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# The Regional Municipality of Durham Report

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To: Finance and Administration Committee  
From: Chief Administrative Officer  
Report: 2023-A-14  
Date: September 12, 2023

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**Subject:**

Durham Region Anti-Racism Taskforce Cohort 2 Workplan

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**Recommendation:**

That the Finance and Administration Committee recommends to Regional Council:

That the Durham Region Anti-Racism Taskforce Cohort 2 Workplan, as outlined in Attachment #1, be approved.

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**Report:**

**1. Purpose**

1.1 The purpose of this report is to present the Durham Region Anti-Racism Taskforce (DRART) Cohort 2 Workplan to the Finance and Administration Committee and Regional Council.

**2. Background**

2.1 DRART was established in 2021 to act as an advisory body to Regional Council through the Finance and Administration Committee on issues related to racism—structural, systemic and interpersonal.

2.2 The DRART Terms of Reference provides for members to be appointed by the Finance and Administration Committee and Regional Council.

2.3 Durham Regional Council approved the appointments of community members and representatives from industry, association and public institutions on February 1, 2023. On March 30, 2023, the first DRART meeting of this term was held.

### **3. Previous Reports and Decisions**

- 3.1 Report [#2023-A-1](#), Durham Region Anti- Racism Taskforce Membership Appointments and Revised Terms of Reference
- 3.2 Report [#2022-A-9](#) Durham Region Anti-Racism Taskforce 2022 Workplan
- 3.3 Report [#2021-A-8](#), Durham Region Anti-Racism Taskforce Terms of Reference.
- 3.4 Report [#2020-COW-26](#), Anti-Black Racism Town Hall and Diversity, Equity and Inclusion Follow-Up.

### **4. Durham Region Anti-Racism Taskforce Cohort 2 Workplan**

- 4.1 DRART's proposed Workplan (Attachment #1), outlines priority activities identified by members and informed by local community needs. These activities, as outlined below, are achievable within this term:
  - Developing a forum, speakers' series, symposium or conference to increase DRART's presence within the region, create spaces for community members to explore issues related to racism and collaborate with regional organizations.
  - Creating connections with equity-focused advocacy groups and organizations to identify points of collaboration and amplify existing initiatives that champion anti-racism.
  - Conducting a jurisdictional scan to identify and explore racism and discrimination public reporting systems.
  - Establishing a working relationship with Durham Regional Police Service to learn more about their commitments toward anti-racist and equitable practices and identify points of collaboration.
  - Establishing a working relationship with school boards operating within Durham Region to learn more about their commitments toward anti-racist and equitable practices and identify points of collaboration.
- 4.2 To establish the Cohort 2 Workplan, DRART members reviewed the focus areas outlined in the 2022 Workplan by the inaugural DRART cohort. DRART members were then engaged through a survey and by email correspondence to identify priority areas for this new term. The projects and activities outlined in the Cohort 2 Workplan were determined and approved by members during the DRART meeting held on June 22, 2023.
- 4.3 Subcommittees were established to focus on the identified tasks within each of the project areas and all DRART members joined the subcommittee of their preference.

## **5. Relationship to Strategic Plan**

5.1 This report aligns with/addresses the following strategic goals and priorities in the Durham Region Strategic Plan:

a. Community Vitality:

- Goal 2.5: Build a healthy, inclusive, age-friendly community where everyone feels a sense of belonging

b. Service Excellence:

- Goal 5.3: Demonstrate commitment to continuous quality improvement and communicating results

## **6. Conclusion**

6.1 The priority activities included in the DRART Cohort 2 Workplan are responsive to community needs, feasible, and can leverage existing partnerships and initiatives championing anti-racism and equity within the region. DRART's leadership on the identified activities will strengthen the Region's commitment to fostering healthy and vibrant communities.

6.2 For additional information, contact: Allison Hector-Alexander, Director Diversity, Equity, and Inclusion at 905-668-7711, extension 3893.

## **7. Attachments**

Attachment #1: Durham Region Anti-Racism Taskforce Cohort 2 Workplan

Respectfully submitted,

Original Signed By

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Elaine C. Baxter-Trahair  
Chief Administrative Officer



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### Durham Region Anti-Racism Taskforce Cohort 2 Workplan

Activity	Status	Completion Date
<p>Developing a forum, speakers' series, symposium or conference.</p> <ul style="list-style-type: none"> <li>• Raise awareness and presence on social media.</li> <li>• Co-host events with regional partners.</li> <li>• Respond to community needs for learning and awareness.</li> </ul>	<ul style="list-style-type: none"> <li>• Event planning in progress</li> </ul>	<p>Event date – Fall 2023</p>
<p>Creating connections with equity-focused advocacy groups.</p> <ul style="list-style-type: none"> <li>○ Create a network of municipal groups and community organizations championing anti-racism.</li> <li>○ Establish regular touch points to share information and resources to strategically align.</li> <li>○ Collaborate to advance anti-racism work.</li> </ul>	<ul style="list-style-type: none"> <li>• Jurisdictional scan of equity-focused groups is in progress – 2023</li> <li>• Engagement with equity-focused groups – 2024</li> <li>• Relationship building with equity-focused groups – Ongoing</li> </ul>	<p>End of term</p>
<p>Exploring racism and discrimination public reporting systems.</p> <ul style="list-style-type: none"> <li>○ Conduct a jurisdictional scan to identify tools that measure racism and/or discrimination.</li> <li>○ Consult with organizations that have established</li> </ul>	<ul style="list-style-type: none"> <li>• Jurisdictional scan of reporting tools is in progress – 2023</li> <li>• Submit recommendation to the region regarding the adoption an appropriate reporting</li> </ul>	<p>End of term</p>

Activity	Status	Completion Date
<p>reporting tools to identify and adopt best practices.</p> <ul style="list-style-type: none"> <li>○ Recommend appropriate tool for the region.</li> </ul>	<p>tool – 2024</p>	
<p>Establishing a working relationship with Durham Regional Police Service (DRPS).</p> <ul style="list-style-type: none"> <li>○ Meet with DRPS leaders to learn more about their anti-racism initiatives.</li> <li>○ Review DRPS data and identify any gaps in data collection.</li> <li>○ Review 2024 Strategic Plan.</li> <li>○ Identify points of collaboration.</li> </ul>	<ul style="list-style-type: none"> <li>● Review of DRPS materials and data is underway – 2023</li> <li>● Relationship building with DRPS leadership – Ongoing</li> <li>● Submit a statement or list of recommendations to DRPS – 2024</li> </ul>	<p>End of term</p>
<p>Establishing a working relationship with school boards operating within Durham Region.</p> <ul style="list-style-type: none"> <li>○ Meet with school board representatives, trustees and frontline education workers learn more about anti-racism strategies in schools.</li> <li>○ Review data and materials from school boards.</li> <li>○ Provide feedback and input to inform strategic plans.</li> <li>○ Identify points of collaboration.</li> </ul>	<ul style="list-style-type: none"> <li>● Submit a letter to school boards seeking collaboration – 2023</li> <li>● Relationship building with school boards – Ongoing</li> </ul>	<p>End of term</p>