

## **Work Plan: Anti-racism 2021**

\*Looking through the lens of what can be done during a pandemic.

1. Is the committee in agreement with this theme?

What is the message and how do we get the message out to the community at large. Establish a communication strategy working group?

2. Presentations/information from subject matter experts (TBD)  
Call it Out: Racism, racial discrimination and human rights (Ontario Human Rights Commission)
3. Review anti-racism report completed by the City to set priorities
4. Take on whatever role available to the committee to assist City Council with the Anti-racism symposium
5. Determine what community partners would be best suited to engage, provide support and feedback. Establish a working group to create a reach-out plan?
6. What events (virtual or otherwise) that might be a good fit with the anti-racism theme.

### **Annual Report Recommendations:**

1. Review City policies and processes and communications (internal and external) to ensure systemic or institutional racism is not included.
2. Review the culture at City hall to ensure racism is not tolerated (training).
3. Collect and analyze data to assess whether systemic discrimination exists or not.
4. Develop an anti-racist strategy that includes 1 – 3 above and ongoing, measurable evaluations.