

July 23, 2020

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.

October 15, 2020

That Council:

- A. Recognize the experiences of Black communities by fulfilling the calls of the International Decade of People of African Descent (IDPAD); and
- B. Form an International Decade People African Descent Advisory Committee by the first quarter of 2021 and that:
 - a. The advisory committee membership be compensated for their participation; and
 - b. The advisory committee be asked to report to the City Council by May 2021 on an action plan for the City to address anti-Black racism and
 - c. The action plan be informed by community consultation.
- C. Approve the inclusion of \$18k in the 2021 budget to hire a consultant to develop and implement anti-black anti-racism training for all City staff, beginning with Council and senior management, and that the City Manager provide an update by Q4 of 2021 on the status and outcomes of this training including a breakdown of who received the training by department.

- D. Approve \$ 25k to be included in the 2021 budget to support Black children and youth leadership opportunities by providing grant funding to Black-led organizations, with the grant program to be co-designed by the IDPAD advisory committee.
- E. Include \$10,000 in the 2021 budget to engage a consultant to provide the capacity and expertise to establish and track workforce metrics in order to remove barriers to employment for underrepresented groups.
- F. Include \$7000 in the 2021 budget to engage a consultant with the expertise required to develop an internship program.
- G. And that Council include address systemic racism and fulfill the calls of the International Decade of People of African Descent (IDPAD) as an action item in the Strategic Plan as a 2021 action item.

That Council:

1. Receive this report for information.
2. That Council forward the information contained in Attachment K and this motion to the 2021 Financial Planning process.
3. Staff provide draft terms of reference by November 23 of 2020 for the International Decade People African Descent Advisory Committee.

December 03, 2020

Direct staff to report back on the implications and suggested sources for funding of up to \$70,000 for the International Decade for People of African Descent. And direct staff to report back in January 2021 on potential grant programs to carry out this work.

January 21, 2021

That Council fund up to \$25,000 from the Council strategic grant funding to support leadership opportunities for children and youth of African descent and the grant program to be developed in consultation with the IDPAD advisory committee once it has been formed and fund \$75,000 from corporate consulting for the International decade for people of African Descent.