

Council Workshop Meeting Agenda

Monday, April 19, 2021, 6:00 p.m.

Remote meeting live streamed
on guelph.ca/live

Changes to the original agenda are noted with an asterisk "*".

To contain the spread of COVID-19, City Council workshops are being held electronically and can be live streamed at guelph.ca/live.

To listen to the meeting over the phone, call 1-416-216-5643 and enter access code 129 928 5804.

Pages

1. Notice of Electronic Participation

1.1. City Council

This meeting will be held by Electronic Participation in accordance with City of Guelph Procedural By-Law (2020)-20515.

2. Call to Order – 6:00 p.m.

2.1. Disclosure of Pecuniary Interest and General Nature Thereof

3. Systemic Racism - Local Data and Municipal Leadership Workshop

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3.1. Session Introduction and Community Plan Progress

Presenter:

Jodie Sales, General Manager, Strategy, Innovation and Intergovernmental Services

3.2. Guelph Black Heritage Society's Anti-racism Summit

Presenters:

Denise Francis, President, Guelph Black Heritage Society

Kayla "Kween" Gerber, Executive Director, Guelph Black Heritage Society

3.3. Community Data on Race and Discrimination

Presenter:

Leen Al-Habash, Project Manager, Guelph-Wellington Local Immigration Partnership

3.4. Conversation Panel to Discuss How Municipalities and Institutional Partners Can Address Systemic Racism

Moderator:

Marva Wisdom, Community Plan External Advisor

Panelists:

Denise Andrea Campbell, Executive Director of Social Development, Finance and Administration at the City of Toronto

Dr. Cara Wehkamp (Algonquin), Special Advisor to the Provost on Aboriginal Initiatives at the University of Guelph

Mohammad Mousa, Program Officer, Social and Human Sciences and Youth, Coordinator of the Coalition of Inclusive Municipalities at the Canadian Commission for UNESCO

Steve Anderson, Manager, Transportation Engineering at the City of Guelph

3.5. Questions from Council

3.6. Wrap-up and Next Steps

Jodie Sales, General Manager, Strategy, Innovation and Intergovernmental Services

4. Adjournment

Council Memo



To	City Council
Service Area	Office of the Chief Administrative Officer
Date	Monday, April 19, 2021
Subject	Systemic Racism: Local Data and Municipal Leadership

This memo provides Council with information about the forthcoming Council Workshop titled *Systemic Racism: Local Data and Municipal Leadership* on April 19, 2021. This workshop follows the November 5, 2020 Council training [Introductory session—Our Shared Journey: Unpacking Systemic Racism](#), which was the first step on a shared learning journey about systemic racism.

On January 25, 2021 when Council voted unanimously to join the [UNESCO Coalition of Inclusive Communities](#), the City of Guelph committed to [10 Common Commitments](#), which cover areas of municipal responsibility. Those commitments are organized into three groupings:

- The municipality as a guardian that respects the public interest
- The municipality as an organization that upholds human rights
- The municipality as a community that promotes diversity

Further, as part of joining the Coalition, the City agreed to develop an action plan. Learning and understanding how systemic racism impacts many of Guelph's residents, visitors, organizations, businesses and institutions is foundational to the ability of Guelph City Council and staff to support lasting, meaningful change.

Ensuring that guiding strategy and policy reflects this change is critical. Part of the City's work is to revise Guelph's Community Plan, and the City is committed to following community leadership in order to co-create an action plan to set the community standard for the elimination of systemic racism.

This work is core to acting on our corporate mission, vision and values and will ensure we are making meaningful progress towards the goals of our Strategic Plan, Guelph. Future Ready in an inclusive and equitable way.

Workshop Purpose: More than ever, the Guelph community understands that despite progress, discrimination continues to be a fact of life for many residents. As with any issue, we need to take an evidence-based approach to understanding the problem if we hope to create real solutions. To take that type of approach, we need good quality local data that is accessible to everyone working to make change.

The City of Guelph also has the benefit of being able to learn from internal staff expertise already applying an equity lens to initiatives and services as well as municipal colleagues in our region and across the country who are tackling systemic racism in its many forms and in their own contexts.

