

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

COMMITTEE RECOMMENDATION

That Council receive this report for information.

RECOMMANDATIONS DU COMITÉ

Que le conseil reçoive rapport à titre d'information.

DOCUMENTATION/DOCUMENTATION

1. General Manager's report, Community and Social Services, dated October 22, 2021 (ACS2021-CSS-GEN-012)

Rapport de la Directrice, Services sociaux et communautaires, daté le 22 octobre 2021, (ACS2021-CSS-GEN-012)

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

Extrait de l'ébauche du procès-verbal, Comité des finances et du développement économique, le 2 novembre 2021.

SUBJECT: Anti-Racism Secretariat Progress Update

File Number: ACS2021-CSS-GEN-012

Report to Finance and Economic Development Committee on 2 November 2021

and Council 10 November 2021

**Submitted on October 22, 2021 by Donna Gray, General Manager, Community and
Social Services**

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Ward: CITY WIDE

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

Dossier : ACS2021-CSS-GEN-012

Rapport au Comité des finances et du développement économique

le 2 novembre 2021

et au Conseil le 10 novembre 2021

**Soumis le 22 octobre 2021 par Donna Gray, Directrice générale, Services sociaux
et communautaires**

**Personne ressource : Suzanne Obiorah, Directrice, de l'équité des genres et des
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Quartier : À L'ÉCHELLE DE LA VILLE

REPORT RECOMMENDATION

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

RECOMMANDATION DU RAPPORT

Que le Comité des finances et du développement économique recommande que le conseil reçoive rapport à titre d'information.

EXECUTIVE SUMMARY

The purpose of this report is to provide an update on the progress of the Anti-Racism Secretariat (ARS) since the last Information Report in June 2021 [[ACS2021-CSS-GEN-006](#)].

The ARS 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 informed by a broad and comprehensive multi-phase engagement plan. Phase II of the engagement, comprised of external action planning sessions and an Engage Ottawa survey, is now completed. To date, **601** Ottawa residents have participated in Phase I and II of the engagement plan, which seeks to determine the immediate needs and recommended actions in the six key priority areas previously identified by the community of which the strategy is meant to address—employment equity, housing, governance, economic development, health outcomes, and youth development.

A public What We Heard Report has been completed with a comprehensive outline of the engagement process in Phase I and Phase II, and an overview of the findings and recommendations from participants. This includes an overview of Indigenous engagement that was completed by an Indigenous-led third-party consultant.

An Anti-Racism Advisory Table has been established, comprised of leaders from Indigenous, racialized, and faith-based communities who will provide subject-matter expertise to advise the development of the Anti-Racism Strategy.

RÉSUMÉ

L'objectif de ce rapport est de fournir une mise à jour des progrès du Secrétariat de la lutte contre le racisme (SLR) depuis le dernier rapport d'information de juin 2021 [[ACS2021-CSS-GEN-006](#)].

Le SLR cible le racisme systémique en appliquant une approche antiraciste à la façon dont la Ville élabore ses politiques, prend ses décisions, évalue ses programmes et mesure ses résultats. Il est chargé d'élaborer la première stratégie de la lutte contre le racisme de la Ville d'Ottawa.

La Stratégie de lutte contre le racisme s'appuiera sur un plan d'engagement vaste et complet en plusieurs étapes. La phase II du plan d'engagement, qui comprend des séances de planification d'actions externes et un sondage Participons Ottawa, est maintenant terminée. À ce jour, **601** résidents d'Ottawa ont participé aux phases I et II du plan d'engagement, qui vise à déterminer les besoins immédiats et les mesures recommandées dans les six domaines prioritaires clés définis par la communauté : équité en matière d'emploi, logement, gouvernance, développement économique, résultats en matière de santé et développement des jeunes.

Un rapport public intitulé *Ce que nous avons entendu* a été rédigé. Il donne un aperçu complet du processus d'engagement de la phase I et de la phase II, ainsi qu'un aperçu des conclusions et des recommandations des participants. Ce rapport comprend un aperçu de l'engagement autochtone réalisé par une société de conseil tierce dirigé par les Autochtones.

