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To: "Direct to Mayor and Council - DL"
CC: "City Manager's Correspondence Group - DL"
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Date: 3/29/2021 5:07:45 PM
Subject: Memo: Anti Racism and Cultural Redress Update (RTS 14395)
Attachments: ACCS - GM - Memo (Council) - Update on Anti-Racism and Cultural Redress Motions incl RTS 14395 (2021-03-26).pdf

Dear Mayor and Council,

The attached memo from General Manager of Arts, Culture, and Community Services Sandra Singh provides an update on progress on work directed through several Council motions and decisions related to anti-racism and cultural redress, including Access Without Fear Policy related motions (RTS 14395). Highlights include:

- ☐ Explanation on the delay in advancing some of the work in the motions, primarily impact of COVID on staff capacity and resource allocation; and
- ☐ Update on progress on each of the motions and identification of next steps.

Should you have any questions, please contact Sandra Singh, General Manager of Arts, Culture, and Community Services at Sandra.Singh@vancouver.ca

Best,
Paul

Paul Mochrie (he/him)
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City of Vancouver
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The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməŋəm (Musqueam), lóóvú 7mesh (Squamish), and səlilwətał (Tseil-Waututh) Nations.

MEMORANDUM

March 26, 2021

TO: Mayor & Council

CC: Paul Mochrie, Acting City Manager
Karen Levitt, Deputy City Manager
Lynda Graves, Administration Services Manager, City Manager's Office
Maria Pontikis, Director, Civic Engagement and Communications
Katrina Leckovic, City Clerk
Anita Zaenker, Chief of Staff, Mayor's Office
Neil Monckton, Chief of Staff, Mayor's Office
Alvin Singh, Communications Director, Mayor's Office
Mary Clare Zak, Managing Director, Social Policy and Projects
Aftab Erfan, Chief Equity Officer

FROM: Sandra Singh, General Manager, Arts, Culture and Community Services

SUBJECT: Update on Anti-Racism and Cultural Redress Motions (incl RTS: 14395)

PURPOSE

The purpose of this memo is to provide an update on work to advance Council's motions related to anti-racism and cultural redress.

BACKGROUND

The overarching goal of anti-racism and cultural redress work is to address historic wrongs and to reduce and eliminate racism. The City's anti-racism and cultural redress efforts respond to direction from Mayor and Council and community recommendations and calls to action that specifically seek to address racism, hate, and discrimination, including anti-Indigenous racism, anti-Black racism, anti-Asian racism, anti-Semitism, and Islamophobia.

Over the past two years, Council has passed several motions that relate to equity and anti-racism, both generally and in relation to specific communities:

Current Council Motions and Decisions:

- Motion: Standing Up to the Rise in Anti-Asian Racism, All Racism & and Hate Crimes (June 9, 2020)
 - Request for Update: 14395 (Mar 2021)
- Motion: Combatting Anti-Semitism in Vancouver 13367 (Jul 2019)

- Motion: Safety for Residents with Precarious Status: Delivering Access without Fear A, B, C, D, E, F, G, H (March 2020); Update-Access Without Fear Policy (Jan 2020)
 - Motion: Safety for Residents with Precarious Status: Delivering Access without Fear 13831 B (March 11, 2020)
- Motion: Historical Discrimination Against People of South Asian Descent in Vancouver 13368 (Jul 2019)
- 2020 Budget: Council supported one-time funding of \$200,000 in the 2020 budget to initiate work to address anti-Black racism
- 2020 Budget: Included funding to support the finalization and initial implementation of the Equity Framework.

In response to community calls to action, the City has also issued formal statements denouncing xenophobia, hate, the drastic rise of anti-Asian racism during COVID-19 (i.e. to over 700% according to the Vancouver Police Department 2021), anti-Black racism, and the ongoing harms of racism and colonialism on local First Nations and urban Indigenous peoples. These statements have named systemic racism and begun to acknowledge the different historical roots and specific impacts systemic racism has on Indigenous people, Black and African diaspora communities, and other racialized people in Vancouver.

