

An illustration of several hands of different skin tones (white, light brown, dark brown, black, and red) stacked together in a pyramid shape. The hands are wearing various accessories like bracelets, watches, and rings. The background is a solid dark red color.

# Barrie Anti-Racism Task Force

## Semi-Annual Presentation to City Council - June 14, 2021





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# Barrie Anti-Racism Task Force

**Commitment:** We will help transition Barrie into an anti-racist city that intentionally addresses racism in all its forms. We will develop and act on short- and long-term initiatives that progressively move us forward. We acknowledge that this is just the beginning of our journey. We will add more specific measurable goals as we listen and learn.

The Barrie Anti-Racism Task Force will work with a seriousness to make substantive and transformative change but remains acutely aware that racism is not a momentary issue. It is a systemic issue that demands sustained attention.

**Mandate:** The Barrie Anti-Racism Task Force will bridge and promote a stronger more positive understanding and representation of the City's racialized groups\*, through actively working with and holding accountable the police services, educational systems, health services, community groups, associations, municipal organizations, social services, business, labour and government.

The Barrie Anti-Racism Task Force will focus on the following five action themes to affect positive change in our City.

\* See *Terms of Reference; paragraph 2, Purpose and Mandate for "A word about terminology"* adopted from the Ontario Human Rights Commission



# Understanding

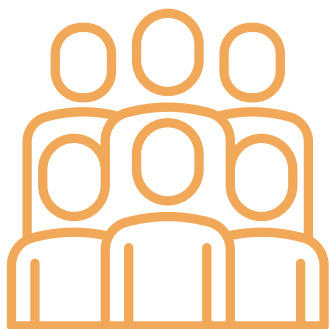
To address and promote a stronger understanding of the needs of the city's racialized populations.

## Racialized Populations

Race is a social construct that can change over time. It can be applied to people who have racial meanings attributed to them as a group in ways that negatively impact their social, political, and economic life.

In a society that privileges white people and whiteness, racist ideas are considered normal throughout our media, culture, social systems, and institutions. The cultural narrative in the City of Barrie is largely built around whiteness, Euro-Canadian or Caucasian people or traditions.