Une table consultative sur la lutte contre le racisme a été mise sur pied. Elle est composée de leaders de communautés racialisées qui fourniront une expertise en la matière afin de conseiller l'élaboration de la stratégie de la lutte contre le racisme.

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 into the City's 2020 budget. Council committed to 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 the Anti-Racism and

Ethnocultural Relations Initiatives [FEDC MOTION No. 2020 2/14] to support the initiatives of the Anti-Racism Secretariat.

An Information Report with an update on the progress achieved by the Anti-Racism Secretariat was approved at Council on June 9, 2021 [[FEDC MOTION No. 2021 1/26](#)].

The Information Report outlined ARS achievements, including an overview of anti-racism education and awareness initiatives, which are critical components to the work of the ARS to socialize an anti-racist approach within the City and broader community. These initiatives included leading the “United for All Anti-Racism Listening Forum” and an internal learning activity “Data for Equity” with the Women and Gender Equity Specialist, launching a public awareness social media campaign focused on combatting anti-Asian racism with the slogan “COVID-19 has no nationality”, and organizing learning opportunities and awareness-raising events.

The Report also outlined internal anti-racism collaborations, such as leading the Gender and Race Equity Data Baseline Study in collaboration with the Women and Gender Equity Specialist, advising multiple City departments on anti-racist initiatives, and supporting the creation of the City’s first Black History Month Committee, which will be co-Chaired by the Diverse Employees Network (DEN) and the ARS.

External anti-racism collaboration was also highlighted, which includes organizing and facilitating a workshop for the Neighbourhood Ambassadors at the Boys and Girls Club of Ottawa on “The Impacts of Racism and How to Enhance Well-Being” in collaboration with the City’s Integrated Neighbourhood Services Team, Ottawa Public Health and Somerset West Community Health Centre, and joining Ottawa Public Health’s COVID-19 Vaccine Community Engagement Task Force to ensure an anti-racist and intersectional lens was applied during the planning and implementation of the vaccine roll-out.

Furthermore, the report provided an overview of Phase I of engagement and outlined the Anti-Racism Strategy development process to date.

The purpose of this report is to provide an update on Phase II of engagement, the creation of the Anti-Racism Advisory Table, and the release of the What We Heard Report.

DISCUSSION

Progress Since June 2021

Engagement

On July 8, 2021, a Public Service Announcement (PSA) was released advertising Phase II of the ARS' engagement plan, which included **9** external action planning sessions for community stakeholders and residents. The focus of these action planning sessions was to engage groups with intersectional identities, such as youth, racialized women and gender diverse persons, racialized seniors, racialized Francophones, the racialized community with disabilities and the racialized 2SLGBTQQIA+ community, who did not actively engage during the first phase. Virtual sessions were held on Zoom from July 27 to August 11, 2021.

Additionally, the online survey from the first phase of engagement was re-launched on the ARS Engage Ottawa page. The survey was open to all residents from July 8 to July 31, 2021. The goal of the survey was to provide residents with an alternative means of providing feedback and suggestions if they were otherwise unable to attend an action planning session to contribute to the Anti-Racism Strategy development.

As the ARS moves into Phase III of the engagement plan, the ARS will attempt to increase participation by engaging with the community where they gather and feel most comfortable expressing themselves in lieu of attempting to create spaces for engagement that the City organizes. Specifically, the ARS hopes to further engage with racialized youth, racialized people living with disabilities, and the racialized 2SLGBTQQIA+ community during Phase III. Feedback has been compiled from session participants and facilitators from Phases I and II with lessons learned to help shape future engagement by the ARS.

Anti-Racism Advisory Table

An Anti-Racism Advisory Table was created to help inform the City of Ottawa in advancing its Anti-Racism Strategy. The table is comprised of City staff and anti-racism leaders and individuals from racialized communities who will provide subject matter expertise.

The mandate of the Anti-Racism Advisory Table is to work collaboratively in raising awareness about systemic and individual experiences of racism; bring forward community perspectives; and advise on the actions identified during the engagement

sessions to effectively confront racism within the six priority areas in which the strategy is meant to address: employment equity, housing, governance, economic development, health outcomes, and youth development. To compensate individual contributors for their time, sharing of their lived experience, knowledge and expertise, an honorarium will be provided for each meeting attended. Please refer to Document 1 for the Anti-Racism Advisory Table Terms of Reference.

