

Category: Choose an item.

Anti-Racism and Inclusion Policy

Policy Number: [Policy Number (assigned by CAO's Office, after approval)]
Approved by: Council Resolution # [Council Resolution #] – [Date]
Administered by: [Division and section]
Effective Date: [Date]

1. Background

The City of Brampton ("City") is a mosaic of 250 diverse cultures speaking 171 languages. The City values the contributions of the communities and groups that make up the population of the City of Brampton.

The City is committed to celebrating diversity and inclusion and creating an environment that is free from activities related to Racism and Oppression for all individuals. The City's Anti-Racism and Inclusion Policy ("Policy") affirms the City's commitment to building and maintaining an inclusive community, including public spaces, City facilities and workplaces, in line with the fundamental principles of equity and justice. The Policy adheres to and is consistent with the Ontario Human Rights Code and other relevant legislation.

2. Purpose

The purpose of this Policy is to promote equity, diversity and inclusion, while working towards minimizing Racism and Oppression in the City. In fulfilling its mandate, this Policy aims to create a safe and inclusive environment for all City stakeholders such as members of the public, Members of Council, Employees, businesses and visitors by fostering a culture of respect, free from racism and hate while ensuring that the City's practices and services are equitable for all.

3. Application and Scope

This Council Policy applies to:

- Members of Council;
- Employees (including, but not limited to service contractors, students and volunteers);
- Vendors and suppliers; and
- Members of the public (including citizen members of committees).

4. Outcomes

- 4.1 **Improved cultural competency:** Enhanced community awareness about the importance of equity, diversity and inclusion and the dangers of Racism and Oppression.
- 4.2 **Increased trust and accountability:** Building trust between the community, members of Council, and City Employees in the City's commitment to combatting Racism and Oppression, as well as promoting inclusivity.
- 4.3 **Minimized incidents of Racism and Oppression:** Reduced occurrence of racially motivated and oppressive acts through targeted collaboration with community partners and stakeholders.
- 4.4 **Enhanced accessibility and inclusivity:** Ensuring City programs and service are accessible and equitable for all, particularly for Equity-deserving Groups.
- 4.5 **Empowering community collaboration:** Engaging community partners to create safe spaces for open dialogue and learning in an effort to combat Racism and Oppression.

5. Policy Statements

This policy statement codifies the responsibilities of all City stakeholders to effectively apply the principles of equity and inclusion, Anti-Racism and Anti-Oppression and to uphold the protected grounds contained in the Ontario *Human Rights Code*.

The City enacts this Policy as a commitment to the City's acknowledgement of ongoing systems of Oppression that create disadvantage and disproportionately impact individuals who belong to Equity-deserving Groups.

- 5.1 The City will create and maintain safe spaces for members of the community including those from Equity-deserving Groups.
- 5.2 The City will embed the principles of equity, diversity and inclusion, in its policies, programs and service in its bid to minimize bias, discrimination and prejudice resulting from racially motivated and oppressive acts and occurrences.
- 5.3 The City will strive to ensure behaviors and practices that diminish, insult or invalidate a person's identity, sense of well-being and belonging, are minimized in City facilities.
- 5.4 The City will create an equitable and inclusive environment for the Brampton community, regardless of their race, ancestry, place of origin, colour, ethnic origin, disability, citizenship, creed, sex, sexual orientation, gender identity, age, marital status (including single status), family status, immigrant status, religious affiliation, level of literacy, language and/or socio-economic status.

6. Addressing Reported Incidents of Racism and Oppression

- 6.1 Incidents of Racism and Oppression that are reported by Employees will be addressed pursuant to the Addressing Harassment and Discrimination Standard Operating Procedure and/or the Public Complaints Resolution Guideline.
- 6.2 Incidents of workplace harassment or discrimination must continue to be reported in accordance with the City's *Respectful Workplace Policy*.

7. Roles and Responsibilities

7.1 Corporate Leadership Team

- 7.1.1 Support this Policy and ensure employees adhere to the principles and provisions of this Policy; and
- 7.1.2 Comply with section 7.2 Roles and Responsibilities for Supervisors.

7.2 Supervisors

- 7.2.1 Lead by creating and maintaining a positive and inclusive work environment;
- 7.2.2 Maintain awareness for addressing workplace complaints;
- 7.2.3 Act immediately on allegations of Racism or Oppression;
- 7.2.4 Promptly report incidents of Racism and/or Oppression to the Equity, Diversity, Inclusion, Anti-Racism & Belonging Office (Equity Office) and/or Human Resources;
- 7.2.5 Document reported incidents of Racism or Oppression;
- 7.2.6 Monitor Employees' compliance with this Policy
- 7.2.7 Take no reprisal against a person as a result of reporting an incident or providing information; and
- 7.2.8 Maintain principles of confidentiality when handling information about the incident, except as necessary to protect individuals, take corrective action, or as otherwise required by the law.

7.3 Employees

- 7.3.1 Create and maintain a positive and inclusive work environment while being a role model for others;
- 7.3.2 Ensure behaviour is respectful and appropriate at all times;

- 7.3.3 Accept responsibility for any actions, reactions, behaviours and impact on others;
- 7.3.4 Report experiences of Racism or Oppression to their Supervisor or any member of management, and/or the Equity Office and/or Human Resources; and
- 7.3.5 Document details of Racism or Oppression that are experienced.

