



THE ANTI-BLACK RACISM AND SYSTEMIC DISCRIMINATION (ABR & SD) COLLECTIVE OF PEEL REGION

Strategic Plan 2022-2025

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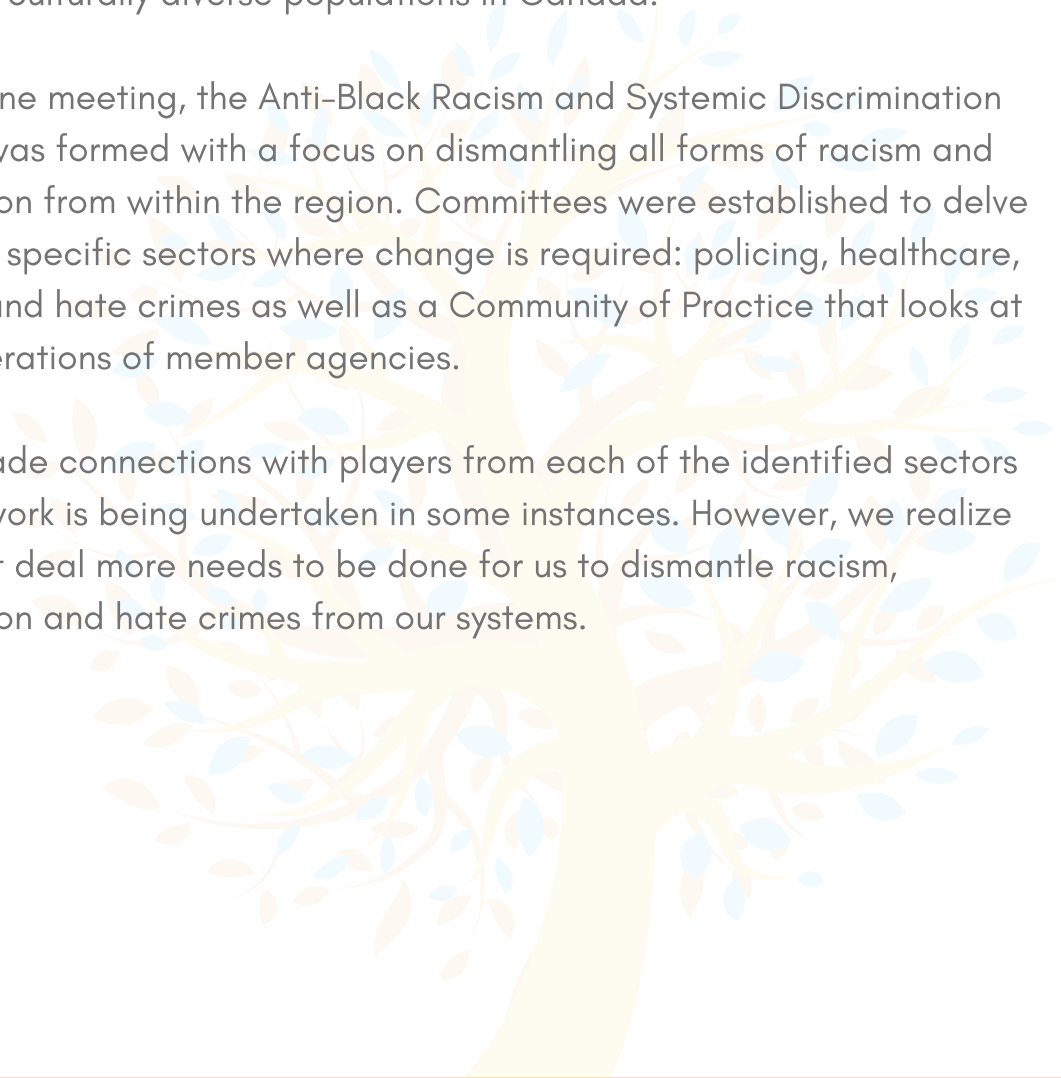
EXECUTIVE SUMMARY

When the COVID-19 pandemic sent the country behind closed doors in March 2020, the Region of Peel convened the Community Response Table (CRT) to understand how the pandemic was affecting community agencies and the people they served.

In June 2020 a group from the CRT met to discuss the devastating impact of COVID-19 coupled with the social uprising resulting from anti-Black racism on residents in Peel Region. These “two pandemics” were disproportionately affecting the majority of residents in the region, which has one of the most racially and culturally diverse populations in Canada.

From this June meeting, the Anti-Black Racism and Systemic Discrimination Collective was formed with a focus on dismantling all forms of racism and discrimination from within the region. Committees were established to delve deeper into specific sectors where change is required: policing, healthcare, education and hate crimes as well as a Community of Practice that looks at internal operations of member agencies.

We have made connections with players from each of the identified sectors and great work is being undertaken in some instances. However, we realize that a great deal more needs to be done for us to dismantle racism, discrimination and hate crimes from our systems.



COVID-19 uncovered what many of us knew and experienced – that Black, Indigenous, South & East Asians and other racialized groups – were being underserved, ignored and marginalized in various sectors. Unearthed were grave disparities in systems and how these systems make it extremely difficult for many people to access services they desperately need and, therefore, are deprived of opportunities to enjoy a quality life.

Funding was secured from the Region of Peel to develop a strategic plan to help our fledgling group develop an infrastructure that would support its work and ensure that it becomes entrenched in the region as an advocate for and facilitator of system change that dismantles anti-Black and all forms of racism and discrimination.

