

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 9th, 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.

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

Increased awareness of anti-Black racism in the wake of George Floyd's death.

June 2020: Senior Advisor hired to build the unit

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

Corporations, Government and institutions commit to change and working towards ending anti-Black racism.

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

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.



SPEAKER



Dr. Gervan Fearon
President and Vice-Chancellor
Brock University



Sharing Master Confere... ▾

SPEAKER



Andria Barrett
Canadian Black Chamber of
Commerce



Adaoma Patterson
President, Pan-African Credit
Union Initiative



Colin Lynch and Michael Carter
Black Opportunity Fund

4 hidden



Jamil Jivani



gwyneth chapman



RAMESH SANGH...



christopher Alex...

Sharing Master Confere... ▾

SPEAKER



Ramesh Sangha
MP, Brampton Centre



Jamil Jivani
Ontario's Advocate for
Community Opportunities



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SPEAKER



Senator Colin Deacon



Fran Delsol
Black Business and Professional Association



Amanuel Melles
Network for the Advancement of
Black Communities