

Racism Free Edmonton

ACTION PLAN

Preface

Background

The International Coalition of Cities Against Racism was launched by the United Nations Educational, Scientific and Cultural Organization (UNESCO) in 2004 in response to the increasing acts of racism and discrimination around the world.

In 2005, a Pan-Canadian Working Group involving representatives from the Alberta Human Rights and Citizenship Commission and other organizations began to develop the Canadian Coalition of Municipalities Against Racism and Discrimination (CMARD).

The Coalition was established by the Canadian Commission for UNESCO (CCU). On January 13, 2006 CCU sent invitations to the mayors of all cities in Canada, inviting them to join the Coalition.

The initiative has been endorsed by the Federation of Canadian Municipalities (FCM), the Alberta Urban Municipalities Association (AUMA), Alberta Community Development, and Alberta Human Rights and Citizenship Commission (AHRCC).

FCM receives regular update reports through its Standing Committee on Social and Economic Development. Through the International Centre for Municipal Development, the FCM is also facilitating an educational process through which Canadian municipalities are sharing best practices related to fighting racism and discrimination with other municipalities around the world.

AUMA developed a tool kit, funded by AHRCC, designed to assist municipalities in developing an action plan. They have since confirmed their support for the initiative through the creation of a Senior Project Coordinator to oversee the project province-wide.

In April of 2006, City Council allocated funding and directed Administration to explore the City of Edmonton's participation in the Coalition. Consultation with key Administration and institutional and community stakeholders identified institutional and community support for the development of action plans to address racism.

In response to City Council approved direction, on December 1, 2006 Mayor Stephen Mandel wrote a letter to the CCU indicating the City of Edmonton intended to join CMARD.

In June 2007, Edmonton City Council publicly declared its membership in the Coalition of Municipalities Against Racism and Discrimination. Edmonton is one of six municipalities in Alberta and one of twenty-seven in Canada to join CMARD.

By signing the Declaration, the City has committed to eliminating racism in Edmonton by:

- developing and implementing an Action Plan approved by City Council
- collaborating with communities
- working with other municipalities on strategies and best practices.

The Racism Free Edmonton (RFE) Committee was established in June 2007, following Edmonton's declaration of membership, as an Administrative Committee of the City of Edmonton. The RFE Committee was created to provide input and support in the development and implementation of the

Municipal Action Plan. The Committee decided to focus on racial discrimination before considering initiatives to counter other forms of discrimination.

Although it is the legitimate responsibility of other orders of government to enact and enforce laws governing human rights and citizenship, the integration of people of diverse cultures, religions and ancestral roots in Canada happens primarily at a municipal level. There are specific actions that cities can take to:

- ensure positive integration of groups
- prevent and respond effectively to acts of racism in the community
- address systemic barriers faced by racialized populations
- promote a culture that respects and values cultural diversity.

CMARD and the Ten Commitments

The Coalition of Municipalities Against Racism and Discrimination developed ten guiding commitments in three general areas:

The municipality as a guardian of the public interest:

1. Increase vigilance against systemic and individual racism and discrimination.
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.
3. Inform and support individuals who experience racism and discrimination.
4. Support policing services in their efforts to be exemplary institutions in combating racism and discrimination.

The municipality as an organization in the fulfillment of human rights:

5. Provide equal opportunities as a municipal employer, service provider and contractor.
6. Support measures to promote equity in the labour market.
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.

The municipality as a community sharing responsibility for respecting and promoting human rights and diversity:

8. Involve citizens by giving them a voice in anti-racist initiatives and decision-making.
9. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and in other forms of learning.
10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

The City of Edmonton Action Plan addresses all ten of these commitments. Proposed actions align with the guidelines **Statement of Need**.

While the City of Edmonton strives to be an inclusive, safe, and vibrant community, it faces some direct challenges in the area of race relations:

- In 2007 there were 8 incidents of anti-Semitism reported in the City of Edmonton
- In 2007 there were 17 complaints in Alberta of hate crimes
- Edmonton reported 63 incidents of hate crimes based on race and religion in 2005, in 2006 this number fell to 41
- Hate crimes are generally under-reported due to fear that reporting will not result in help or action
- According to one study, only 5-10% of hate crimes are reported

- White supremacist groups in Western Canada are actively promoting hate information
- The White Supremacist group the Aryan Guard is active in Canada and in Alberta
- In 2001 20% of visible minority women and 21% of visible minority men reported experiencing discrimination or unfair treatment due to ethnicity, culture, race, skin color, language, accent or religion
- Unemployment and underemployment of immigrants remains an important issue.

