

<p>1. ANTI-RACISM SECRETARIAT PROGRESS UPDATE SECRÉTARIAT DE LA LUTTE CONTRE LE RACISME – MISE À JOUR SUR LES PROGRÈS RÉALISÉS</p>

COMMITTEE RECOMMENDATION, AS AMENDED

That Council receive this revised report for information.

RECOMMANDATION DU COMITÉ, TELLES QUE MODIFIÉES

Que le conseil reçoive le rapport révisé à titre informatif.

DOCUMENTATION/DOCUMENTATION

1. General Manager's report, Community and Social Services, dated May 19, 2021 (ACS2021-CSS-GEN-006)

Rapport de la Directrice générale, Services sociaux et communautaires, daté le 19 mai 2021, (ACS2021-CSS-GEN-006)

2. Extract of draft Minutes, Finance and Economic Development Committee, 1 June 2021.

Extrait de l'ébauche du procès-verbal, Comité des finances et du développement économique, le 1 juin 2021.

**Report to
Rapport au:
Finance and Economic Development Committee
Comité des finances et du développement économique
1 June 2021 / 1er juin 2021**

**and Council
et au Conseil
9 June 2021 / 9 juin 2021**

**Submitted on May 19, 2021
Soumis le 19 mai 2021**

**Submitted by
Soumis par:
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Ward: CITY WIDE / À L'ÉCHELLE DE LA VILLE File Number: ACS2021-CSS-GEN-006

SUBJECT: Anti-Racism Secretariat Progress Update

OBJET: Secrétariat de la lutte contre le racisme – Mise à jour sur les progrès réalisés

REPORT RECOMMENDATION

That the Finance and Economic Development Committee and Council receive this report for information.

**FINANCE AND ECONOMIC
DEVELOPMENT COMMITTEE
REPORT 26
9 JUNE 2021**

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**COMITÉ DES FINANCES ET DU
DÉVELOPPEMENT ÉCONOMIQUE
RAPPORT 26
LE 9 JUIN 2021**

RECOMMANDATION DU RAPPORT

Que le Comité des finances et du développement économique et le conseil prennent acte de ce rapport à titre d'information.

EXECUTIVE SUMMARY

The purpose of this report is to provide an update on the progress achieved to date by the Anti-Racism Secretariat (ARS).

The ARS, led by the Anti-Racism Specialist, targets systemic racism by applying an anti-racist approach to the way the City develops policies, makes decisions, evaluates programs, and measures outcomes, and is responsible for developing the first Anti-Racism Strategy for the City of Ottawa.

The Anti-racism Strategy will be guided through a broad and comprehensive multi-phase engagement plan. Phase I of the engagement plan includes an external component, focused on Ottawa residents and community partners, and an internal component, focused on City staff.

To date, **389** Ottawa residents have participated in Phase I of the engagement plan, which addresses six key priority areas previously identified by the community—employment equity, housing, governance, economic development, health outcomes, and youth development.

The internal component seeks input from the City of Ottawa employees on key priority areas to address systemic racism within the Corporation. Fifteen sessions were hosted, with a total of **187** participants.

An Engage Ottawa survey was conducted from January-March 2021.

A compilation of the results from the survey and feedback obtained through the sessions with staff, residents, and community partners will be made available through a “What We Heard Report”. The report will include recommendations for strategic actions that the City can pursue and will propose the direction for the final phase of engagement.

BACKGROUND

In November 2019, a proposal by Councillor Rawlson King to establish an Anti-Racism Secretariat at the City of Ottawa was accepted and adopted in the City's 2020 budget. Council committed funding for a full-time Anti-Racism Specialist position, and on December 11, 2019, committed one-time funding of \$100,000 for the creation of an Anti-Racism Strategy [AC-S2019-FSD-FIN-0007].

In July 2020, the Anti-Racism Specialist was recruited, and Council approved the nomination of Councillor Rawlson King as the Council Liaison for Anti-Racism and Ethnocultural Relations Initiatives [FEDC MOTION N^o. 2020 2/14] to support the initiatives of the Anti-racism Secretariat. In January 2021, a temporary Program Coordinator – Anti-Racism, was added to the Secretariat to support the development of the Strategy.

