

# Canadian Coalition of Municipalities against Racism and Discrimination

September 12, 2017

# Background

- On April 25, 2017 Strathcona County voted to join the Canadian Coalition of Municipalities against Racism and Discrimination (CCMARD).
- Currently there are 72 municipalities who have joined this Coalition.



# Strathcona County's Responsibility

- Endorses the Common Commitments
- Develop or adapt its own unique plan of action
- The Municipality will cooperate with other organizations and jurisdictions, including other levels of government, Aboriginal peoples, public and private sector institutions, and civil society organizations
- The Municipality will set its priorities, actions and timelines and allocate resources according to its unique circumstances, and within its means and jurisdiction

# 10 Common Commitments

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.
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.
8. Involve citizens by giving them a voice in anti-racism 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.



# Scan of Current Initiatives in Strathcona County





# Alignment with the Social Framework

- 88.4% of people agreed that it is important for people in Strathcona County to feel safe and free from physical and emotional harm, while only 70.3% of people feel that this is true now.
- 87.5% of people agreed that it is important for people in Strathcona County to feel like they belong and are connected to others, while only 69.8% of people feel that this is true now.

*“I feel like people should just be more accepting of others whether it be race, gender or religion. If we all accept each other, we’ll all get along much better.”*



# Alignment with the Social Framework

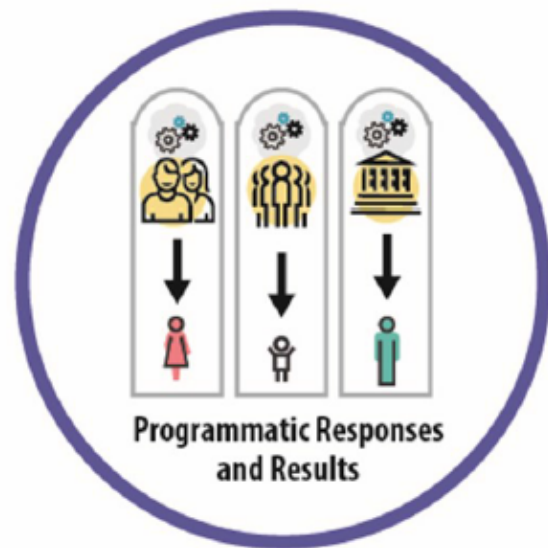


- Aligns closely with two outcomes:
  - Community connectedness and inclusion
  - Safety

# Alignment with the Social Framework

## The Need for a New Approach

Traditional Response



Systems Response



Outcomes we are trying to achieve





# Recommendations for Next Steps

1. Creation of staff committee
2. Alignment with the Social Framework
3. Engage and support community
4. Plan of action and on-going communication with CCMARD
5. Increase awareness