# Messaging

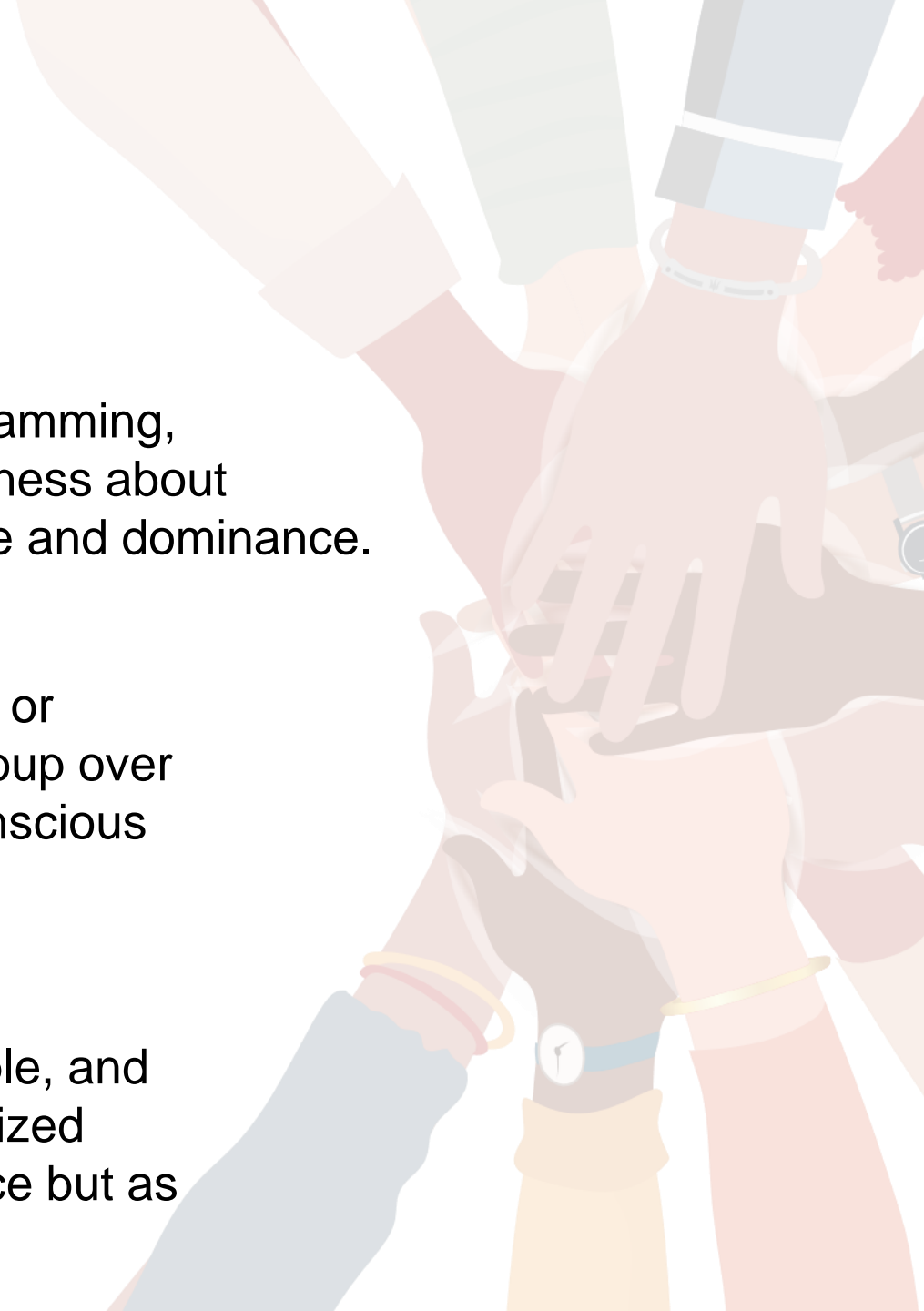
To create and expand race-based programming, education and resources to raise awareness about racism and the impacts of white privilege and dominance.

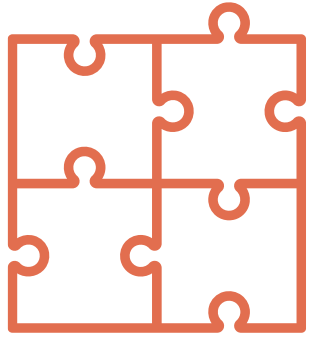
## **Racism**

Refers to ideas or/and practices that establish, maintain or perpetrate the racial superiority or dominance of one group over another. Relates to concepts such as cultural and unconscious bias and intersectionality.

## **White Privilege And Dominance**

White supremacy culture is the ideology that white people, and their thoughts, beliefs, and actions are superior to racialized people. Some white people see themselves not as a race but as inherently representing all of humanity.