Currently, the ARS is comprised of one full-time staff and one full-time temporary position as part of the Gender and Race Equity, Inclusion, Indigenous Relations and Social Development Service.

CONTEXT

The Ontario Human Rights Commission defines systemic racism as “patterns of behaviour, policies or practices that are part of the structures of an organization, which create or perpetuate disadvantage for racialized persons.”¹ Racism has specific and devastating effects on different communities. For Indigenous people, “the cumulative impacts of structural racism have been felt throughout generations”.² For example, while 2.5% of the population of Ottawa identified as Indigenous, 24% of people experiencing homelessness identified as such,³ and of these, 47% have lived experience in a foster care system. Systemic racism against Indigenous people includes ideas and practices that establish, maintain and perpetuate power imbalances, systemic barriers, and inequitable outcomes that stem from the legacy of colonial policies and practices in Canada.³

¹ 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>

² National Collaborating Centre for Indigenous Health, Indigenous Experiences with Racism and its Impacts (fact sheet).
https://www.nccih.ca/495/Indigenous_experiences_with_racism_and_its_impacts.nccih?id=131

³ https://documents.ottawa.ca/sites/documents/files/Point%20in%20Time%20Report%20EN_0.pdf

Anti-Black racism and racial stereotypes against Black Canadians “are so deeply entrenched in institutions, policies and practices, that its either become functionally normalized or rendered invisible”.⁴ “Anti-Black racism results in the social, economic, and political marginalization of Black Canadians. For example, in Ottawa, 28.4% of the Black community experiences poverty, while only 12.6% of the general population is low income. The result of Anti-Black racism leads to unequal opportunities, lower socio-economic status, higher unemployment, significant poverty rates and overrepresentation in the criminal justice system”.

In recent years, Ottawa residents have been impacted by a surge of anti-Semitic and Islamophobic hate crimes. Since the onset of the COVID-19 pandemic, reported hate crimes against Asian Canadian communities has surfaced to record levels.

The Anti-Racism Secretariat (ARS) will confront systemic racism by applying an anti-racist approach to the way the City develops policies, makes decisions, evaluates programs, and measures outcomes. The work consists of developing an Anti-Racism Strategy that addresses key areas where Indigenous people and racialized communities face disparities and where the City of Ottawa can make a demonstrable impact to address these inequities utilizing an equity lens.

The Anti-Racism Secretariat is taking an intersectional approach by examining the experiences and recommendations of racialized individuals who face other forms of discrimination, including women, youth, newcomers, 2SLGBTQQIA+ people, Francophones, and people living with disabilities.

DISCUSSION

Anti-Racism Strategy Development

The development of the Anti-Racism Strategy requires a complex series of considerations, as the strategy is confronting racism within the Indigenous communities, and within Black, Asian, Muslim, Jewish, and other communities. Ensuring all of these perspectives are represented sufficiently is critical to the formation of a meaningful and impactful, data-informed, and data-driven strategy. In addition, the community expects

⁴ Government of Ontario, Data Standards for the Identification and Monitoring of Systemic Racism (Glossary). <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism/glossary>

that the strategy will address systemic issues through robust measurements and monitoring processes with transparency and accountability.

WORK TO DATE:

- Environmental Scan (October 2020) – A municipal environmental scan of anti-racism initiatives and departments in other Canadian cities was conducted to understand best and promising practices, budgetary allocations, strategy development processes and governance structures. This environmental scan will guide the development of the Anti-Racism Strategy in Ottawa.
- Phase I Engagement (January 2021) – The ARS launched the first phase of engagement which included a survey and action planning sessions for residents, community partners/stakeholders and City of Ottawa staff.
- Steering Group Established (March 2021) – A Steering Group comprised of community partners with relevant lived experience and expert knowledge of equitable governance was created to inform the membership and Terms of Reference for a proposed Advisory Table. The Steering Group discussed the vision for the development of the Table, its governance structure and the unique considerations that should be reviewed given the Ottawa context.

