

## Anti-Racism Motion approved at Oshawa City Council July 13, 2020

CNCL-20-140      Durham Black Accountability Coalition requesting Council Take Action to Address Anti-Black Racism within the Region

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### Recommendation

Whereas recent protests as part of the Black Lives Matter movement have articulated clear and compelling reasons to increase collective efforts to achieve systemic change to existing inequities within our community; and,

Whereas the municipal governments in Canada have responsibilities under Canada's Charter of Rights and Freedoms as well as the Ontario Human Rights Act and play an important role in combating racism and discrimination while fostering equity and respect for all citizens; and,

Whereas in 2017, the City of Oshawa approved the City's Diversity and Inclusion Plan which contains over 90 recommendations grounded in the goals of fairness, justice and non-discrimination; and,

Whereas since the approval of the Diversity and Inclusion Plan, the City has implemented several of the recommendations including, but not limited to, the hiring of a Diversity and Inclusion Officer, launching a Diversity and Inclusion staff team, providing education resources for city staff, producing an Inclusive Language Manual and launching the Employee Demographic Census in early 2020; and,

Whereas in 2019, in celebration of Black History Month, City Council approved the naming of the parkette located at the end of Royal Street, adjacent to the Oshawa Creek Valley and just south of the Pinewood Centre in honour of the late Dr. Buxton George Blake who was an original founder of the Pinewood Centre of Lakeridge Health in Oshawa; and,

Whereas City Council approved the formation and Terms of Reference for the Community Diversity, Equity and Inclusion Committee in November 2019 and this Committee held their inaugural meeting in June 2020; and,

Whereas is the City is a member of the Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD, now known as Canadian Coalition of Inclusive Municipalities (CIM)), committing to undertake initiatives to eliminate all forms of discrimination with a view to building open and inclusive societies; and,

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Whereas, the Mayor is actively meeting with various members of the community to listen and learn from those who have been impacted by systemic anti-Black racism; and,

Whereas, despite the work of the City in diversity, equity and inclusion, structural inequities persist and further marginalize many Oshawa residents who find themselves prevented from living lives of full potential and dignity;

Therefore be it resolved:

1. That City Council reconfirms its resolution of September 25, 2017 to support zero tolerance against racism and condemn all racism acts of violence; and,
2. That City Council commit to holding Special Council meetings as education and training sessions for Council members on the topics of the City's Diversity and Inclusion Plan, unconscious bias and anti-racism and that these sessions be required as part of an orientation for future Council members; and,
3. That City Council direct staff, through the Office of Chief Administrative Officer to apply an Equity Lens to all programs, services and policies within the corporation; and,
4. That City Council consider, through the 2021 budget process, mandatory anti-racism training program for city staff; and,
5. That the Community Diversity, Equity and Inclusion Committee, together with the Diversity and Inclusion Officer be directed to report to City Council at a minimum annually on actions planned and that have been undertaken to address issues of discrimination, anti-racism and promoting inclusion in our community; and,
6. That the City of Oshawa continue to work proactively and collaboratively with the Region of Durham and other community partners to address systemic racism and inequities in our community; and,
7. That the Mayor be directed to write correspondence to the Premier, the Prime Minister, the Region of Durham and the Durham Region Police Services Board requiring the allocation of dedicated funding toward mental health front line support units within police services; and,
8. That the Mayor be directed to write correspondence to the Premier and the Prime Minister for the establishment of an

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independent professional certification for all police personnel, similar to certifications in other professions such as accounting and engineering; and,

9. That the City of Oshawa copy Oshawa's Community Diversity, Equity, Inclusion Committee, the Region of Durham, the Durham Region Police Services (DRPS), Durham Region Municipalities, Durham Region School Boards, the Canadian and Ontario Association of Chiefs of Police, Durham Members of Provincial Parliament and Members of Parliament, Association of Municipalities of Ontario (AMO), Federation of Canadian Municipalities (FCM), Large Urban Mayor's Caucus of Ontario (LUMCO), and Mayors and Regional Chairs of Ontario (MARCO) on official correspondence of this resolution.

**Attention:** **Mayor's Office, Office of the C.A.O., J. MacIsaac,  
Council-Committee Coordinator**

**Action Taken:** **Carried**