
Subject: Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD)

Report to: Public Health and Social Services Committee

Report date: Tuesday, May 7, 2019

Recommendations

That this report **BE RECEIVED** for information.

Key Facts

- Staff created this report further to a request for information from Councillor Ip
- The Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD), launched in March 2004 by UNESCO, consists of a network of cities interested in sharing their experiences to improve their policies against racism, discrimination, exclusion and intolerance.
- Membership benefits include access to a network of municipalities from different areas in Canada and around the world, the opportunity to share experiences and access to resources to help eliminate racism and other forms of discrimination.
- Municipalities participating in CCMARD are guided by 10 Common Commitments and agree to undertake work in these areas.
- The Common Commitments and the municipality's unique plan of action will be an integral part of the municipality's vision, strategies and policies.
- Municipalities involved in the Coalition report publicly on an annual basis on actions undertaken toward the realization of these Common Commitments.

Financial Considerations

There is no fee to join the Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD), however there would be costs (e.g. dedicated staffing and community engagement costs), associated with participating should a municipality agree to join.

Analysis

The Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD), launched in March 2004 by UNESCO. In Canada, 75 cities are members of CCMARD.

CCMARD is based on a common desire among municipalities to achieve two key goals:

- share experiences and lessons learned and;

- strengthen policies to counter all forms of discrimination to achieve greater social inclusion.

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Municipalities participating in CCMARD are guided by 10 Common Commitments and agree to undertake work in these areas. The Common Commitments and the municipality's unique plan of action will be an integral part of the municipality's vision, strategies and policies.

The 10 Common Commitments are grouped under three broad umbrellas of municipal responsibility:

The municipality as a guardian of public interest

- Providing increased vigilance against systemic and individual racism and discrimination
- Monitoring racism and discrimination in the community broadly and taking action to address them
- Informing and supporting people who experience racism and discrimination
- Supporting police efforts to combat racism and discrimination

The municipality as an organization in the fulfillment of human rights

- Providing equal opportunities as a municipal employer, service provider and contractor
- Supporting measures to promote equity in the labour market
- Supporting measures to challenge racism and discrimination and promote diversity and equal opportunity in housing

The municipality as a community that shares responsibility for respecting and promoting human rights and diversity

- Involving citizens by giving them a voice in anti-racism initiatives and decision-making.
- Supporting measures to challenge racism and discrimination and promoting diversity and equal opportunity in the education sector and in other forms of learning.
- Promoting respect, understanding and appreciation of cultural diversity, and including Aboriginal and racialized communities into the cultural fabric of the municipality.

There is no fee to join CCMARD, however there would be costs (e.g. dedicated staff time, community engagement costs) associated with participating in CCMARD. Participating municipalities agree to:

- Allocate resources according to its unique circumstances, and within its means and jurisdiction
- Develop a Plan of Action outlining priorities, actions and timelines to respond to the 10 Common Commitments
- The Plan of Action will be an integral part of the municipality's vision, strategies and policies.
- Report publicly on an annual basis on actions undertaken toward the realization of these Common Commitments.
- Exchange expertise and share best practices with other municipalities involved in the Coalition.

Alternatives Reviewed

Community Services provides leadership to the Niagara Local Immigration Partnership Council (LIP), with two dedicated FTE's funded by the Ministry of Immigration, Refugees and Citizenship Canada (IRCC). LIPs are municipal or regional coalitions funded by IRCC designed to strengthen local capacity to attract newcomers and improve integration.

LIP is steered by a Partnership Council comprised of key community members representing important local organizations. The Partnership Council is tasked with stewardship over initiatives such as community needs assessments and asset mapping; its main goal is to oversee a targeted action plan to produce a more welcoming and inclusive community for newcomers.

In December 2018, the LIP Partnership Council approved the creation of an anti-stigma campaign that is also aligned with the goals and objectives of CCMARD, as one deliverable within the approved LIP 2019 work plan designed to attract and improve integration of newcomers to Niagara. LIP's work plan also includes activities that support health and safety, economic growth and prosperity, education and development of agencies serving newcomers as well as local level research to inform community-based planning. Niagara LIP continues to support the attraction and retention of newcomers in ways that are both within scope and that give consideration to the finite resources available to advance their work.

The campaign will build on the success of an anti-stigma campaign created by the Kingston LIP. The Kingston LIP has shared the research done to learn about best practices from a variety of anti-racism / anti-discrimination campaigns carried out by different municipalities across Canada and abroad. Research also included the United Nations – Let's Fight Racism campaign and UNESCO's Canadian Municipalities Coalition against Racism and Discrimination.

Niagara LIP will collaborate with local agencies including both settlement and non-settlement organizations, employers, school board, health centres and networks, boards

of trade, levels of government, professional associations, ethno-cultural organizations, faith-based organizations, the community and the social services sector to implement an anti-stigma campaign with a completion date in early 2020.

Relationship to Council Strategic Priorities

N/A – Pending the development of Council's new Strategic Priorities

Other Pertinent Reports

N/A

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