Outcomes of the Workshop: The outcomes of the workshop are to support Council to:

- Better understand local data about race and discrimination: At this workshop, Councillors will learn about relevant local and other race-related data, including more information about newcomers compiled by the Guelph Wellington Local Immigration Partnership (GWLIP) and Immigrant Services Guelph Wellington. The City's Community Plan team is partnering with the GWLIP on a survey they are conducting to understand local experiences of discrimination in Guelph. The survey is a partnership with eight Local Immigration Partnerships in the region and the results of the data are expected to be available in April/May.
- Learn from municipal best practice: Council will learn from a panel of experts who are doing anti-racism work in municipalities and will talk about ways local governments can contribute to the elimination of systemic racism by supporting community efforts and by looking at municipal policies, services and governance practices.

Additional, recommended community-led learning opportunity

Guelph Black Heritage Society to host Anti-Racism Summit

The April 19 Council Workshop is intended to give the Mayor and Councillors a better understanding of how members of the Guelph community experience discrimination (depending on survey timing), and to provide a better understanding of the role municipalities can play in applying an equity lens to their own policies, services and governance practices as well as supporting their community to tackle systemic racism.

Equipped with that knowledge, Council will be able to take full advantage of the learning opportunities being presented by the Guelph Black Heritage Society (GBHS) at the inaugural #ChangeStartsNow Anti-Racism Summit from April 29 to May 2, 2021.

This multi-day summit will bring together speakers to address racism with the goal to engage and educate the community, as well as empower them to take action to dismantle racism in all its forms in the Guelph community and beyond.

The City of Guelph Community Plan team is partnering with the GBHS to support a Town Hall on the first day of the Summit for the community to discuss actions and strategies to reach Guelph's goal to set the community standard for the elimination of systemic racism.

Information can soon be found on the [GBHS website](#).

Related Council reports

July 24, 2020 Council Info report [City of Guelph Commitment to Diversity Inclusion and Anti-racism Initiatives](#)

November 16, 2020 Council training [Introductory Session--Our Shared Journey: Unpacking Systemic Racism](#)

November 27, 2020 Info report [An update on Guelph's commitment to antiracism, diversity and inclusion](#)

January 11, 2021 Info report [Coalition of Inclusive Municipalities](#)

Attachments

None

This memo was approved by:

Jodie Sales

General Manager, Strategy, Innovation and Intergovernmental Services

Office of the Chief Administrative Officer

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jodie.sales@guelph.ca

This memo was recommended by:

Scott Stewart

Chief Administrative Officer

Office of the Chief Administrative Officer

519 822 1260 extension 2221

scott.stewart@guelph.ca

Guelph's Community Plan

Systemic Racism:

**Local Data and
Municipal Leadership**

April 19, 2021

A United Vision: Guelph's Community Plan

Created by our community, for our community

More than 15,000 residents, businesses and local organizations contributed to Guelph's Community Plan



Our values:

- Everyone's well-being
- Environmental stewardship
- Fiscal responsibility
- Integrity
- Innovation
- Inclusiveness
- Respect

Our focus themes:

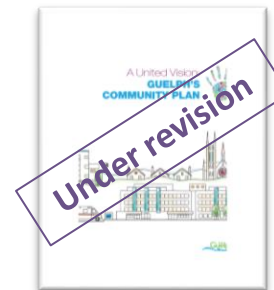
- We are home
- We protect our environment
- We create value
- We feel well
- We play and explore
- We move around freely

Recap: Community Plan approach

New integrated planning, data and partnership model to:

- Gain a holistic view of Guelph's bigger goals
- Support our own strategic planning (corporate and service area)
- Develop better strategic alignment between partners
- Strengthen our strategic relationships to take action

Community Plan Timeline



- Community conversations
- Council training
- LIP Survey
- GBHS Anti-Racism Summit

Discovery & partnership phase begins

Vital Focus series launch

Council introductory training

Coalition of Inclusive Communities

Action Plan co-creation

Present progress to Council

Aug. 2020

Oct.

