

Delegation Re HR Motion on behalf of the Black Advisory Council

This delegation is in support of the motion put forward by Councillor Williams. Thank you for your work on this issue that is very urgent for Black community members within the City of Brampton. I also want to point out that it is urgent for members of all other racial groups as well. Anti Black racism is not a problem for Black people alone to solve, although we are negatively impacted by all forms of anti-Blackness. Put differently, anti-Black racism harms everyone. It just harms Black people more. And it's everyone's responsibility to work to eliminate.

We are calling on Council to show an understanding of the unique needs and challenges faced by African, Black and Caribbean residents, particularly when it comes to seeking employment with the City of Brampton.

This motion is not a repeat or add on to the diversity initiatives the city has put in place. While the fight for diversity has largely been won, the fight against anti-Black racism is a separate piece that needs to be prioritized. Diversity has left Black residents behind.

Today we are requesting action, concrete steps to address this inequity. For the City of Brampton to grow and prosper African, Black and Caribbean residents can no longer face exclusion, specifically in the areas of service delivery and Human Resources or hiring practices.

Targeted hiring must be implemented to correct the lack of representation in city jobs, race based data must be collected and released publicly and when people apply for jobs at the city of Brampton, space must be created for folks to self identify.

I want to remind everyone that there are over 100,000 African, Black and Caribbean residents, taxpayers and contributors in this city. Our community represents the second largest non-white population in Brampton. Conversely, were we to peek at the approximately 6000 city staff by demographic, we would all be disappointed if not outraged to see how little our community is reflected statistically.

It is midway through 2021 and we don't have the data on current staff and on people in the application process. Typically, I would say we require data to support any argument that there is an issue, data to demonstrate what we know and feel. In this case we can't afford to wait for further evidence. Black community members have spoken out in meetings arranged by Mayor Brown and Councillor Williams, we have spoken out as part of the Mayor's Black Advisory and we have spoken clearly with a unified voice. Too often and for too long we have experienced exclusion in the process of applying for positions we are qualified for. This council has committed to building an equitable framework, and equitable workplace and has made multiple commitments to the community that ending anti-Black racism is a priority. The motion today is an opportunity to add action to those commitments.

Around 90 percent of Black families own their homes in Brampton. Everyone contributes. We operate businesses large and small. Excluding Black talent from opportunities at the city whether entry level or senior is bad business period. The talent of our people is a missing ingredient that actually costs everybody. Ending anti-Black racism is good economics. Any system or organization that limits Black community members is not operating at optimum productivity.

We require processes that permanently eliminate even the possibility or perception of anti-Black racism in hiring. We reject any narrative that suggests or insinuates that African, Black and Caribbean

applicants for positions advertised by the City of Brampton are less qualified or less experienced. That on our own merits we somehow don't qualify to work for the city from entry level positions to senior positions. Our skills and talents are missing from the fabric of and the running of our city and this represents a missed economic opportunity for everyone. Any person, process or system that creates disadvantages for people from our community seeking employment must be intentionally and purposefully rectified.

I believe this motion needs to be supported unanimously by Council as a step towards creating equitable outcomes for members of African, Black and Caribbean communities.