UPCOMING WORK:

- Phase II Engagement – The ARS will launch a second round of community engagement sessions to engage groups with intersectional identities, such as youth, who did not engage as actively during the first phase. The engagements will also include City of Ottawa leadership, Advisory Committees, City Council and further engagement with Indigenous residents.
- Creation of Anti-Racism Secretariat Advisory Table – The Table will inform the planning process and deliverables for the Anti-Racism Strategy and will be comprised of anti-racism experts from racialized communities who will provide subject matter expertise.
- What We Heard Report - A public report will be released compiling what the ARS has heard through the online survey and engagement sessions, which will also include the recommended actions.

Staff will bring forth three additional reports to Committee:

In the fourth quarter of 2021:

1. A What We Heard Report summarizing key findings from the engagement sessions.
2. A Framework for the Anti-Racism Strategy, which will outline the strategy's vision, guiding principles and strategic priorities.

In the second quarter of 2022:

3. The Anti-Racism Strategy, which will expand on the framework to include strategic actions, key performance indicators and expected outcomes.

Achievements To Date

Community engagement and anti-racism education are critical components to the work of the ARS in order to socialize an anti-racist approach within the City and broader community. Some of the early successes from the ARS include:

Anti-Racism Education and Awareness:

- Launched a project page on [Engage Ottawa](#) to host information regarding ARS engagement, any public documents in relation to the initiative, and resources on anti-racism. An email mailbox was set up to coordinate the ARS engagement (antiracism@ottawa.ca and luttecontreleracisme@ottawa.ca), which is monitored by the Program Coordinator, Anti-Racism.
- Led the “United for All Anti-Racism Listening Forum” in July 2020 in collaboration with the Women and Gender Equity Specialist. The forum was attended by **289** residents and City staff, who provided insights and validated the intersectional work between the [Women and Gender Equity Strategy](#) and the Anti-Racism Strategy.
- Organized, in collaboration with other City departments, several learning opportunities and awareness-raising events for City staff. For example, an internal event on “The Impacts of Racism on Mental Health” was hosted by the Diverse Employees Network (DEN), which was attended by approximately **200** City staff.

- Led, in collaboration with the Women and Gender Equity Specialist, an internal learning activity titled “Data for Equity”, which brought together **118** City staff to explore new practical ways to apply an Indigenous, gender, and equity lens to their work.
- In collaboration with the City’s Public Information and Media Relations (PIMR) team, developed a public awareness social media campaign focused on combatting anti-Asian racism. The motion for the creation of the campaign was brought forward by Councillor Rawlson King (seconded by Councillor Catherine McKenney). The campaign launched on January 5, 2021 on the City’s Facebook, Twitter, and Instagram accounts in English and French with the slogan “COVID-19 has no nationality”. There were 12 posts across the three platforms, with a total of **177,634** impressions, **1,734** reactions, **1,680** likes, **80** comments and **131** shares. The campaign was relaunched in May for Asian Heritage Month.

Internal and External Anti-Racism Collaboration:

- Supported multiple initiatives within the organization, in collaboration with the Equity Secretariat, to promote Black History Month, Asian Heritage Month, the International Day for the Elimination of Racial Discrimination and Jewish Heritage Month. These awareness-raising days advance the City’s commitment to promoting race equity, inclusion and belonging. Activities included *In the Loop* articles highlighting cultural history and resources for continued education, as well as supporting the virtual panel event “[Towards a Racially Just Workforce: Leadership and the Black Experience](#)” during Black History Month, in which **263** staff virtually attended.
- Supported the creation of the City’s first Black History Month Committee. The creation of the committee was announced at Council on February 10, 2021. The committee will be co-Chaired by the ARS and the DEN affinity group.
- Collaborated with the Women and Gender Specialist to lead the Gender and Race Equity Data Baseline Study. The goal of this study is to gain insight into the current level of use and application of women and gender equity considerations in data, policies and programs in selected service areas of the City of Ottawa. While this study is focused on gender equity, staff are using an intersectional lens to ensure the inclusion of immigrant and racialized women and gender diverse persons.

