

# Council Memo



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To	<b>City Council</b>
Service Area	Office of the Chief Administrative Officer
Date	Thursday, November 5, 2020
Subject	<b>Introductory session—Our Shared Journey: Unpacking Systemic Racism</b>

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This memo provides Council with information about the forthcoming Council Workshop titled *Our Shared Journey: Unpacking Systemic Racism* on November 16, 2020. This workshop provides an important foundation to the City's action as it works collaboratively with the Community to eliminate systemic racism.

The [Information Report](#) dated Friday, June 26, 2020 informed Council about how the City has been galvanizing its support and action toward important anti-racism, diversity and inclusion initiatives in three main areas. 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, Future Ready in an inclusive and equitable way:

- Working with the community through the Community Plan framework to understand what it will take for Guelph to set the community standard for the elimination of systemic racism.
- Creating and maintaining an inclusive workplace through the launch of the City's Employee Diversity and Inclusion Plan.
- Embedding anti-racism and inclusion practices and principles into local government's services, policies and decision-making.

**Workshop Purpose:** The purpose of the workshop is to support Councillors in their role as the City and community work together to set the community standard for the elimination of systemic racism.

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

- Better understand what systemic racism is.
- Learn more about the goal that has been set by the City and community, and the work that needs to be done.
- To generate ideas on how Councillors can support the work related to organizations, groups and individuals.

The City has engaged two local leaders to facilitate and conduct the workshop:

- Marva Wisdom, a local leader and diversity consultant embedded in the Community Plan project, and

- Giidaakunadaad (Nancy) Rowe, a Mississauga, Ojibwe of the Anishinaabek Nation located at New Credit First Nation, Ontario. Nancy holds an honors BA in Indigenous Studies and Political Science. She is an acknowledged elder for this territory, an educator, consultant and a Traditional Practitioner of Anishinaabek lifeways, views and customary practices and is currently completing a master's degree of Environmental Resource Studies at the University of Waterloo.

Having Marva and Nancy host the workshop will ensure that the approach aligns with the broader efforts and principles of this community-led action.

The workshop will be live streamed in the same way as other Council meetings during the pandemic, which will enable the community and our partners to experience the workshop alongside Council and learn more about this important work.

## **Attachments**

None

### **This memo was approved by:**

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### **This memo was recommended by:**

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