[The Anti-Black Racism & Systemic Discrimination Collective](#)

BACKGROUND

The COVID-19 pandemic revealed deeply embedded racism and systemic discrimination within our institutions and society and has significantly impacted racialized communities in Canada. Throughout the pandemic, conversations about race and racism have been forefront in the public consciousness. Since March 2020, we have seen a significant increase in racist hate crimes, an increase in deaths of Black citizens by police, and the disproportionate impacts of a global pandemic on Black, Indigenous and racialized communities in Canada. These events have caused many to re-evaluate their understanding of and engagement with anti-racism, igniting an increased emphasis on addressing anti-Black racism in our communities.

Anti-Black racism describes the systemic, institutional, and social enforcement of beliefs, attitudes, and ideas that are anti-Black (i.e., it denotes Blackness in prejudicial ways or is discriminatory against Black people). In Canada, anti-Black racism is embedded within all of our institutions, including education, policing and healthcare. In the education system, Black students are four times more likely to be expelled than White students in Toronto, experience a dropout rate that is almost double that experienced by White students and are two times more likely than White students to come from a low-income household.¹

In employment, Black people experience discrimination in hiring practices and salary negotiations, leading to a significant wage gap for Black people, and especially Black women.²

1 BCG, 2020, "The Pervasive Reality of Anti-Black Racism in Canada."

2 Canadian Centre for Policy Alternatives, 2019, Canada's Colour Coded Income Inequality.

Black people experience both explicit and subtle racism in the workplace and have significantly higher unemployment rates, particularly for Black women. In healthcare, Black women are routinely under-screened for cervical and breast cancer and do not receive adequate treatment or pain management because of anti-Black racism.³

Black people experience fatal police violence at alarmingly disproportionate rates and are 20 times more likely to be shot dead by police in Toronto than White residents, and despite making up only nine percent of Toronto's population, Black people represent between 36 and 57 percent of escalated police interactions involving pepper spray, tasers or police dogs.⁴ A report that the Peel Regional Police tabled in August 2021, revealed that 35 percent of use-of-force incidents in the region involved Black people who make up just 9.5 percent of the population. These are just a few examples of how anti-Blackness shows up in Canadian institutions.

The COVID-19 pandemic also played a key role in escalating and illuminating racist hate crimes and xenophobia experienced by all racialized groups, but particularly by East and Southeast Asian people living in Canada. Data compiled by Statistics Canada found that while police-reported crime experienced an overall decrease in 2020, police-reported hate crimes skyrocketed to the highest rate documented by Statistics Canada in the 11 years they had been collecting this data.⁵

For East and Southeast Asian people in Canada, police-reported hate crimes increased by 301 percent, meaning that visibly racialized East and Southeast Asian people were three times as likely to experience racially-motivated violence. Some areas of Canada experienced exponentially higher increases, such as Vancouver where crimes against Asian individuals increased 717 percent in one year.⁶

3 BCG, 2020, "The Pervasive Reality of Anti-Black Racism in Canada.

4 BCG, 2020, "The Pervasive Reality of Anti-Black Racism in Canada.

5 Statistics Canada, 2021, The Daily: After Five Years of Increases, Police-Reported Crime in Canada was down in 2020, but Incidents of Hate Crime Increased Sharply.

6 VAW Learning Network, 2021, Examining the Intersections of Anti-Asian Racism and Gender-Based Violence in Canada, pp. 1 - 13.

While East and Southeast Asian people saw the most significant increase in racially motivated violence, data show the concerning reality that all racialized communities experienced an increase in racialized violence in 2020.⁷

In addition to increasing violence, the COVID-19 pandemic disproportionately impacted racialized communities in many ways. Cases of the virus were up to five times higher, an unsurprising reality given existing health inequities for racialized people in Canada. Inequitable working and living conditions for these⁸ communities make them more susceptible to COVID-19, and access to adequate health care is a challenge especially Black and Indigenous people who face severe racism in the health care system.⁹

In 2020 violence increased towards most marginalized communities, and especially for those living at the intersections of multiple systems of oppression. Violence against trans people was the worst on record and disproportionately impacted trans women of colour.¹⁰ Similarly, increased violence against East and Southeast Asian communities was felt most acutely by women, who experience both sexism and racism and whose experiences of racialized violence are often inseparable from sexual violence.

Given the ways in which these oppressions work in tandem, it is imperative to address racism from an intersectional framework, attending to the diversity within racialized communities and the complex experiences of compounding oppressions. Applying an intersectional and equity-based approach is essential for combatting racism since racism occurs at multiple levels and impacts racialized people in distinct ways. Addressing anti-Black racism using an intersectional framework can serve as a pillar for tackling all other forms of oppression.¹¹

7 Statistics Canada, 2021, The Daily: After Five Years of Increases, Police-Reported Crime in Canada was down in 2020, but Incidents of Hate Crime Increased Sharply.

8 Public Health Agency of Canada, CPHO Sunday Edition: The Impact of Covid-19 on Racialized Communities.

9 Public Health Agency of Canada, CPHO Sunday Edition: The Impact of Covid-19 on Racialized Communities.

10 Wareham, J. 2020. Murdered, Suffocated, and Burned Alive – 350 Transgender People Killed in 2020. Retrieved from: <https://www.forbes.com/sites/jamiewareham/2020/11/11/350-transgender-people-have-been-murdered-in-2020-transgender-day-of-remembrance-list/?sh=2e8259cb65a6>.

11 Kimberlé Crenshaw, "On Intersectionality: Essential Writings", 2014.

ABOUT THE ABR&SD COLLECTIVE



The Anti-Black Racism and Systemic Discrimination (ABR&SD) Collective evolved from the Region of Peel's Community Response Table which was formed at the onset of the COVID-19 pandemic. In June 2020, a group of approximately 25 agencies and other individuals began meeting as the racial tensions mounted due to the killing of George Floyd in the US, which followed the outcries from within our own region of the police killing of Jamal Francique, D'Andre Campbell and Ejaz Choudry and the shooting of Chantelle Krupka.