- Advised multiple City departments on anti-racist initiatives, including
 - Ottawa Public Library
 - Ottawa Public Health's racism video www.havethattalk.ca
 - Official Plan, OC Transpo
 - Innovative Client Services Department- reviewing workplace policies
 - Recreation, Culture and Facilities Services' Youth Strategy
 - O-Train Stage 2 Public Art Program
 - Cultural Development Initiatives, supporting the launch of the Commemoration Policy Advisory Group
- The Anti-Racism Secretariat and Community Safety and Well Being planning teams have developed a collaborative approach, to identify and address strategic items surrounding racism, discrimination and marginalization within the community.
- Organized, in collaboration with the City's Integrated Neighbourhood Services Team, Ottawa Public Health and Somerset West Community Health Centre, and Youth Neighbourhood Ambassadors from the Boys and Girls Club of Ottawa a workshop on "The Impacts of Racism and How to Enhance Well-Being". The session focused on race-based stress and coping mechanisms for those who are supporting racialized youth in their communities. The presentation took place on April 9, 2021 with engaged participation from the youth.

COVID-19 Vaccine Community Engagement Task Force

Joined the City's COVID-19 Vaccine Community Engagement Task Force to ensure an anti-racist and intersectional lens is applied during the planning and implementation of the vaccine roll-out.

RURAL IMPLICATIONS

There are no rural implications.

CONSULTATION

A broad and comprehensive multi-phase engagement plan was developed to ensure residents, community partners/stakeholders and City staff can participate in identifying concrete actions towards removing systemic barriers in City programming, services and policies. Community members have vocalized being over consulted, asserting

immediate actions are needed to advance anti-racism work. The engagements are framed as action planning sessions that will address racism within City policies, services and decision-making.

Engagement Objectives

There are five main objectives for the engagement process:

- Obtain recommendations from racialized residents and community stakeholders to address the priority areas.
- Identify the priority areas where an anti-racist approach is required across the Corporation.
- Identify internal and external strategic actions in the priority areas.
- Establish a forum where staff, stakeholders and Ottawa residents can offer input into the ARS as the anti-racism work of the City evolves.
- Gather, summarize, and analyze data which will inform the work of the ARS and the City's Anti-Racism Strategy.

Public Notification

A [PSA](#) was released on the ARS Phase I engagement launch date of January 21, 2021 on Ottawa.ca. A notice was also posted on the City's Facebook, Twitter and LinkedIn accounts, linking the PSA and the ARS Engage Ottawa project page. In addition, organizations across the city who serve diverse clients were informed of the Phase I engagement launch.

Stakeholders were encouraged to share this information within their networks to obtain ample participation and feedback.

ARS Record of Engagement

The following engagement activities took place between January and March 2021, to determine the immediate actions required within the six priority areas—housing, youth development, governance, economic development, employment equity, and health outcomes- to address racism within the City's jurisdiction.

ARS PUBLIC ONLINE SURVEY

- Launched on the ARS Engage Ottawa project page available in English and French, open to all residents.
- The survey had **188** responses.

CITY STAFF VIRTUAL SESSIONS

- To provide input on the needs of racialized staff and identify priority areas to address systemic racism within the organization.
- Fifteen sessions were hosted with a total of **187** participants.

OTTAWA RESIDENT VIRTUAL SESSIONS

- Four sessions were held for communities most targeted by hate crimes in Ottawa, including Anglophone African, Caribbean and Black (ACB), Francophone ACB, Asian, Jewish, and Muslim residents.
- **130** participants attended these sessions.

JEWISH COMMUNITY VIRTUAL SESSIONS

- One session was held with Jewish residents and multiple discussions held with community partners, including with local Rabbis and leaders from Jewish organizations.
- The Ottawa Jewish Community identified specific priorities, beyond the six previously identified key priorities, including safety needs, awareness-raising on Judaism, the diversity within the Jewish community, antisemitism and anti-Semitic acts that are often 'normalized' or made invisible.