Racism Free Edmonton Committee

Initial consultation efforts identified key stakeholders who could potentially provide invaluable expertise and a strong voice for the initiative. These stakeholders were brought together to form the Racism Free Edmonton Administration Committee. The Committee includes representatives from the six priority sectors identified below. All parties involved are committed to the elimination of racism in Edmonton. The Terms of Reference of the RFE Committee confirms each stakeholder's commitment.

Members of the Racism Free Edmonton Committee are from the City of Edmonton's Office of Diversity and Inclusion, other City departments, Alberta Human Rights and Citizenship Commission, Canadian Heritage, Citizenship and Immigration Canada, Edmonton Police Service, University of Alberta, colleges, school boards and various non-governmental organizations.

Following development and approval of its Terms of Reference, the Racism Free Edmonton Committee identified six priority sectors in which action ought to be promoted:

- Employment
- Policing and Justice
- Education
- Housing
- Media
- Youth.

Community Forums

In order to ensure the Racism Free Edmonton Action Plan is effective and relevant, the Committee sought broad community consultation. A Public Involvement Plan was developed to help facilitate four Community Forums. Three forums were held in English and a fourth was conducted in French.

Participants prioritized issues and suggested possible solutions to overcome barriers. The forums allowed for the opportunity to meet with the community, understand their experiences of racism and helped identify potential new solutions to current problems.

The Forum Goals were:

- To honour CMARD commitment 8: "Involve residents by giving them a voice in anti-racism initiatives and decision-making"
- To provide information to the public about the Racism Free Edmonton Committee and its current mandate
- To promote Edmonton as a municipality committed to being free of racism
- To provide the opportunity for community stakeholders to identify issues and potential solutions.

City of Edmonton Racism Free Action Plan

Action Area	Actions	Addresses CMARD Commitment	Potential Partners	City Business Unit
<p>1. Implement the City of Edmonton Diversity and Inclusion Framework</p>	<ul style="list-style-type: none"> • Each City department will continue to implement the City of Edmonton’s Diversity and Inclusion Framework and evaluate the achievement of Senior Management Team’s four Diversity and Inclusion Goals: <ol style="list-style-type: none"> 1. Have a workforce broadly reflective of the community 2. Identify and address barriers within organizational systems 3. Attract and retain a talented workforce skilled at working in an inclusive and respectful manner with one another and the community 4. Create processes, policies, plans, practices, programs and services that meet the diverse needs of those we serve • Draft for Council review a City Policy on Equity, Diversity and Inclusion • Draft for Council review a City Policy and Administrative Procedure that address racial discrimination • Incorporate equity and diversity requirements into City Policies on procurement and contracting practices • Implement the Respectful Workplace Administrative Directive and Administrative Procedures • Engage City of Edmonton employees at all levels in diversity competence education and Respectful Workplace implementation strategies • Develop, implement and evaluate an Administrative Procedure that addresses the goals of City Policy 529 – Immigration and Settlement 	<p>5, 6</p>		

Action Area	Actions	Addresses CMARD Commitment	Potential Partners	City Business Unit
	<ul style="list-style-type: none"> Develop corporate-wide Diversity and Inclusion Awards that recognize inclusive practices within the City's employment and service systems 			
2. Raise public awareness of racism and publicly promote an atmosphere of inclusion and respect for cultural diversity	<ul style="list-style-type: none"> Join other organizations and groups in their efforts to raise awareness of racial discrimination and promote an atmosphere of inclusion (e.g., March 21 Week for the Elimination of Racial Discrimination) Partner with regional employers and employment sector organizations in raising awareness of the positive contributions made by immigrants and Aboriginal people to the economy of the region and encourage initiatives that improve the employment outcomes of racialized groups In partnership with other orders of government, develop and implement initiatives that educate the public on human rights protections and complaint processes 	1, 8, 10	Aboriginal organizations Alberta Human Rights Commission Canadian Human Rights Commission Employers Employment sector organizations Non-Governmental Organizations	