Nov.

Jan. 2021

Mar. >> May

June >> Aug.

Sept.



Eliminating systemic racism

Community Plan in action

- Building relationships and trust with equity-seeking groups
- Supporting community-led conversations: Guelph Black Heritage Society, Black Lives Matter Guelph, Muslim Society of Guelph, Local Immigration Partnership, Immigrant Services
- Partner in Local Immigration Partnership survey on local experiences of race and discrimination
- Indigenous learning and engagement: Treaty partners, urban community, U of G, community partners
- Supporting the co-creation of the Coalition of Inclusive Communities action plan to eliminate systemic racism

Denise Francis

President
Guelph Black Heritage Society

Kween Gerber

Executive Director
Guelph Black Heritage Society





CHANGESTARTSNOW
Anti-Racism Summit

BLACK COMMUNITY TOWN HALL

Thursday, April 29th, 2021

6:00 PM EST



Exclusive events for pass holders:

- John Ware Reclaimed Movie Screening and Q&A with filmmaker Cheryl Foggo – Friday, Apr 30
- Children’s Book Reading with Valene Campbell – Saturday, May 1
- CIBC Banking Presentations – Saturday, May 1
- Queer BIPOC Representation in the Arts – Saturday, May 1
- Keynote Address: Robyn Maynard – Policing Black Lives – Saturday, May 1
- Freedom Fete with DJ Jinx – Saturday, May 1
- Nighthawks Panel Discussion – Sunday, May 2
- My Place In This World – A Black Heritage Curriculum Discussion – Sunday, May 2
- BIPOC Youth Improv with Velvet Duke – Sunday May 2
- unlearn. – Critical Thinking by Design – Sunday, May 2 or Thursday June 3



CHANGESTARTSNOW
Anti-Racism Summit
SUMMIT PASSES

Regular Full Summit Pass

\$65.00

Senior Full Summit Pass

\$50.00



Leen Al-Habash

Project Manager

Guelph Wellington Local Immigration Partnership



Immigration in Guelph

Guelph Wellington Local Immigration Partnership – April
2021



Funded by:



Immigration, Refugees
and Citizenship Canada

Financé par :

