

**COMMITTEE OF THE WHOLE REPORT**  
**FROM THE MEETING HELD JULY 16, 2020**

For the Evening Council meeting of July 23, 2020, the Committee recommends the following:

**I.2 Council Member Motion: International Decade for People of African Descent**

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.