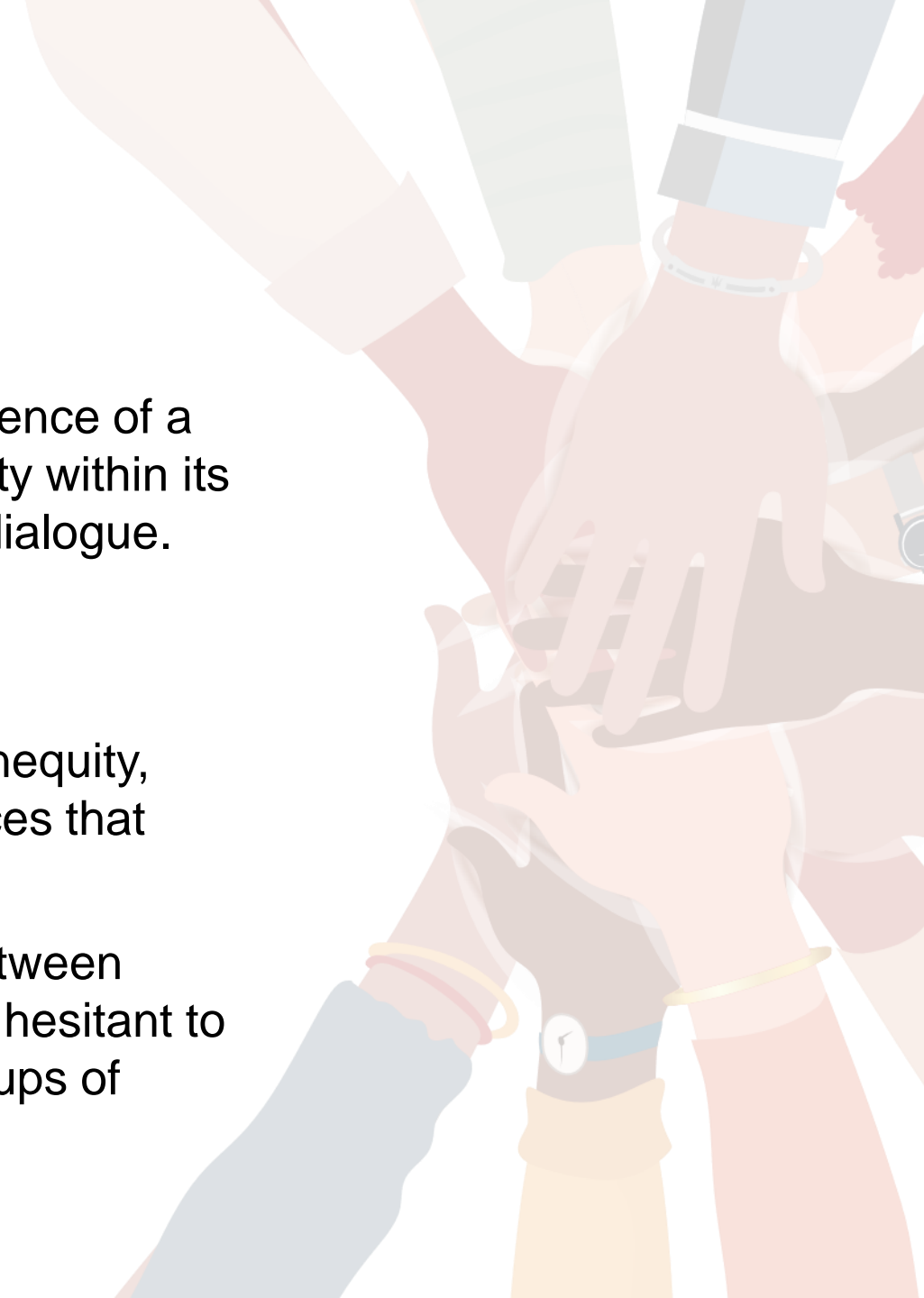
# Connecting

To raise awareness and correct the absence of a significant reflection of the City's diversity within its institutions and create safe spaces for dialogue.

## **Systemic Racism**

When institutions or systems create or maintain racial inequity, often as a result of hidden biases in policies and practices that privilege some groups and disadvantage others.

The lack of intercultural understanding and dialogue between communities increases fear and racism and people are hesitant to speak about other cultures. Attracting more diverse groups of people to work in a variety of roles must be nurtured.





