⁷⁰ Lyra health (26 May 2022) Retrieved from <https://www.lyrahealth.com/blog/culturally-responsive-care/#:~:text=What%20is%20culturally%20responsive%20care,intersectional%20existence%20in%20the%20world.>

⁷¹ Province of Ontario (17 May 2022), Retrieved from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

political beliefs, or other ideologies. This can also include differences that are entirely personal, such as personality, style, and ability.”⁷²

Employment equity: A program designed to remove barriers to equality in employment for reasons unrelated to ability, by identifying and eliminating discriminatory policies and practices, remedying the effects of past discrimination, and ensuring appropriate representation of the designated groups (women; Aboriginal peoples; persons with disabilities; and visible minorities). Employment Equity can be used as an active effort to improve the employment or educational opportunities of members of minority groups and women through explicit actions, policies or programs.

Equity-deserving groups: As explained by Professor Tetley “... those on the margins of our community, [...], deserve equity as a right. They should not be given the burden of seeking it and they should not be made to feel that they get it as a privilege from the generosity of those who have the power to give it, and hence the power to take it back” (Tetley, 2019).

Gender equity: The process of allocating resources, programs, and decision-making fairly to all genders without any discrimination on the basis of gender and addressing any imbalances in the benefits available to people of different genders (Canadian Women and Sport, 2020).

Governance Structure: Often used interchangeably with governance framework, the set of rules, policies, procedures, and roles that guide decisions directing the work of the corporation

Hate crime:⁷³ A criminal offence committed against a person or property which is motivated by hate/bias or prejudice based on race, national or ethnic origin, language, colour, religion, sex, age, mental or physical disability, sexual orientation, or any other similar factor.

⁷² Province of Ontario (17 May 2022), Retrieved from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

⁷³ Ottawa Police Service (22 May 2022), Retrieved from <https://www.ottawapolice.ca/en/crime/resources/Crime-Stats/Hate-Crimes-2020-2021.pdf>

Inclusion⁷⁴: Being included in a group or a structure – more than just diversity and quantitative representation, inclusion involves authentic and empowered participation, with a true sense of belonging and full access to opportunities

Indigenous People: Indigenous people identify as being descended from the Original Peoples of what is currently known as Canada. In this context, Indigenous peoples include people who may identify as First Nations (status and non-status), Métis and/or Inuit and any related identities

Individual Racism: is structured by an ideology (set of ideas, values and beliefs) that frames one's negative attitudes towards others; and is reflected in the willful, conscious/unconscious, direct/indirect, or intentional/unintentional words or actions of individuals. This is one of the three levels that make up Systemic Racism.

Institutional Racism: Institutional Racism exists in organizations or institutions where the established rules, policies, and regulations are both informed by, and inform, the norms, values, and principles of institutions. These in turn, systematically produce differential treatment of, or discriminatory practices towards various groups based on race. It is enacted by individuals within organizations, who because of their socialization, training and allegiance to the organization abide by and enforce these rules, policies and regulations. It essentially maintains a system of social control that favours the dominant groups in society (status quo). This is one of the three levels that make up Systemic Racism.⁷⁵

Intergenerational trauma⁷⁶: Historic and contemporary trauma that has compounded over time and been passed from one generation to the next. The negative impacts can result in physical, psychological, and economic disparities persisting across generations.

Intersectionality⁷⁷: Acknowledges the ways in which people's lives are shaped by their multiple and overlapping identities and social locations, which, together, can produce a

⁷⁴ George Brown College (17 May 2022), retrieved from <https://www.georgebrown.ca/media/22286/view>

⁷⁵ Canadian Race Relations (26 May 2022) Retrieved from <https://www.crrf-fcrr.ca/en/resources/glossary-a-terms-en-gb-1/item/27265-institutional-racism-2>

⁷⁶ Province of Ontario (17 May 2022), Retrieved from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

⁷⁷ Province of Ontario (17 May 2022), Retrieved from <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

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

Islamophobia: Islamophobia is racism, stereotypes, prejudice, fear, or acts of hostility directed towards individual Muslims or followers of Islam in general. In addition to individual acts of intolerance and racial profiling, Islamophobia can lead to viewing and treating Muslims as a greater security threat on an institutional, systemic, and societal level.

Marginalization: A long-term, structural process of systemic discrimination that creates a class of disadvantaged groups who become permanently confined to the fringes of society perpetuating dimensions of exclusion from full and meaningful participation in society.