Process for Creation

An environmental scan was conducted of other Canadian municipalities and their anti-racism advisory committees or tables to help inform the process for creation of the Advisory Table and its membership. Information was compiled from the municipalities' Terms of Reference to compare mandates, roles and responsibilities, membership makeup, frequency of meetings, time commitments, and other related information.

This information was then presented to a Steering Group comprised of community leaders, whose perspectives and expertise were combined with the City of Ottawa guiding principles for committees and tables to determine the Terms of Reference.

Selection Process

An online application was launched on July 29, and the application process ran until August 10, 2021. To advertise the Anti-Racism Advisory Table application, [a Public Service Announcement \(PSA\)](#) was posted on Ottawa.ca, an email was sent to ARS stakeholders and past action planning participants, advertisements were circulated through social media posts on Facebook and Twitter, in addition to advertising the Table during the engagement sessions. Articles posted on the ARS Engage Ottawa page also advertised the Table recruitment with links to the application and Terms of Reference.

A Selection Committee of diverse City staff and community partners from the Steering Group, assessed the **60** applications. The Selection Committee members were provided a guide on considerations for evaluation and selection of members, a Bias Awareness Context Brief, and an optional scoring grid typically used for City of Ottawa Committee appointments.

Committee members thoughtfully and methodically assessed each of the 60 applicants, examining their intersectional identities to ensure representation (gender, age, religion, geographic representation, race/ethnicity or Indigenous identity, disability, and

2SLGBTQQA+ identity), the characteristics of organizations they represented, their education, employment, training and lived experience, and knowledge of, past involvement in and contributions to anti-racism initiatives.

Each member of the Selection Committee compiled a shortlist of candidates and met to develop a joint shortlist, and then provided a final list of recommended candidates, for City review and approval.

Confirmed Membership

The Anti-Racism Advisory Table consists of 24 people made up of members from the community and the City of Ottawa.

The committee arrived at a short list of 17 recommended applicants: 10 leaders (management or board members) of organizations/agencies with mandates to serve racialized communities and 7 individual contributors who have expertise and a record of accomplishment in leading positive change.

In 2016, the Mayor and Somali Community Table was formed with the goal of addressing issues facing the Somali Community. At the last meeting on December 15, 2020, City staff recommended that the Somali community representatives become an integral part of the ARS Advisory Table instead of maintaining a separate table; the recommendation was adopted unanimously by members. As such two (2) of the 17 community seats were designated for members from the former Mayor and Somali Community Table.

Organizations represented through the leaders' seats have broad mandates serving racialized communities, including community health services, newcomer and settlement services, advancing and promoting a better quality of life for Jewish residents, providing housing and basic social services, youth training and social enterprise, and providing mental health and addiction services to Francophone families and individuals.

Individuals holding seats have expertise in areas including newcomers and settlement services for youth and families, anti-Indigenous racism, advocacy, public policy, law, community development, social impact funding, and advancing social justice, equity, diversity, and inclusion in Ottawa and at a national level.

The approach of the ARS in developing a comprehensive Anti-Racism Strategy is to actively seek out and include the community voice throughout the process. The ARS

acknowledges that community members are experts of their local environment and that the Anti-Racism Advisory Table will have a key role to play in ensuring that community voices continue to guide the work. The diversity of perspectives and expertise around the table will enable the ARS to more accurately identify community needs and wants, and help develop consensus around the vision, guiding principles, and strategic priorities that will guide the development of the strategy. More specifically, the community voice will be critical to:

- Inform of the assets that already exist and of work underway.
- Ensure cross-sector alignment.
- Collaborate to address community needs.
- create greater awareness about the strategy and its importance, which can spark greater community ownership of the strategy.

Research shows, and our past experiences confirm, that integrating community voice in strategy development fuels innovation, ideation, and concept-testing for new programs/services; it also uncovers motivations, needs, preferences, and desires of the people and communities we seek to help.