The collective came together to tackle anti-Black racism and systemic discrimination in all forms. The reasons were to dismantle discrimination, advocate for underrepresented communities through pushing for change at the organizational and systemic level, and holding institutions responsible for their equity commitments.

MANDATE

The mandate of the Anti-Black Racism & Systemic Discrimination Collective (ABR&SD) is to provide a safe and open forum for discussion and advocacy that will lead to dismantling individual, structural and systemic discrimination, and racism at all levels of our community.

Our intention is to have courageous, intentional and focused conversations on anti-Black and other forms of racism and implicit prejudices embedded in our systems that continue to oppress a large segment of our population. Through the knowledge, expertise and willingness of our collective membership, we will advocate for and take action to ensure meaningful systems change occurs to provide an equitable community for all.

GOALS

- Enhance collaboration and capacity building among the collective of cross-sector agencies in Peel Region to address issues of systemic discrimination and all forms of racism within their organizations and externally.
- Generate more awareness of and educate about the need for disruptive systems change as it relates to institutionalized discrimination and anti-Black racism within Peel Region.
- Work with the Region of Peel, its municipalities and major institutions such as Peel Regional Police and the school boards to address racial and systemic inequities and disparities that were blatantly exposed during the COVID-19 pandemic.
- Advocate for racial and social justice for all.

VISION

A community where individuals and families can thrive as healthy, successful and active participants, free from discrimination, racism and hate.

MISSION

We are a collective advocating for meaningful change that will erase racist and discriminatory policies, practices and processes from Peel Region's organizations and institutions. Through our collective action, we challenge the status quo and hold systems leaders and ourselves accountable for dismantling racism and discrimination and building an inclusive, equitable and just society for all.

VALUES



Equity



Humility



Collaboration



Bold & Brave



Accountability



Truth & Honesty



Social Justice



Advocacy

GUIDING FRAMEWORKS

INTERSECTIONAL FRAMEWORK

Intersectionality is a framework for understanding the interconnected nature of oppressions and for examining how multiple systems of oppression work to reinforce each other, creating further subjugation of groups who experience multiple oppressions. Developed by Black legal scholar Kimberlé Crenshaw, intersectionality can help us to better understand the ways in which racism operates against those marginalized by gender, sexuality, class, disability, age and other forms of oppression.

The concept of intersectionality is key to an analysis of oppression as every person exists at the intersection of multiple systems of power and oppression. Moving away from a single-identity framework, intersectionality helps us to see how the intersections of identities create conditions for increased harm against those facing multiple systems of oppression. In the context of anti-Black racism, an intersectional framework is key to examining the ways in which racism intersects with other forms of oppression to impact women, 2SLGBTQIA+ people, working-class and low-income individuals, those experiencing disability, or other forms of marginalization disproportionately and uniquely. Examining the experiences of Black youth in the education system, for example, requires us to examine not just race but also gender, class and other inequities. Examining violence experienced by Asian Canadians requires us to also attend to violence against women, and how this intersects with racialization.

EQUITY-BASED FRAMEWORK

An equity-based approach draws on the framework of intersectionality to analyze how inequities are experienced and perpetuated against and within racialized communities, responding to these inequities to support those who experience the most challenges, barriers and discrimination. An equity-based approach recognizes that addressing the challenges and barriers of those who experience the most harm in our systems will not necessarily address the challenges and barriers of all. Applying an intersectional and equity-based approach is essential for combatting racism since racism occurs at multiple levels and impacts racialized people in distinct ways.

Anti-Black racism is a distinct form of racism that is entrenched in our cultural norms, institutions and systems. Alongside Indigenous peoples, Black individuals in Canada experience some of the most extreme and pervasive forms of systemic racism. Addressing anti-Black racism can serve as a pillar for tackling other forms of racism, ensuring that our efforts address the root causes of racism in its various manifestations, supporting those communities that experience the multiple barriers to achieving equity.

WORK DONE TO DATE

Soon after our collective first met in June 2020, we recognized the need to focus on specific sectors where anti-Black racism and systemic discrimination was prevalent and committees were established in the following areas:

- **Policing** - the police advocacy group sent letters to the Peel Regional Police (PRP), the Police Services Board, the Peel Police Association and the Ontario Provincial Police (OPP) asking key questions regarding the work they are doing to address the issues and how they collaborate with the community to make meaningful change. Meetings have been held and are ongoing with the PRP, with limited interaction with the OPP.
- **Healthcare** - a position paper was developed outlining various situations where the healthcare system has provided inequitable service to people from racialized groups in Peel Region with recommendations on how these situations can be addressed. This document was shared with the Ministry of Health, Peel Public Health, Ontario Health, Ontario Health Teams (former LHINs), Trillium Health Partners (THP), William Osler Health Systems, the Peel Regional Council, the Cities of Brampton and Mississauga and the Town of Caledon. There was an immediate response from THP and a partnership was developed that has led to work being done in data and health equity. Meetings were held with the Mayors, Peel's Medical Officer of health and the Regional Chair. There has been little traction with the other players and work is continuing to engage them more fully.

