

Date: December 3, 2020

Subject: Economic Empowerment & Anti-Black Racism Unit Update

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Recommendations:

1. That the report titled: **Economic Empowerment & Anti-Black Racism Unit Update**, to the City Council meeting of December 9th, 2020, be received

Overview:

- In June 2020, Brampton City Council directed staff to implement and create the Black African and Caribbean Social, Cultural Economic Empowerment & Anti Black Racism Unit
- This Report serves to update City Council on developments of the Unit

Background:

On June 10, 2020, Brampton City Council approved a motion to implement and create a Black African and Caribbean Social, Cultural and Economic Empowerment & Anti-Black Racism Unit. This aligns with the City's Term of Council Priority Brampton is a Mosaic through developing a holistic framework to embed diversity across the city. Gwyneth Chapman was appointed as the Senior Advisor of the Unit.

The Black Social, Cultural, Economic Empowerment, Anti-Black Racism Unit is a division of the Office of the Chief Administrative Officer.

Current Situation:

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. The Unit is working to improve the City of Brampton's reputation as a leading and progressive Canadian municipality that draws on the unique culture and expertise of all employees and residents of the City of Brampton.

The Unit has been working collaboratively with departments across the organization to determine areas of improvement and work towards our goal of eliminating anti-Black racism at the City of Brampton to help strengthen our focus on people. We are also looking at ways to ensure that the organizational culture reflects an open and inclusive approach by keeping everyone engaged and part of the continued work to end anti-Black racism in the community.

Below is an overview of the Unit's engagement with various City of Brampton Departments:

Economic Development Office

The Unit is working with the Economic Development Office (EDO) to assist in the development of key initiatives and outreach to Black owned businesses and to enhance Brampton's cultural value proposition to global markets. The unit has participated in several events throughout the year including providing remarks at events with the Black Chamber of Commerce and the Kenya Canadian Association to promote the services provided by the Brampton Entrepreneur Centre (BEC) and the EDO.

Following the Federal announcement of a Black Entrepreneur Program, the Unit has been working with EDO to ensure program eligibility and details are available to Black owned businesses in Brampton which included the Unit organizing an event with representatives from the Federal Government and Black-owned businesses.

Brampton Fire and Emergency Services

The Unit has supported Brampton Fire and Emergency Services on key initiatives in 2020. This included helping BFES organize the first career information session that specifically engaged members of the Black community which resulted in 900 registrants.

The Unit reviewed and provided feedback for the Diversity, Equity and Inclusion section of the Council endorsed 2021-2025 Fire Master Plan.

Procurement

The Unit is working closely with Purchasing on the development of a Supply Chain Diversity Program. This program looks to create an opportunity to embed supplier diversity as part of the City's invitational procurement process (\$25,000 to \$100,000). This program will enable a variety of small and medium sized

businesses across the City to participate in procurement opportunities. Suppliers who would like to participate in this program will be certified as a diverse supplier through an established non-profit supplier certification organization.

Note: A certified diverse supplier is any business or enterprise that is certified by a supplier certification organization to be more than 50% (majority) owned, managed and controlled by persons belonging to an equity-seeking community or social purpose enterprise. These communities include, but are not limited to, women, aboriginal people, visible minorities/racialized people, veterans, persons with disabilities and the LGBTQ2S community.

Strategic Communications, Culture and Events

The Unit worked alongside staff on the unveiling of Emancipation Park, created a 'Conversation Series' with Black political leaders and assisted in the development of Black History events for 2021. The Unit is assisting with the creation of a Black History Facts competition, a Black History Interview Series that will highlight Black leaders and achievers and The Inspiring Youth Awards – Passing on the Torch which will be an awards event that honors elders and achievers as well as youth.

Additional internal and external work by the Unit is highlighted below:

Internal Initiatives:

- Participated in Emancipation Park ceremonies
- Held introductory meetings with the Corporate Leadership Team and Members of Council
- Met with Brampton Transit leadership to introduce the unit to their Black employees
- Engaged in town-hall meetings to engage with Black Professionals at the City of Brampton to learn about their experiences and goals for moving forward
- Created the Black Professionals Network – an internal group of Black employees – to be a voice for Black employees, learn from and engage with one another and leadership. The network will also assist in developing an action plan and come up with strategies to help achieve the work requested through the motion
- Participating in ongoing updates and collaborations with the community via the Office of the Mayor
- Organized a year-end meeting with the community to present an update on the work that the Unit has completed to date and the future plans for the next six months and four years
- Worked with Fire and Human Resources to establish a media presence for the Fire recruitment campaign
- Implemented the Educational & Empowering Speakers Series – Conversations on Leadership and Life for Black employees
- Working on a workplace review that will be conducted to focus on the experiences of Black employees working at the City of Brampton

External Initiatives:

- Created the annual Emancipation month series with leaders in the community and City staff
- Conducted a series of “Listen and Learn” sessions with residents and members of the community including Brampton’s church leaders, entrepreneurs, business owners, advocates, non-profit organizations and residents
- Created communications and engagement pathway to Brampton’s Black Community
- Produced two unprecedented conferences with municipal, provincial and federal partners, experts in anti-Black racism and economic development to begin the conversations on the elimination of anti-Black racism and next steps. Part 1 focused on Anti-Black Racism, Part 2 focused on Economic Empowerment
- Assisted in the creation of National Coalition of Municipalities working towards anti-Black racism and economic empowerment for Black communities across the country
- Built strong relationships with corporations, members of all three levels of government, non-profit organizations and those who are immersed in the work around the elimination of anti-Black racism to build strong relationships for future initiatives
- Entered into partnerships with Peel Police and Peel Region
- Attended Peel’s Community Anti-Black Racism Forum
- Engaged with the City of Toronto’s Confronting Anti-Black Racism Unit and other cities across the province to share our knowledge and experience with members of the Black community
- Assisting Keep6 in their role to keep young men out of gangs
- Supporting and engaging with several non-profit organizations and churches in the community

Upcoming Endeavors

- Continue to educate and engage residents and City employees in open and accountable ways that show value and enhance the image of the City
- Create a sense of community amongst City of Brampton Black employees to help leverage their unique skillsets and culture amongst the broader organization
- Developing committees made up of experts, respected and experienced residents that will help with the work in the upcoming year
- Continue to work on the establishment of an Economic Hub comprising of Black and diverse businesses in the financial and corporate sector
- Engage with banking and financial institutions to develop relationships and identify way that black businesses can access financial resources
- Work with Black youth agencies and schools to address the disproportionate numbers of Black youth in the criminal justice system

- Create a Partnership and Accountability Circle
 - Accountability Circle Purpose: to provide advice, support and recommendations for City activities and community engagement towards the development and implementation of an action plan
 - The Circle will contribute insight, analysis, information and strategy on City services and policy planning that impacts outcomes for Black residents
 - The Circle will support partnership development with Black communities, leaders, organizations and institutions to advance outcomes for Brampton's Black residents
 - The Circle will facilitate transparent and effective communication and engagement with residents
 - The Circle will be made up of Bramptonians and experts with diverse lived experiences, professional expertise, education, historical knowledge of anti-Black racism and/or experience in the area of economic development. The number of members is TBD based on feedback from the community

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