



**Council Member Motion
For the Committee of the Whole Meeting of May 20, 2021**

Date: May 20, 2021

From: Councillor Sharmarke Dubow and Mayor Helps

Subject: Establishment of City of Victoria International Decade of People of African Descent (IDPAD) Advisory Committee

Background

On July 23, 2020, Council approved the following Council Member Motion dated July 16, 2020 from Councillor Dubow and Mayor Helps regarding the International Decade for People of African Descent as follows:

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 fulfilment 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:

- 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.*
- iii) 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.*
- iv) Developing a capacity building grant program for Black-led organizations, black business owners, and institutions supporting and working with people of African descent.*
- v) Tracking and demonstrating progress with respect to City hiring practices at all levels to reflect the diversity of the community.*

- vi) *Creating internship opportunities for people of African descent to diversify the city's workforce.*

Other relevant motions are attached as Appendix A.

Through the 2021 financial planning process, Council funded up to \$25,000 from the Council strategic grant funding to support leadership opportunities for children and youth of African descent with the grant program to be developed in consultation with the IDPAD advisory committee once it has been formed. Council also funded \$75,000 from corporate consulting for the International decade for people of African Descent. A portion of this funding will be used to provide honoraria to committee members at a living wage.

The importance of advancing this initiative and putting out a call for Committee members is in alignment with the Provincial Government proclamation of May 23-29 as Anti-Racism Awareness Week. This proclamation coincides with the anniversary of the death of George Floyd and the subsequent rise of the Black Lives Matter movement on May 25th.

Approval of these Terms of Reference is required so that this important and timely work may begin, and that the City start to promote the future recruitment for this committee during Anti-Racism Awareness Week, May 23-29, 2021.

Recommendation:

That Council:

1. Adopt the attached Terms of the Reference for the City of Victoria International Decade of People of African Descent (IDPAD) Advisory Committee.
2. Direct staff to engage the communities identified in the Terms of Reference, inviting nominees for Council's consideration for appointment to the Advisory Committee by July 31, 2021.

Respectfully submitted,



Councillor Dubow



Mayor Helps

Attachments:

1. Terms of Reference – IDPAD
2. Timeline - IDPAD motions and fund approved