- **Education** - the education committee developed a white paper with observations and questions concerning anti-Black racism and systemic discrimination which was sent to the public, Catholic and French school boards in Peel. This document asked recipients for a meeting where they could respond to the questions and provide feedback on the work they were doing to address the issues. The Dufferin Peel Catholic District School Board has engaged in the discussions and has shown the measures they are taking to erase the disparities and inequities in their system.
- **Hate Crimes** - the Peel Coalition for the Prevention of Hate Crimes conducted a survey during the summer to gauge the community's opinions on and experiences with hate crimes. In addition, the coalition has applied for funding to be able to provide educational workshops on this topic.
- **A Community of Practice** group was also formed where organizations that need to look internally at their own structures could meet, strategize and learn from each other.

A DEMOGRAPHIC SNAPSHOT OF THE REGIONAL MUNICIPALITY OF PEEL

Consisting of the Ontario municipalities of Brampton, Mississauga, and Caledon, the Regional Municipality of Peel is considered to be one of the most diverse regions in Canada.

This demographic snapshot is to provide readers with an understanding of the various minority groups living in the Region of Peel. It is important to note as this report is being completed the 2021 Canadian Census collection period is currently in progress.

	Regional Municipality of Peel	The Province of Ontario
Total Population in 2016	1,381,739	13,448,494
Total Population in 2011	1,298,809	12,851,821
Population percentage change, 2011 to 2016	6.5%	4.6%

Source: Census Profile, 2016 Census - Peel Region

REGION OF PEEL PROJECTIONS

Year	Projected Population
2031	1,770,000
2036	1,870,000
2041	1,970,000

Source: Region of Peel, Population Growth

PEEL REGION VISIBLE MINORITY POPULATION IN 2016

Minority Group	Population	Percentage of Minority Group
South Asian	434,105	50.80%
Black	131,060	15.34%
Chinese	63,647	7.46%
Filipino	57,205	6.69%
Latin American	31,060	3.63%
Arab	42,500	4.97%
Southeast Asian	23,415	2.74%
West Asian	13,435	1.57%
Korean	6,630	0.78%
Japanese	2,595	0.19%
Visible Minority, n.i.e.	25,470	1.86%
Multiple Visible Minorities	23,335	2.73%

Source: Region of Peel, 2016 Census Bulletin

In 2016, Peel Region had the highest percentage of visible minorities within the Greater Toronto Area (GTA) at 62.3% of the total population. Within the Peel Region, the City of Brampton had the highest percentage with 73.3%, Mississauga had 57.2% and, Caledon had 18.7%. The visible minority population in Peel is **three times** more than the national average and **two times** more than the provincial average (Source: Statistics Canada, Census of Canada 2016). With a high percentage of visible minorities in Peel Region, it is vital that services are provided with a level of cultural competency that reflects the intersectional needs of the community.

Further, the 2016 Census reports that there were 72,880 same-sex couples in Canada (representing 0.9% of all couples). A statistic of notable importance from the 2016 Census reports that from 2006 to 2016, the number of same-sex couples increased much more rapidly (+60.7%) than the number of opposite-sex couples (+9.6%). More information is necessary to fully understand the percentage of Peel residents that are also members of the 2SLGBTQIA+ community and their specific equity needs.

Source: Census in Brief: Same-sex couples in Canada in 2016.

SNAPSHOT OF EDI INITIATIVES IN PEEL REGION

There are numerous institutions in the Greater Toronto Area, and Ontario more broadly, that have implemented anti-racist and equity, diversity and inclusion (EDI) initiatives. These institutions acknowledge the issue of racism and systemic discrimination and have implemented plans to break down barriers to produce equitable outcomes for historically marginalized people. These initiatives are primarily based on anti-racism strategic planning targeting policies, creating programs and providing services.

The community initiatives reviewed include the Ontario: Anti-racism Strategic Plan; City of Toronto: Toronto Action Plan to Confront Anti-Black Racism; Legal Aid Ontario: Racialized Communities Action Plan; Region of Peel: Peel's Community Safety and Well-being Plan 2020-2024, and CAMH: Strategy to Dismantle Anti-Black Racism. The common themes that arise from these 5 community initiatives are data collection, cultural humility, hiring and accessibility.

Data Collection

Data play a multi-level role in strategic planning, from racial equity impact assessments which can give an organization a baseline of what equity looks like at their organization to workplace censuses. Further data clearly show organizations where their gaps are and what the impact is on equity deserving groups (economically, socially, psychologically and physically in health outcomes). Data not only offer support to organizations that are seeking to create change but also provide power to communities who can then use that data to further validate their needs for funding, policy changes and greater accessibility in their communities.

Further, the strategic plan calls for disaggregated data that specifically show the breakdown of needs or outcomes for Black and other racialized communities. By treating racialized groups as homogenous we miss the opportunity to understand the specific cultural and community needs that are specific to each racialized community. The specific needs of Black communities, for example, would differ from the needs of the South Asian communities although there is of course quite a bit of overlap in experiences as racialized people. In addition, each community has various ethnicities, cultures, languages and people who have a wide range of sexualities and accessibility needs. The more data collected and the greater the disaggregation, organizations are able to grasp a better depth of understanding of the complex experiences within communities.

Hiring

Hiring from underrepresented and underserved communities is a common theme for all the above-mentioned organizations. Many organizations found data play a central role in knowing which groups of people are applying, which groups are being hired, as well as which populations are being retained. All organizations recognize that representation is key to making systemic changes. What is unclear is how targeted the hirings will be and if the outcomes from these initiatives will lead to representation throughout all levels within the organizations. More specifically, if Black and underrepresented groups will have positions of power where they are able to not only influence but also implement long-term changes.

The City of Toronto's plan speaks to promotion, training and mentorship which would be needed to support underrepresented staff in going into positions of power. CAMH highlights creating an equitable work environment for Black staff but couples it with offering a safe reporting system and a method of reporting that allows for confidentiality.