COMMUNITY PARTNERS & STAKEHOLDERS VIRTUAL SESSIONS

- Twelve action planning sessions were hosted for community partners and stakeholders to provide input from a service provider-perspective.
- Participation was limited due to the COVID-19 pandemic, though many individual conversations with community partners were held.

INDIGENOUS ENGAGEMENT

- Initial engagement has begun with an Indigenous-led consultant group to guide the planning and lead the facilitation of the action planning sessions for Indigenous residents, with support from the City's Indigenous Relations Specialist.
- To date, four sessions were hosted with Indigenous residents, including a session for Elders, Algonquin Anishinabeg, Métis and Inuit residents.
- Upcoming sessions will be scheduled to engage with Urban Indigenous community members, Indigenous frontline and community workers, and Indigenous-led organizations.
- Ongoing collaboration with the City's Indigenous partners will occur to define a broad Indigenous engagement approach that can inform the Anti-Racism Secretariat and the Community Safety and Well Being Plan.

A compilation of the results from the Engage Ottawa survey and feedback received through the engagement sessions will be made available in a public “What We Heard Report”. The report will include recommended strategic actions, as well as direct the final phase of engagement.

High Level Themes from What We Heard:

In Phase I of engagement, the ARS heard the following key themes from participants in the six priority areas:

EMPLOYMENT EQUITY:

- Increase hiring, promotion, and retention of racialized staff within the City of Ottawa.
- Implement clear benchmarks and targets to track employment progress.
- Remove existing applicant barriers such as the requirement to apply for jobs online and the lack of equitable recognition of international experience.
- Address barriers to youth employment opportunities at the City.

GOVERNANCE:

- Address representation from racialized communities at decision-making tables.
- Ensure meaningful and substantive representation to avoid tokenism.
- Promote governance and representation opportunities directly to racialized communities in order to attract candidates from diverse backgrounds.

HOUSING:

- Access to affordable housing among the highest priorities.
- Create a waitlist with priority criteria for affordable housing to reflect the lived realities of racialized community members who may be facing intersecting forms of oppression and exclusion.
- Improve access to information about housing supports, services and tenants' legal rights more readily available to racialized community members.

ECONOMIC DEVELOPMENT:

- Implement business development and mentorship programs for racialized communities.
- Allocate more funding and grants to support diverse businesses.

- Highlight the businesses and economic contributions of racialized community members and the full diversity of Ottawa's small business community in City tourism and other promotional efforts.

HEALTH OUTCOMES:

- Increase availability of culturally responsive mental health services and information in a variety of languages.
- Focus recruitment of mental health workers that are more reflective of racialized communities (E.g., more African, Caribbean, and Black [ACB] mental health counsellors).
- Increase culturally responsive and proactive approaches to mental health and wellness.

YOUTH DEVELOPMENT:

- Increase the availability of resources for youth outside of school hours, in their communities.
- Implement a diverse Youth Advisory Table to review grant proposals and consider City programs and policies from a youth perspective.
- Increase professional networking and mentorship opportunities for racialized youth, particularly from the ACB community.

COMMENTS BY THE WARD COUNCILLOR(S)

No comments as this is City-wide.

ADVISORY COMMITTEE(S) COMMENTS

The French Language Services Advisory Committee was consulted on May 13, 2021 and ARS staff are awaiting official feedback from the Committee. An engagement session is scheduled for June 15, 2021 with the Accessibility Advisory Committee as part of Phase II of engagement.

LEGAL IMPLICATIONS

There are no legal implications.

RISK MANAGEMENT IMPLICATIONS

Racialized communities in Ottawa have been disproportionately impacted by the COVID-19 pandemic. This tragedy has directly affected the engagement process, as many community leaders and residents mourn, heal or do COVID-related community

work. The ARS team has thus had to delay aspects of community engagement due to low participation. While more planning sessions will be scheduled to ensure the community has an opportunity to share their feedback, this has led to overall delays in strategy development.

As the ARS moves into Phase II of the engagement plan, resource constraints and community partner availability may also hinder progress on the strategy development.

ASSET MANAGEMENT IMPLICATIONS

There are no asset management implications.