Action Area	Actions	Addresses CMARD Commitment	Potential Partners	City Business Unit
<p>3. Provide leadership in encouraging and collaborating with other organizations and institutions in their efforts to:</p> <p>a. Identify and address institutional policies and practices that create barriers for racialized groups</p> <p>b. Develop inclusive policies and practices within their respective institutions</p> <p>c. Develop and deliver programs that address racial discrimination and promote inclusion of racialized groups</p>	<ul style="list-style-type: none"> • To address issues of racial discrimination outside the jurisdiction of the municipality, the City will coordinate <i>Racism Free Edmonton</i>, a collaborative, multi-stakeholder initiative through which institutions and organizations will: <ul style="list-style-type: none"> - Identify and address institutional barriers to racialized groups, - Develop inclusive policies, - Develop programs and practices that address racial discrimination and promote inclusion of racialized groups, and - Coordinate a biennial convention that incorporates educational workshops and seminars that promote anti-racism and inclusive practices in six stakeholder identified priority sectors: <ol style="list-style-type: none"> 1. Education 2. Policing and Justice 3. Employment 4. Housing 5. Media 6. Youth 	3, 4, 6, 7, 8, 9	Non-Governmental Organizations School Boards Post Secondary Institutions Edmonton Police Service Canadian Heritage Citizenship and Immigration Canada Alberta Human Rights Commission Print and electronic media Employment sector organizations Alberta Solicitor General	
<p>4. Respond publicly to issues of racial discrimination in the community</p>	<ul style="list-style-type: none"> • Through <i>Racism Free Edmonton</i>, develop communication protocols and act as a public information source in response to racially or hate motivated incidents in the community 	1, 3	<i>Racism Free Edmonton</i> stakeholder group	

Action Area	Actions	Addresses CMARD Commitment	Potential Partners	City Business Unit
5. Develop monitoring mechanisms and evaluate action plan impacts	<ul style="list-style-type: none"> • Through <i>Racism Free Edmonton</i>, create and implement mechanisms that: <ul style="list-style-type: none"> - measure the incidence of racial discrimination in the region and track trends over time, and - record the implementation of practices and policies directed toward the elimination of barriers faced by racialized groups 	2	<i>Racism Free Edmonton</i> stakeholder group	
6. Report Successes and Challenges	<ul style="list-style-type: none"> • City of Edmonton Administration will prepare an annual report for City Council that outlines the City's corporate diversity and inclusion activity and progress toward the achievement of the City's diversity and inclusion goals • <i>Racism Free Edmonton</i> will prepare and present to City Council an annual report that outlines the activities of the initiative and its progress toward achieving the goals of the Action Plan • Both Council reports will be presented to the public as well as submitted to CMARD and UNESCO to inform citizens and relevant organizations of the City's progress toward addressing the 10 CMARD Commitments 	Declaration of Membership	<i>Racism Free Edmonton</i> stakeholder group	

Governance, implementation and structure

RACISM FREE EDMONTON: GOVERNANCE AND IMPLEMENTATION STRUCTURE

Governance / Implementation Structure	CEO Committee	Middle Management/Executive Director Action Team	Working Groups
Description	<p>Who: Senior managers with overall responsibility for policy leadership and strategic direction of key organizations or institutions</p> <p>Role: Champions of initiative on public and institutional levels</p>	<p>Who: Managers or directors with authority to direct and influence action within their respective organizations or institutions in priority sectors</p> <p>Role: Directing and influencing action within respective institutions; overseeing and providing input into RFE collective initiatives</p>	<p>Who: Operational staff directed by managers to develop action and active members of organizations and groups through which supportive action will facilitate the achievement of RFE objectives</p> <p>Role: Develop, recommend and implement actions; report impacts and outcomes</p>
Participants	<p>City of Edmonton – Deputy City Manager</p> <p>Edmonton Police Service – Chief of Police</p> <p>Major School Boards – Superintendents</p> <p>Major Post Secondary Institutions – Presidents</p> <p>Major Housing Organization – CEO</p> <p>Business Sector Representative</p>	<p>City of Edmonton – Managers from relevant business units / Edmonton Youth Council Chairperson</p> <p>Edmonton Police Service</p> <p>Major School Boards</p> <p>Major Post Secondary Institutions</p> <p>Broad-based Non-profit / NGOs with racism focus</p> <p>Provincial / Federal Government Ministries</p>	<p>City of Edmonton business units relevant to RFE priority areas</p> <p>Organizations, institutions and government ministries relevant to working group focus area</p> <p>Potential Funders</p> <p>Relevant research organizations</p>
Meeting Frequency	Annually	Quarterly or bi-monthly	Monthly

RACISM FREE EDMONTON GOVERNANCE AND IMPLEMENTATION STRUCTURE