This safety mechanism is crucial to have in place when organizations are planning to increase Black and racialized staff. Hiring racially diverse people increases the visibility of diversity but does not necessarily equate to a safe work environment for racialized staff. Having a safe and equitable complaints process is critical when planning for the full life cycle of employees and thinking about the holistic and psychological safety of new employees.

Community Centred

Understanding the racialized communities in which they serve and providing an avenue to consult with Black and racialized communities is expressed in all the plans in different ways. The Region of Peel plans to increase the public visibility of its equity practices and anti-oppressive plans. They do not explicitly state how the organization will collaborate with impacted communities, but they do commit to publicly reviewing their equity work. CAMH is focusing its energy on strengthening its existing community partnerships with organizations serving the Black community. This does not tell us if those partnerships are with Black-led organizations or if the leadership, management or volunteers in the partner organizations have Black and racialized representation.

Peel explicitly states that they will be collaborating directly with cultural organizations, social services and school boards, which will likely give them access to greater cultural knowledge to make decisions that can accurately support Black and racialized communities. All the initiatives include training to increase leaders' and staff's understanding of equity, diversity and anti-oppression which will be necessary to implement changes that support the specific needs of communities that have been historically underserved. It is necessary within that training to include a full understanding of the specific histories of racialized and underserved communities to fully understand the role of colonialism, segregation, geographically racially restrictive immigration policies, over-policing, surveillance, residential schools, etc., on the current outcome and lived realities for racialized and other underserved communities.

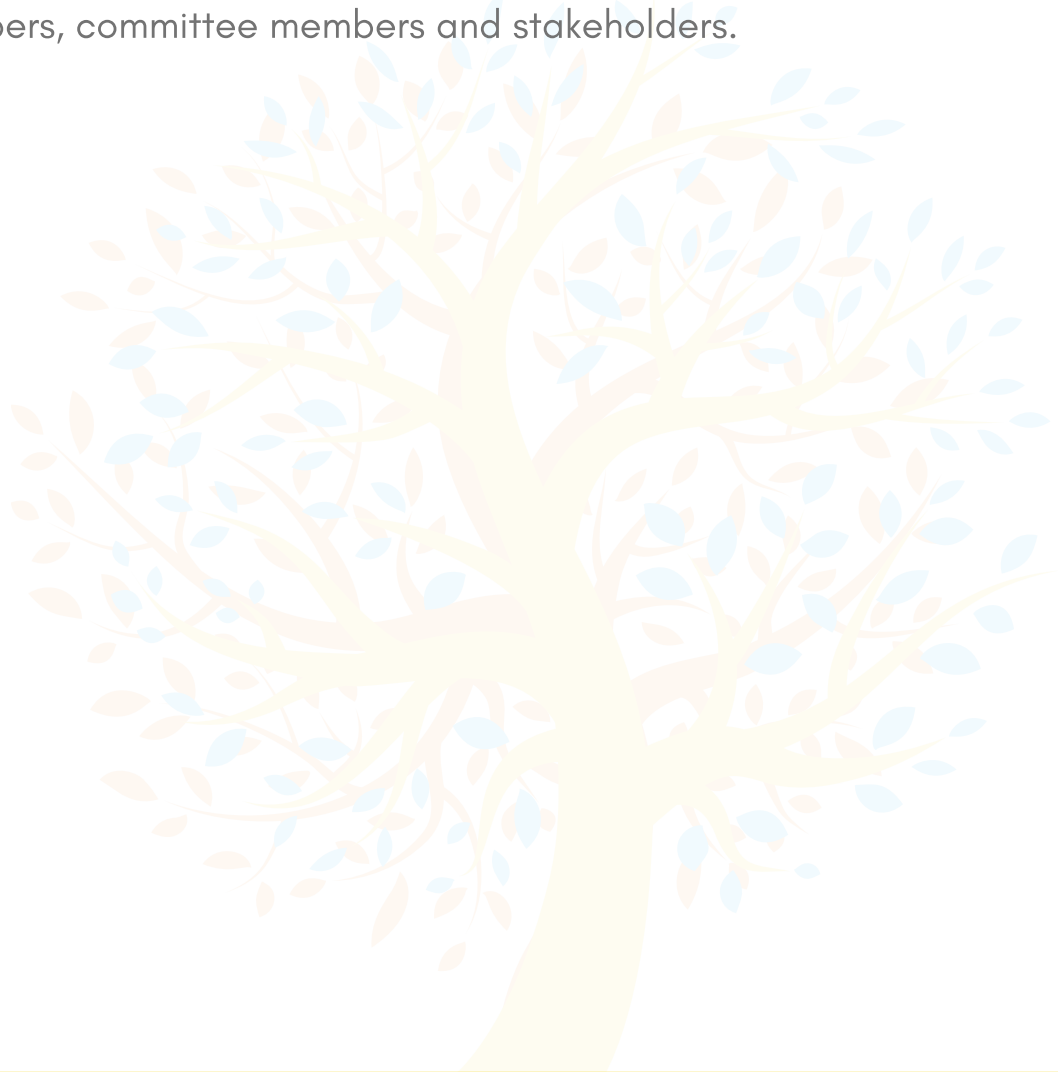
Accessibility

The majority of initiatives include accessibility, but clear direction is lacking in some of the plans. Peel describes the removal of barriers to providing equitable access to services. CAMH describes the need to improve care for Black patients that is accessible and equitable. Legal Aid of Ontario (LAO) provides a greater outline of some of the steps including informational material in various languages and interpretation services. Through these steps, LAO would provide more access to individuals who have a language barrier. It is important for organizations to take a holistic approach to accessibility and a further look at the needs of sub-populations within racialized communities such as the 2SLGBTQIA+ groups, gender-diverse people, low-income, etc. Funding for smaller community organizations would be important for larger organizations to include in their planning to ensure that capacity can be increased to fulfill the programming and accessibility needs of the communities.