Document 2 outlines the demographic makeup and biographies of the community members.

In addition, there are seven (7) City representatives at the Table including:

- two (2) representatives from City Council, the Mayor or a designate and the Council Liaison for Anti-Racism and Ethnocultural Relations Initiatives;
- two (2) members of the City of Ottawa senior leadership team, including the City Manager or designate and General Manager, Community and Social Services;
- three (3) representatives from the Gender and Race Equity, Inclusion, Indigenous Relations and Social Development Service, including the Director who will serve as co-Chair, the Anti-Racism Specialist, and the Program Manager of the Equity Secretariat.

Strategy Development

Anti-Racism Engagement

After eight (8) months of ARS engagement, **601** residents have participated in action planning within the priority areas. Phase I of engagement took place between January and March 2021 and received input from **389** Ottawa residents. Phase II took place between July and August 2021 and aimed to engage groups with intersectional identities who did not actively participate during Phase I; input was received from **212** Ottawa residents.

Phases I and II involved a public online survey, discussions with community partners, and virtual action planning sessions. People from the following communities participated in virtual sessions: Anglophone African, Caribbean and Black (ACB), Francophone ACB, Asian, Muslim, Jewish, racialized francophone residents, racialized people living with disabilities, racialized 2SLGBTQQIA+, racialized youth, racialized seniors, racialized women and gender diverse persons, and community stakeholders (community leaders, community organizations, research experts).

A public “What We Heard Report” has been completed and immediately follows this report in Document 3, compiling the findings from Phase I and Phase II of the ARS engagement initiatives. This includes a total of **33** external action planning sessions, and **2** iterations of an Engage Ottawa survey.

The following is a snapshot of the findings within the priority areas:

Employment Equity

- Participants highlighted the low representation of racialized people in stable, high-paying jobs, leadership positions, knowledge-based and technology sectors, mirrored by overrepresentation in low-paying, temporary, and precarious jobs, as well as among those who are unemployed. The lack of requirements that organizations demonstrate they are committed to diversity, the prevalence of tokenistic initiatives towards employment equity, and the lack of consistency over the long-term contributed to a general sense of frustration with the slow pace of progress.

- Recommended actions include increased hiring, promotion, and retention of racialized staff within the City of Ottawa; clear benchmarks and targets to track progress; removing applicant barriers; diversifying the way jobs are promoted; and access to support, mentorship, networks, and decision-makers.

Governance

- The lack of representation of racialized people from diverse intersectional identities in governance structures was noted as a persistent issue by participants across all groups. This includes the lack of role models for racialized youth and low to nonexistent representation in leadership roles in many sectors, at the City, and among elected officials and their staff.
- Recommended actions include ensuring meaningful and substantive representation; promoting governance and representation opportunities directly to racialized communities; involving racialized communities in governance discussions and planning and facilitating their access to governance processes; and ensuring that engagement is diverse, accessible, and participatory.

Housing

- Poor conditions in and limited access to affordable housing were among the highest priorities identified by most participants. The combined pressures of low income, unemployment or underemployment, inadequate housing, and dealing with racism lead to poorer health outcomes. Other barriers identified included the lack of racialized staff in social housing agencies, stigma toward affordable housing in certain neighbourhoods, long waitlists, and the need for credit checks as a condition for rental.
- Recommended actions include continued advocacy for additional funding for housing; increased access to affordable housing; using an intersectional equity lens for affordable housing; implementing a process for dealing with racism in the housing system; diversifying shelter options; and distributing subsidized housing across all neighbourhoods.

Youth Development

- Many factors and disparities affect the well-being and mental health of youth, such as housing, over-policing in neighbourhoods, lack of feeling safe in schools, intergenerational trauma, lack of resources, digital inequities, distance from work or to services/resources, cost of transportation, financial barriers, and long waitlists for services. Youth do not have enough exposure to career opportunities, internships, apprenticeships, mentors, job shadowing, trades, or financial literacy, so that they can make informed choices. Many programs for youth are siloed, difficult to access, and short-term and/or short-lived because of funding limitations.
- Recommended actions include increasing the availability and diversity of resources and programs for youth outside of school hours, in their communities; implement a diverse Youth Advisory Table or Youth Board to consider City programs and policies from a youth perspective; increase professional networking and mentorship opportunities for racialized youth; implement stable, long-term funding for youth programming; and increase use of social media to engage youth.