FINANCIAL IMPLICATIONS

There are no financial implications associated with the report recommendation.

ACCESSIBILITY IMPACTS

The Anti-Racism Strategy (ARS) is being developed using an intersectional approach, which considers that some people experience multiple forms of inequity at the same time. For example, racialized persons with disabilities can experience both racism and ableism. An intersectional approach to anti-racism requires that the City listen to many racialized communities, including women, 2SLGBTQIA+, people with disabilities, Indigenous communities, Francophone communities, and others. Staff supporting the Anti-Racism Strategy work with staff from many other areas, including the Corporate Accessibility Office, and the Gender and Race Equity, Inclusion, Indigenous Relations and Social Development Service. Together, these groups focus on common key pillars and intersections.

Persons with disabilities face ongoing, systemic discrimination. Statistics Canada has found that, “About 59% of working-age adults with disabilities were employed compared with around 80% of those without disabilities.”⁵ Further, Statistics Canada also found that, “Almost one-third of working age adults with more severe disabilities are living in poverty.” While data is lacking on how this discrimination extends to racialized persons with disabilities, it can be deduced that there may be more barriers for this group.

⁵ <https://www150.statcan.gc.ca/n1/daily-quotidien/181128/dq181128a-eng.htm>

The ARS supports and builds on previous equity and inclusion authorities adopted by City Council. For example, in 2009, in partnership with the City for All Women Initiative, the City of Ottawa developed an *Equity and Inclusion Lens* and 11 “diversity snapshots,” including snapshots of [racialized people](#) and [people with disabilities](#), that is meant to be applied by staff in their daily work. Later, on April 11, 2012, City Council unanimously approved the [Accessibility Policy](#) which states the City is committed to providing equal treatment to people with disabilities with respect to the use and benefit of City services, programs, goods and facilities in a manner that respects their dignity and that is equitable in relation to the broader public.

The *Accessibility Policy* provides the overarching framework to guide the review and development of other City of Ottawa policies, standards, procedures, practices, by-laws and guidelines to ensure they are free from discrimination and comply with the standards developed under the *Accessibility for Ontarians with Disabilities Act, 2005*.

The Anti-Racism Strategy also aligns with the City of Ottawa Municipal Accessibility Plan (COMAP), which includes an intersectional lens, along with City’s Reconciliation Action Plan, Women and Gender Equity Strategy, Corporate Diversity and Inclusion Plan.

In Phase I of engagement, the Anti-Racism Strategy noted themes in six priority areas:

Employment Equity, Governance, Housing, Economic Development, Health Outcomes, and Youth Development. Improvements in these areas will benefit racialized people with disabilities who, due to their intersectionality experience discrimination through policy, and face complex barriers in all of these areas. Through the ARS, these groups are expected to make gains in the areas of equality through policy changes, education, and representation.

All activities within the ARS will be completed in compliance with the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) and the *Integrated Accessibility Standards Regulation 191/11* (IASR), which recognize the history of discrimination against persons with disabilities in Ontario and establish standards for accessibility with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises.

Staff within the Anti-Racism Secretariat will actively reach out and build relationships with racialized persons with disabilities. Staff will also consult with the Accessibility

Advisory Committee in June 2021, which will lead to a stronger understanding and goal setting for the next phase of engagement. Staff will seek involvement by racialized persons with disabilities in the creation of Anti-Racism Secretariat Advisory Table.

ENVIRONMENTAL IMPLICATIONS

There are no environmental implications.

TECHNOLOGY IMPLICATIONS

There are no technology implications.

TERM OF COUNCIL PRIORITIES

The Anti-Racism Secretariat aligns with the City's strategic priority "Thriving Communities" and "Thriving Workforce".

SUPPORTING DOCUMENTATION

No supporting documents attached to this report.

DISPOSITION

The City's Staff in the Gender and Race Equity, Indigenous Relations, Diversity and Inclusion Branch, Community and Social Services Department, will action any direction received as part of City Council consideration of this report, and will move to implement the development of the Anti-Racism Strategy.

Staff will work with other departments and other relevant external and community partners to develop the strategy.