The greater focus on historically underserved communities and more specifically Black and racialized communities provides the opportunity to truly create change through data collection, to show the status of systemic discrimination, and further track progress over time to ensure that anticipated goals are reached. Hiring is crucial as visible representation is important but the positioning of the hires in roles of power is key to ensuring diverse voices are heard at the top of systems. Further, a high level of cultural sensitivity is key but is not limited to training the current senior managers in an organization. Learning must occur in collaboration with organizations serving underserved and racialized communities, along with direct consultation with the communities impacted in a way that is not exploitative but mutually beneficial.

OUR STRATEGIC PLANNING PROCESS

During the strategic planning process, the Rainbow Diversity Institute (RDI) conducted a SWOT (Strength, Weaknesses, Opportunities & Threats), in group sessions. Two work sessions were also facilitated to start developing the Vision, Values, Mission, Mandate of the ABR&SD Collective as well as one-on-one interviews and focus group sessions. The members involved in this process were the ABR&SD strategic plan working group members, committee members and stakeholders.



RESULTS FROM CONSULTATIONS

The following is a summary of the feedback from the one-on-one interviews:

How are you connected to the ABR&SD collective?

Main committee members, subcommittee members and stakeholders of the ABR&SD committee were interviewed. Many of the members hold professional positions within EDI in their respective organizations or are currently active members that sit around EDI-focused tables within the community.

What does the ABR&SD Collective mean to you?

When asked this question, the group was in agreement: The ABR-SD collective is a unification of community leaders and members who seek racial equity across the Peel Region. It is a collective of people who are seen as caretakers of the system, who are trying to disrupt the status quo through advocacy, education and allyship. They set out to combat racial injustice and discrimination and provide equitable accommodations for those who require them.

What role do you feel the collective should be playing within the broader community?

- Advocacy
- Being active and present
- Bringing together the Peel Region through allyship
- Networking and collaboration with political leaders and businesses
- Reaching out to the community at a grassroots level
- Community engagement and education

Is there a particular focus within SD that you or your organization would love to focus on?

Other than ABR, the areas of SD that are of interest to the participants are:

- Disabilities
- Immigration
- Mental health
- LGBTQ+
- Removing barriers to access within these communities

What Barriers or Gaps do you see within the community when it comes to ABR&SD?

- 100% of the respondents felt that the main barrier/gap when it comes to ABR&SD within their community is the lack of reliable and sustainable resources. Not having secure funding that is consistent hinders them from effectively making the changes that are needed in this area.
- 83% of the respondents believe that those who should be at the table (i.e., politicians, police, etc) are not. It was expressed that if they were to be involved with the collective, it would contribute greatly to the success and effectiveness of their desired goals.
- 66% of the respondents felt that lack of community engagement and involvement due to COVID-19, was a huge barrier when it came to accessing ABR&SD based services within the Peel Region. Not being able to connect with and inform the community of available services and access points hindered many from receiving the equitable help needed.
- 33% of the respondents stated that the members of the collective also act as a barrier, causing a gap, when each person is not as vocal and dedicated as they should be. It was noted that goals can only be successful when ideas are implemented and acted on, beyond the brainstorming and discussion stage.

- 16% of the respondents believed that the help within the community is universal and does not suit everybody. Therefore, these universal policies and programs do not give those who need it an equitable chance at success.

How can the Collective help with the barriers/gaps?

The majority of the respondents strongly felt that if the Collective could raise these issues with people of power and encourage them to be active members at the table, it would open the door for sustainable and reliable funding and allyship. It was especially believed that if the government was at the table, it would positively aid in implementing policies and change when it comes to ABR&SD.

The majority of participants also expressed that playing an active and consistent role for change, through advocacy will help overcome these gaps and barriers. Being a strong voice for change and showing solidarity, dedication and determination is key to breaking through barriers and closing the gaps.

Many believed that public education and community-driven engagement, will spread awareness, and capture the attention of those who need the services, or who can provide equitable services.

STRATEGIC PRIORITIES

BRAVE SPACE

Goal: An anti-racist, anti-oppressive environment that allows marginalized individuals to seek services in a safe space and access equitable services without stereotypes or judgments. This will be a brave space to express views, share pain and develop solutions that will lead to equitable opportunities for all.

Objectives:

- Organizations within Peel Region are seen as safe spaces where people are welcomed, heard and supported.
- Members of racialized and marginalized groups feel comfortable seeking help, knowing that they will have a safe and judgement-free experience.

Strategies:

- Promote spaces, in-person and virtually, in which individuals can go for help within the Peel Region.
- Organizations will assess and implement changes to their internal operations to ensure their policies, processes, and practices allow for safe and brave spaces internally where all voices are heard.
- Each agency or facility brings their dedication to anti-racism and systemic discrimination and its practices to the forefront, making their stance publicly known.
- Through community engagement create trust and allyship with those in vulnerable groups.
- Move beyond words to bold action, challenging stereotypes and inequities where they occur.

Actions:

- Design promotional material outlining the Collective's dedication and commitment to advocate for and support equitable services for racialized and marginalized groups.
- Clearly define shared values and how to operationalize those values in the collaborative work within our organizations and externally.
- Support capacity building through ongoing training and other activities for agencies to understand what "safe" and "brave" spaces mean for different vulnerable groups and how to create those spaces.