7.4 Equity Office

- 7.4.1 Ensure this Policy is in place and reviewed as per guidelines;
- 7.4.2 Maintain a framework and develop strategies, tools, and resources to advance the purpose and outcomes of this Policy;
- 7.4.3 Recommend equity, diversity, inclusion, Anti-Racism, and Anti-Oppression awareness initiatives in order to advance the purpose and outcomes of this Policy;
- 7.4.4 Receive all allegations or complaints of Racism and/or Oppression, and support the appropriate party;
- 7.4.5 In collaboration with Human Resources, address incidents of Racism and Oppression by determining appropriate corrective action;
- 7.4.6 Identify Anti-Racism training needs, and other requisite training programs for internal stakeholders;
- 7.4.7 Maintain principles of confidentiality when handling information about the incident, except as necessary to protect individuals, take corrective action, or as otherwise required by the law;
- 7.4.8 In collaboration with Human Resources, address incidents of Racism and Oppression by determining appropriate corrective action; and
- 7.4.9 Monitor situations where Racism or Oppression has occurred to ensure restorative efforts.

8. Monitoring and Compliance

- 8.1 Supervisors will monitor Employees' compliance with this Policy.
- 8.2 Those within the scope of this Policy are expected to adhere to this Policy. This includes refraining from, engaging in, or perpetuating, oppressive and racially motivated comments or conduct.
- 8.3 Consequences of non-compliance

- 8.3.1 Any Employee who violates this Policy may be subject to corrective action.
- 8.3.2 Members of the public, visitors to City facilities or individuals conducting business within the City, are expected to adhere to this Policy. This includes refraining from inappropriate behaviour, discriminatory practices and language including racial slurs and hate speech towards Employees, Members of Council, and persons acting on behalf of the City. If inappropriate behaviour occurs by members of the public, visitors to City facilities or individuals conducting business within the City, the City will take appropriate action. This could include barring the person from the City property, reporting the incident to the Police or other actions with vendors or suppliers.

9. Definitions

- 9.1 Anti-Oppression – strategies and actions that actively challenge existing intersectional inequities and injustices, including, but not limited to racism. This lens recognizes that multiple oppression can exist simultaneously, that groups and individuals can experience multiple oppressions at the same time.
- 9.2 Anti-Racism – the active process of dismantling unequal distribution of power and working to identify and counteract racist ideas and actions.
- 9.3 Discrimination – any form of unequal treatment based on the Ontario Human Rights Code protected ground that results in disadvantage, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on the surface, or it may involve rules, practices or procedures that appear neutral, but have the effect of disadvantaging certain groups of people.
- 9.4 Employee
 - 9.4.1 a person who performs work or supplies services for monetary compensation;
 - 9.4.2 a secondary school student who performs work or supplies services for no monetary compensation under a work experience program authorized by the school board that operates the school in which the student is enrolled;
 - 9.4.3 a person who performs work or supplies services for no monetary compensation under a program approved by a college, university, private career college or other post-secondary institution; or,
 - 9.4.4 such other persons as may be prescribed who perform work or supply services to an employer for no monetary compensation.

- 9.5 Equity-deserving Groups – groups of people who have been historically disadvantaged and underrepresented. These groups include but are not limited to the four designated groups in Canada – women, visible minorities, Aboriginal Peoples and people with disabilities – and people in the 2SLGBTQIA+ community/people with diverse gender identities and sexual orientations.
- 9.6 Inclusion – The practice of using affirmation, celebration, and appreciation of different approaches, styles, perspectives, and experiences, thus allowing all individuals to express their whole selves (and all their identities) and to demonstrate their strengths and capacity. This practice involves changing the environment by removing barriers so that each person has equal access to opportunities and resources and can achieve their full potential.
- 9.7 Oppression – the combination of prejudice and institutional power, which creates a system that regularly discriminates against some groups, while benefiting other groups.
- 9.8 Racism – an ideology that either directly or indirectly asserts that one group is inherently superior to others. It can be openly displayed in racial jokes and slurs or hate crimes, but it can be more deeply rooted in attitudes, values and stereotypical beliefs. In some cases, these are unconsciously held and have become deeply embedded in systems and institutions that have evolved over time. Racism operates at several levels, in particular, individual, systemic, and societal.

10. References and Resources

This Council Policy should be read and applied in conjunction with the following references and resources as updated from time to time. Please note that some of the following documents may not be publicly available.

10.1 External references

- [Ontario Human Rights Code](#)

10.2 References to related bylaws, Council policies, and administrative directives

- [Respectful Workplace Policy HRM-150](#)
- [Employee Code of Conduct HRM-100](#)
- [Workplace Violence Prevention Policy HRM-120](#)

10.3 References to related corporate-wide procedures, forms, and resources

- [Equity, Diversity & Inclusion Toolkit](#)
- [Addressing Harassment and Discrimination SOP](#)
- [Public Complaints Resolution Guideline](#)

- [EDI Strategy \(pending feedback from Corporate Leadership Team and pending Council approval\)](#)

11. Revision History

Date	Description
yyyy/mm/dd	Next Scheduled Review (<i>typically three years after approval</i>)