Health Outcomes

- Participants identified a variety of health inequities and disparities, including daily experiences of racism and microaggressions, a lack of access to culturally responsive mental health services, and lack of information in a variety of languages. Lack of racial diversity among family doctors and specialists and of cultural awareness among healthcare staff were identified as barriers affecting health outcomes.
- Recommended actions 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.

Economic Development

- Economic development refers to the growth of Ottawa’s businesses, job markets, and industries, and making sure this growth includes equitable opportunities that promote economic inclusion for all residents. Barriers to economic development highlighted by participants include systemic exclusion based on race; lack of diversity among Business Improvement Areas (BIAs); and barriers experienced by immigrants and newcomers, including those who are highly educated, and seniors.
- Recommended actions include business development and mentorship programs for racialized communities; applying an equity lens to City contract allocation; allocate more funding and grants to diverse businesses; and more active involvement of City Councillors.

Upcoming Work / Timeline

- Phase III Engagement – During Q4 2021, a third phase of engagement will be conducted with townhalls hosted separately for City of Ottawa staff, residents and community partners/stakeholders. This will provide the opportunity to speak to the What We Heard reports, discuss the results with the ARS, and determine if there are any missing actions or opportunities. During this phase, City of Ottawa senior leadership and City Council will also be engaged, along with key community partners, such as the Ottawa Local Immigration Partnership (OLIP) and the Community Champions Table Network (CCTN).
- The internal What We Heard report will be presented to staff and the City’s leadership in the fall of 2021, and actions to address the findings will be presented in the Anti-Racism Strategy.
- Strategic Development – In collaboration with the Anti-Racism Advisory Table, the Strategy outline and subsequent Strategy will be developed in Q1 2022.
- Anti-Racism Strategy – Will be presented to the Finance and Economic Development Committee and Council in Q2 2022, including strategic actions, key performance indicators and expected outcomes.

FINANCIAL IMPLICATIONS

There are no financial implications associated with the report recommendations.

LEGAL IMPLICATIONS

There are no legal impediments to receiving the information in this report.

ADVISORY COMMITTEE(S) COMMENTS

During the second phase of engagement by the ARS, two Council Advisory Committees were consulted. The ARS presented to the Accessibility Advisory Committee on June 15, 2021. The AAC provided the following feedback and recommendations:

1. Specify start and end times for community consultations.
2. Provide the opportunity for participants to provide feedback after the event.
3. Consider that not everyone is able or available to provide feedback on the spot.
4. The City can develop policy or guidelines concerning naming things and buildings and consult with the community when doing that.

The ARS presented to the French Language Services Advisory Committee (FLSAC) on May 13, 2021. The FLSAC has submitted five recommendations to the ARS:

1. That the ARS collaborate with organizations involved in the fight against racism in order to define a common anti-racist glossary in French.
2. That the ARS provide training in French to City of Ottawa staff on racism, systemic racism, white fragility, and white supremacy.
3. That the ARS establish long-term relationships with Francophone cultural organizations in order to properly target their needs and make the Anti-Racism Strategy known to their members.
4. That the ARS adopt actions to sensitize the security services to the needs of racialized communities and adopt race and language benchmarks to examine the impact Bylaw Services have in exercising their sanctioning role on racialized French-speaking communities.
5. That the ARS continue the intersectional approach to the work and encourage the organizations and services working with the Francophone communities that

are funded by the City of Ottawa are diversified and meet the needs of all Francophones, including racialized Francophones.

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. As such, the engagements are framed as action planning sessions that will address racism within City policies, services and decision making.