EQUITY

Goal: Services within the Peel Region are equitable and free from discrimination and racism.

Objectives:

- Create a framework that can be the foundational model used in developing equitable solutions to address the issues of anti-Black, anti-Indigenous and other forms of racism, hate crimes and systemic discrimination.
- Organizations will develop an anti-racism/racial equity plan that will guide them through the process to dismantle racism and discrimination from within their structures.
- Individuals will make a conscious effort to apply an equity lens to their work and their views.

Strategies:

- Encourage service providers and individuals within the Peel Region to work from an equitable framework.
- Each organization will review its anti-Black racism and system discrimination policies and align them with the developed framework. This would make sure that every organization in Peel is working from the same model.

Actions:

- Provide tangible resources for community partners to build a consistent and comprehensive approach to Anti-Black Racism and Systemic discrimination.
- Develop a reporting template and instructions for people to use when they identify/report on systemic discrimination.
- Research other collectives/communities and incorporate their best practices/experiences.
- Develop clear definitions of key terms and concepts to ensure community partners and individuals have a uniform understanding of the meaning.
- Develop and report on a yearly dashboard of agencies that are making meaningful system change.
- Provide a pathway to support agencies that are struggling to make changes.

SUSTAINABILITY

Goal: Sustainable leadership, partnerships, funding and resources to ensure the longevity of the collective

Objectives:

- Encourage government and other major institutions (such as the police and healthcare) to recognize and include ABR&SD as a priority in their planning and operational processes.
- Obtain financial and other support from community members and public and private sectors.
- Develop a plan to secure consistent and stable funding.
- Establish a secretariat that would support the ongoing work of the collective.

Strategies:

- Seek innovative opportunities through which community partners, businesses, government and organizations can regularly support the work of equity within Peel Region.
- Ensure wide participation within the collective, understanding that organizations and individuals are at different stages of the equity journey.
- Ensure alignment with other groups doing similar work in the region, such as the Community Safety & Well-being table, to avoid duplication.

Actions:

- Reach out to community foundations to determine the feasibility of establishing a fund to support our collective
- Invite key stakeholders, including community members, to actively participate in meetings and activities
- Create a list of potential funders and submit applications

ADVOCACY

Goal: The collective is a body that advocates for meaningful systems change and is consulted on issues dealing with ABR&SD.

Objective:

- Leverage the voice of the collective to ensure the various communities' concerns and views are included in discussions, are heard and actioned.

Strategies:

- Communicate our position to the broader community so people understand the work the collective is undertaking.
- Focus on advocating for systems change that can positively influence changes in policies, regulations and legislation on issues pertaining to inequities, racism and systemic discrimination.

Actions:

- Reach out to and collaborate with other groups outside of the region that are involved in advocacy work.
- Meet regularly with various levels of government and the Community Safety & Well-being table to position and advocate for the needs of communities we serve.
- Bi-annual delegations to local councils to discuss needs, their actions and joint accountabilities with focused objectives and timeframes.
- Provide tools to the communities so they can act as change agents to help build a just and equitable society.
- Be visible in supporting the dismantling of all forms of racism and systemic discrimination, especially anti-Black and anti-Indigenous racism, Islamophobia, xenophobia and hate crimes.

ACCOUNTABILITY

Goal: Be publicly accountable to the communities we serve.

Objective:

- Develop clear guidelines and procedures to identify when racism and discrimination are occurring within systems that our communities rely on for transparent and accountable leadership and governance.
- Evaluate and measure the work being done by the collective and publicly communicate the outcome.
- Each committee of the collective will develop terms of reference to guide their discussions and actions.

Strategies:

- Demonstrate change is possible with visible results that benefit racialized and equity-deserving populations.
- Meetings of the collective are open to agencies and community members who want to see the dismantling of systemic racism and discrimination, hate crimes and other prejudices from within our society.

Actions:

- Develop an evaluation plan with measurable outcomes that will demonstrate progress through public reporting.
- Publicly portray the work being done on ABR&SD within the region and the results of actions taken.
- Track progress over time on planned initiatives.

The Anti-Black Racism & Systemic Discrimination Collective believes that playing an active role and consistently advocating for systems change will help to remove the systemic barriers and close the gaps on inequitable and disparate policies and practices. This can be accomplished by being a strong voice within the community and showing solidarity, dedication and determination.

Through public education, community-driven engagement and embracing all voices the Collective aims to create a groundswell that would bring significant and positive change to Peel Region.

DEFINITIONS

Accessibility: a general term for the degree of ease that something (e.g., device, service, physical environment, and information) can be accessed, used, and enjoyed by persons with disabilities. The term implies conscious planning, design, and/or effort to make sure something is barrier-free to persons with disabilities. Accessibility also benefits the general population, by making things more usable and practical for everyone, including older people and families with small children. (OHRC)

Accessible: does not have obstacles for people with disabilities, that is, something that can be easily reached or obtained; a facility that can be easily entered; information that is easy to access.(OHRC)

Adverse impact: having a harmful result. Sometimes treating everyone the same will have a negative effect on some people. (OHRC)

Anti-racism/Anti-oppression: an active and consistent process of change to eliminate individual, institutional and systemic racism as well as the oppression and injustice racism causes. (OHRC)

Barrier: anything that prevents a person from fully taking part in all aspects of society, including physical, architectural, information or communications, attitudinal, economic, and technological barriers, as well as policies, processes, or practices. (OHRC)

Colonialism / Colonization: is an intentional process by which a political power from one territory exerts control over a different territory. It involves unequal power relations and includes policies and/or practices of acquiring full or partial political control over other people or territory, occupying the territory with settlers, and exploiting it economically.

