# **Economic Empowerment & Anti-Black** Racism Unit Update

**City Council** December 9, 2020

# Background

- In June 2020, Brampton City Council launched the City's first-ever Black African and Caribbean Social, Cultural and Economic Empowerment and Anti-Black Racism Unit to take meaningful action against anti-Black racism.
- Brampton's Black African and Caribbean community are vibrant and active contributors to the cultural mosaic of Brampton and represent the second-largest group of visible minorities in the city with a growing population of more than 80,000 residents.
- Under the direction of Gwyneth Chapman, Senior Advisor Economic Empowerment & Anti-Black Racism, the Unit's mandate is to end the systemic anti-Black racism in the City of Brampton and uplift the social, cultural, and economic position of the Black community through effective consultation, conversation and engagement.
- Between June December 2020, a variety of events, engagements and partnerships have taken place with Black employees internally and with the broader Black community in Brampton

### Recommendation

- On September 9<sup>th</sup>, 2020, Prime Minister Justin Trudeau announced investments of up to \$221M to launch Canada's first ever Black Entrepreneurship Program
- Up to \$6.5M will be allocated to create and sustain a new Black Entrepreneurship Knowledge Hub
  - The hub will:
    - Collect data on the state of Black Entrepreneurship in Canada
    - Identify Black entrepreneurs' barriers to success and opportunities of growth
    - Be run by Black led community and business organizations, in partnership with educational institutions
  - The successful partners will receive up to \$5M over four years to develop and implement the Hub
- Recommendation: City Council direct staff to apply to become the host of the Black Entrepreneurship Knowledge Hub with partners who are active in the City and the Innovation District

# Road Map

44 years of research, conversations, reports and advocacy by activists, leaders, academics and advocates.

June 2020: Senior Advisor hired to build the unit

June – December 2020: A variety of events, engagements and partnerships take place to develop the goals of the unit

Advocacy by Brampton community members, leaders and organizations.
Community pledge signed by then Mayoral candidate Patrick Brown.

June 10, 2020: Brampton City Council approve a motion to implement and create a Black African and Caribbean Social, Cultural and Economic Empowerment & Anti-Black Racism Unit

Increased awareness of anti-Black racism in the wake of George Floyd's death. Corporations, Government and institutions commit to change and working towards ending anti-Black racism.

2021: Next Steps

**February – May**: Listen to the voices of those we are serving with in depth community consultations and engagements.

**February – April:** Internal consultations with Black city employees and leadership to work towards an action plan to address identified challenges.

Evaluate all departments through an anti-Black racism lens.

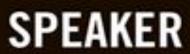
**Summer:** Execute the Action Plan developed by community, experts, and the City of Brampton.





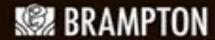








Dr. Gervan Fearon
President and ViceChancellor
Brock University













Andria Barrett

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Colin Lynch

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## **SPEAKER**



Andria Barrett Canadian Black Chamber of Commerce



Adaoma Patterson President, Pan-African Credit Union Initiative





Colin Lynch and Michael Carter Black Opportunity Fund



GOVERNMENT Relations BRAMPTON Flower City













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### **SPEAKER**



Ramesh Sangha MP, Brampton Centre



**BRAMPTON** 

Jamil Jivani
Ontario's Advocate for
Community Opportunities









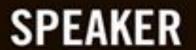
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**Senator Colin Deacon** 



Fran Delsol Black Business and Professional Association



**Amanuel Melles** Network for the Advancement of **Black Communities** 