Immigration, Réfugiés
et Citoyenneté Canada

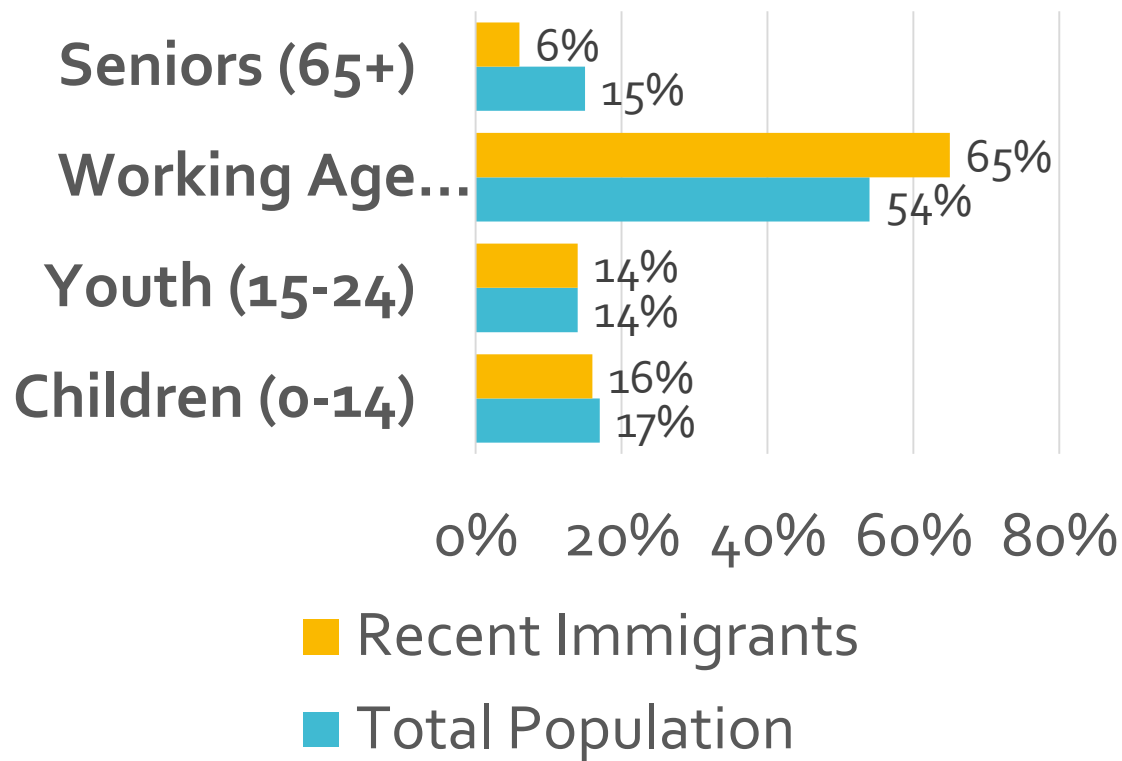
Outline

- Immigration in Guelph
- Income Disparity
- Localised Data and Experiences of Discrimination Survey

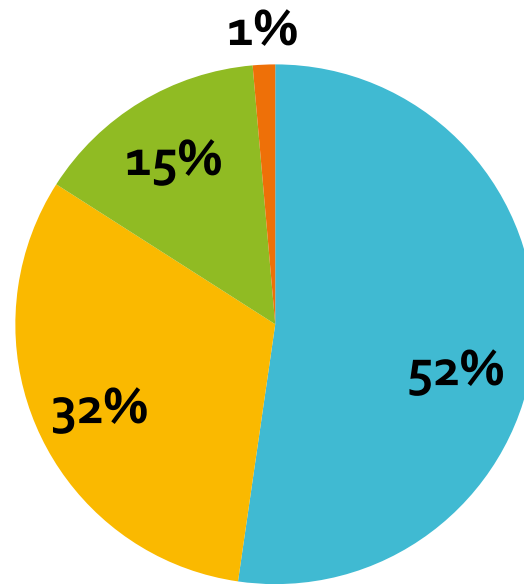
Immigration in Guelph - Overview

- Total Population 131,794 (2016 Census)
 - Immigrants: 28,090 (21.3%)
 - Recent Immigrants (2011-2016): 3,580 (2.7%)
- Top 3 Places of Birth of Recent Immigrants:
 - Philippines (22%)
 - India (13%)
 - China (10%)

Immigration in Guelph - Demographics



Immigration in Guelph – Recent Immigrants, Admission Category



- Economic immigrants
- Immigrants sponsored by family
- Refugees

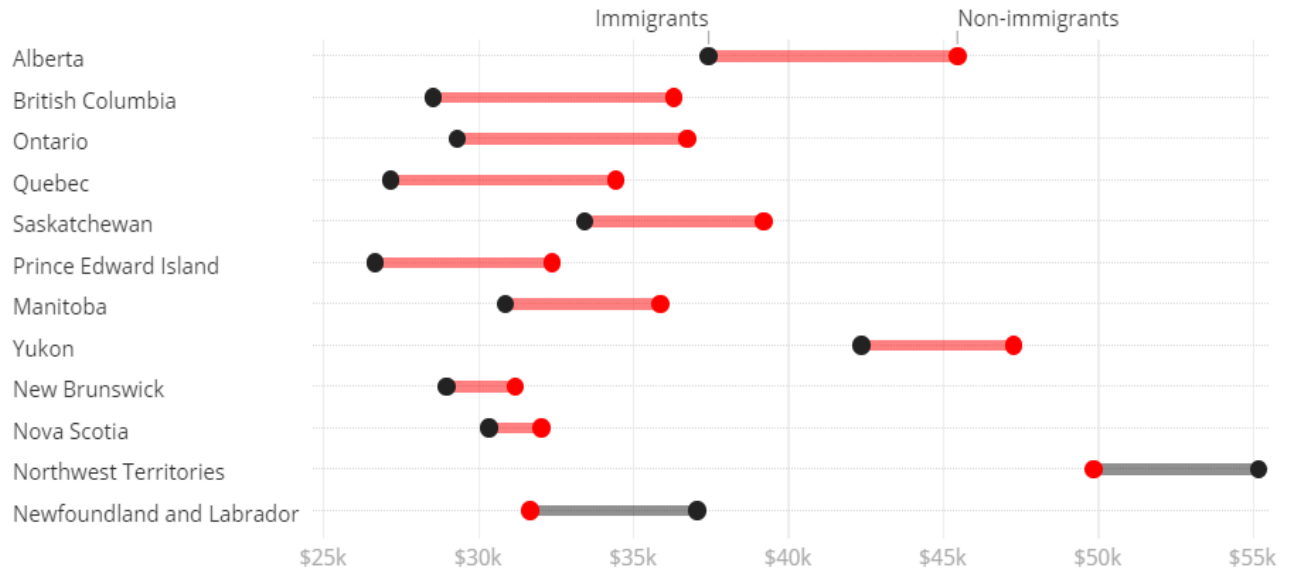
Immigration in Guelph – Education vs. Occupation