Colonization is the invasion, dispossession, and subjugation of one people or community to another. The long-term result of such dispossession is institutionalized inequality. The colonizer/colonized relationship is by nature an unequal one that benefits the colonizer at the expense of the colonized. UBC Equity Terms

Cultural competence: an ability to interact effectively with people of different cultures, particularly in human resources, non-profit organizations, and government agencies whose employees work with persons from different cultural/ethnic backgrounds. Cultural competence has four components:

1. Awareness of one's own cultural worldview
2. Attitude towards cultural differences
3. Knowledge of different cultural practices and worldviews
4. Cross-cultural skills (developing cultural competence results in an ability to understand, communicate with and effectively interact with people across cultures. (OHRC)

Culturally competent organization: an organization that displays cultural competence, in both its systems and individual behaviour. (OHRC)

Cultural Humility: Cultural humility: is a process of self-reflection to understand personal and systemic biases and to develop and maintain respectful processes and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves humbly acknowledging oneself as a learner when it comes to understanding another's experience. - from Creating a Climate for Change

Dimensions of diversity: the unique personal characteristics that distinguish us as individuals and groups. These include but are not limited to: age, sex, gender, race, ethnicity, physical and intellectual ability, class, creed, religion, sexual orientation, educational background and expertise. (OHRC)

Disability: There are two common ways of looking at what disability is. One way is to see a disability as a medical condition that a person has. From this perspective, disability covers a broad range and degree of conditions, some visible and some not visible. A disability may have been present from birth, caused by an accident, or developed over time. There are physical, mental, cognitive and learning disabilities, mental disorders, hearing or vision disabilities, epilepsy, drug and alcohol dependencies, environmental sensitivities and other conditions.

A newer way of looking at disability is that it is not something a person has. A person with a medical condition is not necessarily prevented (or disabled) from fully taking part in society. If society is designed to be accessible and includes everyone, then people with medical conditions often don't have a problem taking part. From this point of view, disability is a problem that occurs when a person's environment is not designed to suit their abilities. (OHRC)

Equity: Equity refers to fairness and justice in process and in results. Equitable outcomes often require differential treatment and resource redistribution so as to achieve equality among all individuals and communities. This requires recognizing and addressing barriers to provide opportunity for all individuals and communities to thrive in any situation they are in. (OHRC)

Equity Deserving Groups: Equity deserving groups are communities that experience significant collective barriers in participating in society. This could include attitudinal, historic, social and environmental barriers based on age, ethnicity, disability, economic status, gender, nationality, race, sexual orientation and transgender status, etc. Equity-seeking groups are those that identify barriers to equal access, opportunities and resources due to disadvantage and discrimination and actively seek social justice and reparation. QueensU EDI Terms

Historical disadvantage: disadvantage resulting from historic patterns of institutionalized and other forms of systemic discrimination, sometimes legalized social, political, cultural, ethnic, religious and economic discrimination, as well as discrimination in employment. This also includes under-representation experienced by disadvantaged groups such as women, Aboriginal peoples, persons with disabilities, LGBT persons and racialized people. (OHRC)

Inclusive design: Taking into account differences among individuals and groups when designing something, to avoid creating barriers. Inclusive design can apply to systems, facilities, programs, policies, services, education, etc. (OHRC)

Microaggressions: are brief and commonplace verbal behavioural and environmental indignities which communicate degrading, hostile, negative, messaging to an individual person or a group because of their identity with a group that has been historically faced oppression in society. There are four main categories of microaggressions including insults, assaults, and invalidations. Although the term micro* is used the impact of microaggressions can be devastating

Racial Microaggressions in Everyday Life

Racialization: the process by which societies construct races as real, different, and unequal in ways that matter and affect economic, political, and social life. (OHRC)

Racial profiling: any action that relies on stereotypes about race, colour, ethnicity, ancestry, religion or place of origin, or a combination of these, rather than on a reasonable suspicion to single out a person for greater scrutiny or different treatment. (OHRC)

Racism: a belief that one group is superior or inferior to others. Racism can be openly displayed in racial jokes, slurs or hate crimes. It can also be more deeply rooted in attitudes, values and stereotypical beliefs. In some cases, people don't even realize they have these beliefs. Instead, they are assumptions that have evolved over time and have become part of systems and institutions. (OHRC)

Systemic barrier: a barrier embedded in the social or administrative structures of an organization, including the physical accessibility of an organization, organizational policies, practices and decision-making processes, or the culture of an organization. These may appear neutral on the surface but exclude members of groups protected by the Human Rights Code. (OHRC)

Systemic discrimination: patterns of behaviour, policies, or practices that are part of the social or administrative structures of an organization, and which create or perpetuate a position of relative disadvantage for groups identified under the Human Rights Code. (OHRC)

Two-Spirit: "two-spirited" people were considered gifted among all beings because they carried two spirits: that of male and female. It is told that women engaged in tribal warfare and married other women as there were men who married other men. These individuals were looked upon as a third gender in many cases and in almost all cultures they were honoured and revered. Today, the term refers to Aboriginal people who are gay, lesbian, bisexual, trans-gendered, other gendered, third/fourth gendered individuals that walk carefully between the worlds and between the genders. (OHRC)

2SLGBTQIA+: Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer (or Questioning), Intersex, Asexual. The placement of Two-Spirit (2S) first is to recognize that Indigenous people are the first peoples of this land and their understanding of gender and sexuality precedes colonization. The '+' is for all the new and growing ways we become aware of sexual orientations and gender diversity (UBC Equity Terms)

Note: Definitions are taken from the Ontario Human Rights Commission please visit the ohrc.on.ca for more human rights definitions

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