



Council Member Motion
For the Committee of the Whole Meeting of Jul 16, 2020

To: Committee of the Whole **Date:** July 16, 2020
From: Councillor Dubow and Mayor Helps
Subject: International Decade for People of African Descent

BACKGROUND

WHEREAS the United Nations officially proclaimed 2015-2024 as the International Decade for People of African Descent under the theme "People of African Descent: Recognition, Justice and Development";

WHEREAS the City of Victoria honours and recognizes that people of African origin or descent continue to strive to fully achieve equal opportunity and freedom from discrimination in Canada;

WHEREAS the Municipal Council of The Corporation of the City of Victoria acknowledges that systemic racism against Black, Indigenous and people of colour exists in Victoria;

WHEREAS the Municipal Council unequivocally condemns racism in all of its forms and commits to promote fundamental human rights and enhance quality of life of all those at risk of experiencing discrimination;

AND WHEREAS the Municipal Council acknowledges that the Corporation's workforce is not reflective of the population it services and that it will continue to work to ensure a reflective workforce;

AND WHEREAS the Municipal Council affirms the commitment to help eradicate oppression against Black, Indigenous and people of colour:

RECOMMENDATIONS

Therefore, be it resolved as follows:

1. That the City of Victoria joins the government of Canada, the province of Ontario, the cities of Toronto and Ottawa, in acknowledging the International Decade for People of African Descent for the purpose of promoting respect, protection and fulfillment of all human rights and fundamental freedoms of people of African descent, as recognized in the Universal Declaration on Human Rights.

That Council directs staff to report back at the Period 2 2020 Update on the resource implications of reporting back as part of the 2021 budget on how to implement the International Decade of People of African Descent from 2021-2024 including:

2. i) Raising awareness in the general public about the heritage and culture of people of African descent and around the International Decade of People of African Descent's broader goals and actions in Victoria.

ii) Delivering anti-racism including anti-black racism training to prevent systematic racism in city policy, bylaws, programs and services.
3. Creating an advisory committee of people of African descent to work with and advise staff between 2021-2024 on the implementation of the International Decade for People of African Descent and commitment to People of African descent.
4. Developing a capacity building grant program for Black-led organizations, black business owners, and institutions supporting and working with people of African descent.
5. Tracking and demonstrating progress with respect to City hiring practices at all levels to reflect the diversity of the community.
6. Creating internship opportunities for people of African descent to diversify the city's workforce.

Respectfully submitted,



Councillor Dubow



Mayor Helps