- 60% of immigrants to Guelph (age 25-65) have a post-secondary certificate, diploma, or degree.
- Most of the newcomers:
 - hold degrees in Management, Health, and Engineering.
 - Work in Manufacturing, Sales, and Services.

Immigrants' Income Disparity

- National data suggests that immigrant wages are rising, but gaps with Canadian-born earners persist

Median income in 2015 for immigrants and non-immigrants. Sorted from largest to smallest wage gap.



Source: 2016 census, Statistics Canada

Immigrants' Income Disparity

- According to the Conference Board of Canada:
 - The hourly wages of university-educated immigrants living in Canada are, on average, one-fifth lower than those of their Canadian-born peers.
 - the immigrant wage gap for women is higher than for men (23.2 % for women Vs. 19.2% for men, in 2015)

Data and Discrimination

- The first step to address discrimination is having better data to provide better understanding of the situation.
- Localised, racialized data to allow for analysis and comparison.

Experiences of Discrimination Research

- Community-led process
- Feeds into the community engagement and community conversations (the Community Plan)
- Followed with qualitative research to widen the conversation.
- Focusing on action that will follow the results.

Experiences of Discrimination Research

- Examining experiences of discrimination in Guelph and Wellington.
- Randomised survey (visible minorities, indigenous, non-visible minority/ non-indigenous) covering the City and the County (urban/rural).
- LIPs from South Western Ontario joint initiative.
- Funded jointly by the City and Federal Government (IRCC).



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Funded by:

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Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Panel: Municipal leadership and collaboration

- **Marva Wisdom**
Community Plan External Advisor
- **Denise Andrea Campbell**
Executive Director of Social Development, Finance and Administration at the City of Toronto
- **Dr. Cara Wehkamp**
Special Advisor to the Provost on Aboriginal Initiatives at the University of Guelph
- **Mohammad Mousa**
Coordinator of the Coalition of Inclusive Municipalities at the Canadian Commission for UNESCO
- **Steve Anderson**
Manager, Transportation Engineering at the City of Guelph



Denise Andrea Campbell

Executive Director
Social Development, Finance and Administration
City of Toronto



Dr. Cara Wehkamp

Special Advisor to the Provost on Aboriginal Initiatives
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UNIVERSITY
of **GUELPH**

Mohammad Mousa

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Steve Anderson

Manager
Transportation Engineering
City of Guelph

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Discussion

- Questions for presenters and panelists
- What information or additional learning would Council like to receive?
- What role would Council like to take as we work with community to eliminate systemic racism?

Wrap up and next steps

- Continue community-led, city supported conversations
- GBHS Anti-Racism Summit
- Local Immigration Partnership survey analysis
- Indigenous community learning and engagement
- Coalition of Inclusive Municipalities Action Plan
- Council Information Report in June

Thanks