Engagement Objectives

The main objectives of Phase II of engagement are:

- Obtain recommendations from residents and community stakeholders to address the priority areas.
- Engage groups with intersectional identities who did not engage as actively during Phase I of engagement.
- Engage the City's Advisory Committees to obtain feedback and opportunities for growth as the ARS moves forward with the creation of the Anti-Racism Strategy.
- Establish a forum where residents and community stakeholders can offer input into the ARS as the anti-racism work of the City evolves.
- Identify external strategic actions in the priority areas.
- 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 II engagement launch date of July 8, 2021 on Ottawa.ca. A notice was also posted on the City's Facebook, Twitter and Instagram accounts, linking the PSA and ARS Engage Ottawa project page. A social media

campaign with paid promotional boosts was also utilized to increase registration numbers. Additionally, organizations across the city that serve diverse clients and residents, and service providers who participated in Phase I of engagement, were informed of the Phase II engagement launch. Stakeholders and residents were encouraged to share this information within their networks to obtain ample participation and feedback.

ARS Record of Engagement – Phase II

The following engagement activities took place between July and August 2021, to determine the immediate actions required within the six priority areas to address systemic 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 **176** responses.

Virtual Action Planning Sessions

- **8** public sessions were hosted, with specific sessions hosted for racialized youth, racialized seniors, racialized Francophones, racialized women and gender diverse persons, the racialized 2SLGBTQQIA+ community, and the racialized community with disabilities.
- A public session was hosted for community partners and stakeholders, comprised of community leaders, community organizations and research experts.
- **63** participants attended these sessions.

Indigenous Action Planning Circles

- **5** circles were hosted for Inuit, Métis and Algonquin residents and elders. Sessions were held in English and Inuktitut.
- The engagement process was in collaboration with the Community Safety and Well-Being Plan and was designed by an Indigenous-led consultant firm and was derived from an Indigenous worldview.

- **46** participants attended these circles.

The City desires to further collaborate with Indigenous partners and stakeholders from the City's networks and beyond to conduct additional engagement through a defined urban Indigenous engagement framework that would be informed by leaders from First Nations, Inuit, Métis and urban Indigenous communities. Through a redefined engagement process, the City will work to further broaden engagement with:

- Leadership of Indigenous organizations in Ottawa,
- Indigenous community and frontline workers from both Indigenous-led and non-Indigenous-led organizations, and
- Public engagements with urban Indigenous communities in Ottawa.

Advisory Committee Sessions

- The French Language Services Advisory Committee and Accessibility Advisory Committee were consulted during this phase of engagement.
- **19** participants attended these sessions.

ACCESSIBILITY IMPACTS

The Accessibility Advisory Committee (AAC) was engaged for an action planning session in Phase II of engagement to provide feedback on the unique needs and barriers of the racialized community with disabilities, actions the City can take to address these needs, and recommendations for future engagement to ensure all accessibility needs are being considered. Specific recommendations made by the AAC can be found in the Advisory Committee Comments section of this report.

The Anti-Racism Strategy is being developed using an intersectional approach, which considers that some people experience multiple forms of inequity at the same time. More specifically, phase II of ARS engagement had the goal of engaging groups with intersectional identities who did not actively engage during the first phase of engagement. As such, a session was hosted for the racialized community with disabilities in order to capture their feedback and recommendations and ensure their perspectives are included in the strategy and its development.

During the applicant selection process for the Anti-Racism Advisory Table, the ARS ensured that there was representation from the disability community on the Selection Committee, and encouraged members to consider representation of intersectional identities, including those who self-identified as being a person with a disability, when making their recommendations for appointment to City leadership.

The ARS will continue to actively reach out and build relationships with racialized persons with disabilities as they move forward in this work. The experience and perspectives of those intersectional identities, such as racialized person with disabilities, will remain at the forefront when making decisions and recommendations for the strategy to ensure their unique needs and the barriers they face are being brought into consideration.

INDIGENOUS GENDER AND EQUITY IMPLICATIONS

Indigenous Policy Considerations

The Anti-Racism Secretariat's work begins with the recognition that Ottawa is built on unceded Algonquin Anishinaabe territory and honouring Algonquin presence and nationhood. The contributions of all First Nations, Inuit, Métis, and urban Indigenous communities in Ottawa are recognized and respected, and the ARS acknowledges that any discussion of racism and dehumanization in this city needs to begin with a full and honest recognition of the first and ongoing racial and colonial oppression in our region.