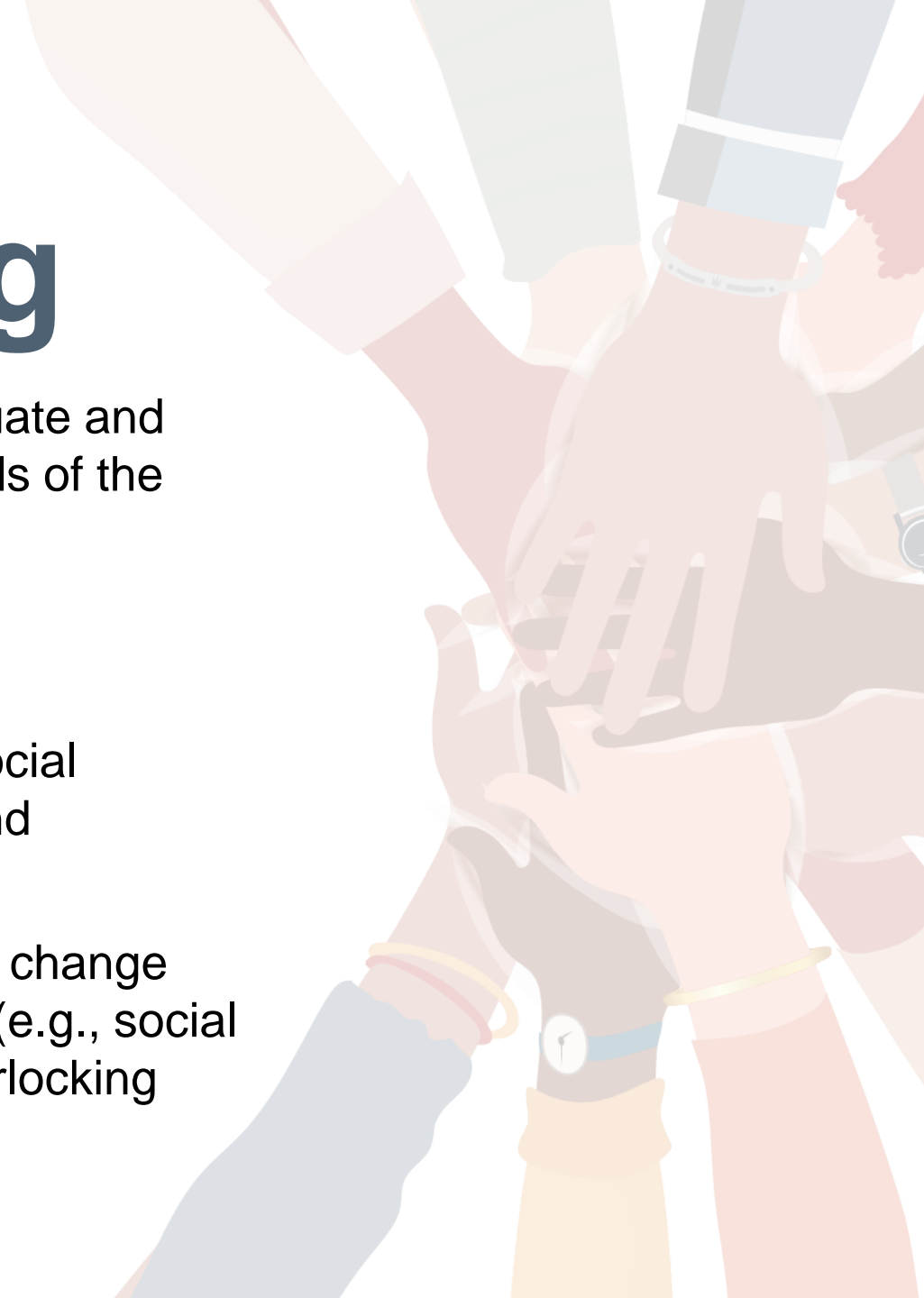
# Transitioning

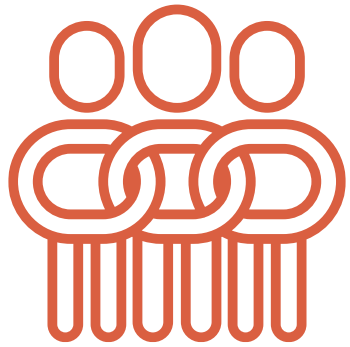
To challenge workplace practices, evaluate and promote changes that address the needs of the city's racialized groups.

## **Collective Impact**

An approach to tackling deeply entrenched, complex social problems defined by collaboration across institutions and community.

It is based on a recognition that achieving lasting social change such as eradicating racial inequities within one system (e.g., social assistance, justice, education) requires addressing interlocking and interdependent systems and structures beyond it.





# Strengthening

To establish institutional accountability that ensures and strengthens the involvement and sense of belonging and well-being of racialized persons.

## **Social Inclusion**

Based on concepts of belonging, acceptance and recognition; and entails the realization of full and equal participation in economic, social, cultural and political institutions.

It is about recognizing and valuing diversity. It is about engendering feelings of belonging by increasing social equity and the participation of diverse and racialized populations.

Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard.