Microaggressions: The everyday verbal, nonverbal and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership"⁷⁸

Privilege: Privilege is a set of advantages systemically conferred on a particular person or group of people. White people are racially privileged even when they are economically underprivileged. Privilege and oppression are two sides of the same power relationship, and both must be understood and addressed. People can be disadvantaged by one identity and privileged by another.⁷⁹ See Intersectionality and White supremacy

Race: A social concept that differentiates people into a hierarchy based on arbitrary criteria such as skin colour, hair texture, facial features, etc. Race is not about inherent

⁷⁸ Sue Derald Wing PhD (17 November 2022), "Microaggressions: More than Just Race", Psychology Today, 17 November 2010.]

⁷⁹ George Brown College (17 May 2022), Retrieved from georgebrown.ca/media/22286/view

characteristics of a group. In fact, there is no clear scientific or biological basis for differentiating humans into different races. But socially, race still affects the lives of many people of colour negatively⁸⁰

Racialization: “The process through which groups come to be socially constructed as races, based on characteristics such as ethnicity, language, economics, religion, culture, politics white”⁸¹

Racialized: Persons from a rich mix of ethnic origins, cultures and nationalities, grouped together simply for being non-white (Social Planning Council of Ottawa 2008b). The term racialized is preferred over visible minorities because it acknowledges the fact that barriers are rooted in the historical and contemporary racial prejudice of society and are not a product of one’s identity or shortcomings⁸²

Racialized communities – Racialized persons and/or groups can have racial meanings attributed to them in ways that negatively impact their social, political, and economic life. This includes but is not necessarily limited to people classified as “visible minorities” under the Canadian census and may include people impacted by antisemitism and Islamophobia.

Racial equity: Racial equity is the systemic, fair treatment of all people. It results in equitable opportunities and outcomes for everyone. It contrasts with formal equality, in which case people are treated the same without regard to racial differences. Racial equity is a process (such as meaningfully engaging with Black, Indigenous, and racialized employees and students regarding policies, directives, practices, and procedures that affect them) and an outcome (such as equitable treatment of Black, Indigenous, and racialized employees and students in a program or service)⁸³.

Racism: “Historically, racism is a rooted system of power hierarchies based on race—infused in our institutions, policies, and culture—that benefits White people and hurts racialized people. Racism isn’t limited to individual acts of prejudice, either deliberate or accidental. Rather, the most damaging racism is built into the systems and institutions

⁸⁰ Lopes and Thomas, *Dancing on Live Embers* (2006), Saloojee 2003

⁸¹ Canadian Race Relations Foundation, “CRRF Glossary of Terms” (24 May 2022). Retrieved from: <https://www.crrf-fcrr.ca/en/resources/glossary-a-terms-en-gb-1?letter=r&cc=p>.

⁸² City of Ottawa (2016); Diversity Snapshot Racialized People — Equity and Inclusion Lens A City for Everyone

⁸³ George Brown College’s Anti-Racism Action Plan – georgebrown.ca/media/22286/view

that shape our lives. Most coverage of race and racism is not systemically aware. Instead, it focuses on racism at the level of an individual's speech or actions (individual-level racism), it dismisses systemic racism, or it refers to racism in the past tense."⁸⁴

Structural Racism: Structural or Societal Racism pertains to the ideologies upon which society is structured. These ideologies are inscribed through rules, policies and laws; and represents the ways in which the deep-rooted inequities of society produce differentiation, categorization, and stratification of society's members based on race. Participation in economic, political, social, cultural, judicial and educational institutions also structure this stratification⁸⁵. This is one of the three levels that make up Systemic Racism.

Systemic racism: Patterns of behavior, policies or practices that are part of the structures of an organization, which create or perpetuate disadvantage for racialized persons⁸⁶.

Trauma-informed approach: Trauma- and violence-informed approaches are policies and practices that recognize the connections between violence, trauma, negative health outcomes and behaviours. These approaches increase safety, control and resilience for people who are seeking services in relation to experiences of violence and/or have a history of experiencing violence."⁸⁷ In the context of anti-racist work, this recognition centres the impacts of traumas and violence caused by systemic racism

⁸⁴ George Brown College's Anti-Racism Action Plan – georgebrown.ca/media/22286/view

⁸⁵ Carl James (2010), 3ed. *Seeing Ourselves: Exploring Race, Ethnicity and Culture*

⁸⁶ Ontario Human Rights Commission, *Racism and racial discrimination: Systemic discrimination (fact sheet)*. <http://www.ohrc.on.ca/en/racial-discrimination-race-and-racism-fact-sheet>

⁸⁷ Government of Canada (17 May 2022), Retrieved from <https://www.canada.ca/en/public-health/services/publications/health-risks-safety/trauma-violence-informed-approaches-policy-practice.html>