The ARS works closely with the Indigenous Relations Specialist leading the [Municipal Reconciliation Action Plan](#) by supporting ongoing Indigenous cultural competency learning events. In June 2021, a series of Indigenous learning sessions were offered to City staff which focused on key priority areas: Missing and Murdered Indigenous Women and Girls, Residential School History, Urban Indigenous community, First Nations Spirituality and Inuit culture. Ongoing education and awareness building are an integral part of the Reconciliation Action Plan in order to build capacity amongst City staff to deliver culturally appropriate services. This learning aligns with the ARS scope to deliver anti-racism awareness and education.

Additionally, there are common key pillars and intersections to the work of the Indigenous Relations and ARS portfolios. The creation of an Anti-Racism Strategy contributes to addressing the gaps in social, health, and economic outcomes for

Indigenous and racialized communities in Ottawa by specifying actions within the City's jurisdiction that can be taken within the six priority areas to address systemic racism. The implementation of an Anti-Racism Strategy in Ottawa will contribute to reconciliation in our community by closing these gaps, and furthering the economic and social well-being, inclusion and self-determination of all Indigenous residents residing in Ottawa. More than equity, Indigenous communities seek prosperity that is characterized by economic and social well-being, inclusion, and self-determination, which were eroded through historical and ongoing colonization.

As a municipality, we have a responsibility to implement policy decisions in a manner that is consistent with the recognition of constitutionally protected Aboriginal and Treaty Rights. This responsibility is enacted through our commitment to respectfully engage with the Host Nations and urban Indigenous communities in ways that foster sustained and strong relationships.

To address the barriers unique to Indigenous communities and ensure the voices of Indigenous residents of Ottawa are included in the creation of the Strategy, a separate process was used to begin engagement with Indigenous residents. An Indigenous-led consultant firm was contracted to facilitate action planning circles for Indigenous residents. The City desires to further collaborate with Indigenous partners and stakeholders from the City's networks and beyond to conduct additional engagement that would be informed by leaders from First Nations, Inuit, Métis and urban Indigenous communities.

The City recognizes there are different perspectives on how to address anti-Indigenous racism that will be explored and defined with the Indigenous community through a broadened Indigenous engagement plan. The Anti-Racism Advisory Table will also be engaged to determine an approach towards the development of an anti-Indigenous racism framework.

Further to the creation of an Anti-Racism Strategy, the City of Ottawa is working on a parallel process with Indigenous communities in collaboration with the Ottawa Aboriginal Coalition on priorities that have been identified.

Gender and Equity Implications

The work of the Anti-Racism Secretariat is guided by an intersectional, anti-racist, trauma-informed approach. This approach ensures racialized communities, urban Indigenous people, racialized Francophones, the 2SLGBTQQIA+ community, people with disabilities, newcomers, women and gender diverse persons, youth, and seniors, are involved and consulted in the creation of a community led Anti-Racism Strategy.

These equity deserving groups with intersectional identities that experience overlapping oppressions or minoritization results in unique needs, challenges, and barriers. The multi-phased ARS engagement plan was created to ensure that the unique perspectives and experiences of these communities with intersectional identities were captured and will be represented in the creation of the Strategy.

RISK MANAGEMENT IMPLICATIONS

There is a risk of decreased participation in community engagement with the ARS due to competing priorities, and experiences of distrust with City led engagement sessions. In an attempt to ensure substantial and fruitful participation and feedback in Phase III of engagement, the ARS will engage groups where they are already accessing programming and services and have a trust relationship with the organization or service provider, in lieu of attempting to create spaces for engagement that the City organizes.

RURAL IMPLICATIONS

There are no rural implications.

TERM OF COUNCIL PRIORITIES

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

SUPPORTING DOCUMENTATION

Document 1 – Anti-Racism Advisory Table Terms of Reference

Document 2 – Anti-Racism Advisory Table Member Demographic Makeup and Biographies

Document 3 – Anti-Racism Secretariat External Engagement – What We Heard Report

DISPOSITION

The City of Ottawa 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's 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 community partners to develop the strategy.