Resourcing/advancing the work of anti-racism and equity

Prior to 2020, all of the City's equity and anti-racism work was managed within a small team in ACCS, who had multiple other service and policy responsibilities that significantly impacted capacity to advance the increasing work in this area. The Planner II position who had led the Access Without Fear Policy development and implementation had also been reassigned to the Chinatown Transformation Team at its inception without backfill in ACCS, leaving a significant gap in the Department's capacity to implement that Policy.

In support of the City's commitment to resourcing specific efforts to address anti-racism and cultural redress, the 2020 budget provided for (a) the creation of the Equity Office in the City Manager's Office to advance internal equity initiatives within the City's practices as well as (b) the hiring of a senior planner in ACCS to lead the City's anti-racism and cultural redress work (backfill of the AWF lead position) and funds to support work on both redress for historic discrimination against the South Asian community and anti-Black racism. As well, approved funding in 2020 to support a Senior Planner for Indigenous initiatives in ACCS would also enable the growing commitments in working with Indigenous communities to be addressed.

Hiring for new 2020 ACCS positions were frozen in the early spring of 2020 in response to the onset of the COVID-19 pandemic. The Senior Planner positions and funding for anti-Black racism were released from the freeze in the summer of 2020, and the Senior Planner, Anti-Racism and Cultural Redress position was filled by November 2020, enabling the Department to start some of the assigned work. The funding for part of the work on historic discrimination related to the South Asian community was re-approved for 2021. Accordingly, the Senior Planner, Anti-Racism and Cultural Redress will soon be joined by two temporary Social Planner positions to lead specific anti-racism and cultural redress initiatives related to Black and African Diaspora communities and South Asian communities. These staff are expected to be in place in the next several weeks.

Together, these three new positions support the Council direction related to anti-racism and cultural redress, including Access without Fear, with a focus on accelerating delivery on the Council motions: developing an anti-racism policy, implementing and updating the City's Access

Without Fear Policy, responding to the rise in racist and hate incidents, including the rise in anti-Asian, anti-Black, anti-Indigenous racism and anti-Semitism specifically, and the work on redress for historic discrimination experienced by the Black community and the South Asian community.

DISCUSSION

This work continues to inform and reflect a range of City strategies including, but not limited to the Framework for City of Reconciliation, Healthy City Strategy, the emerging Equity Framework, the imminent Accessibility Strategy, Phase I, and Vancouver Plan. This work is also informed and supported by a number of national and international declarations and reports (Appendix A).

Further, broader issues of hate and discrimination continue to be important to the City. While this work focuses on the specific issues of racism, an intersectional lens will be applied to recognize the connections to ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age, and class of persons.

Current Status of Work on Council Motions

Staff are continuing to move forward on the work associated with Council motions, with acceleration in this work expected as the team is created. The table below provides an update as to the progress to date on each motion and next steps.

Motion	Direction	Deliverables	Update	Next Steps
<p><u>Motion: Standing Up to the Rise in Anti-Asian Racism, All Racism & and Hate Crimes 13927 (June 9, 2020)</u></p> <p><u>Request for Update: 14395 (Mar 2021)</u></p>	<p>June 9: THAT Council refer the motion entitled “Standing Up to the Rise in Anti-Asian Racism, All Racism & Hate Crimes”, to staff, to immediately consult with appropriate advisory committees and evaluate how it could be incorporated into existing and ongoing work, including the Equity Framework, Anti-Black Racism Plan, Indigenous Healing and Wellness Strategy, Chinatown Transformation Team, South Asian Apology, and Access Without Fear Response, and to report back to Council at a later time.</p>	<p>Discuss original motion with appropriate Advisories, share work to-date, and to incorporate into existing and ongoing work</p> <p>Consult with appropriate advisory committees on anti-racism priorities</p> <p>Evaluate how Standing Up to Rise in Anti-Asian Racism, All Racism & Hate Crimes could be incorporated into existing and going work</p> <p>Incorporate into Equity Framework, Anti-Black Racism Redress Plan, Indigenous Health and Wellness Strategy, Chinatown Transformation Team, South Asian Apology, and Access Without Fear Policy</p>	<p>Council Approved \$300,000 in 2021 budget to deliver broad anti-racism strategy (Item D from original motion). Determination of how to consider/include all forms of hate and discrimination in this policy.</p> <p>Public campaign (Item C): The City launched a public anti-racism campaign in May in partnership with the Province. Opportunities to develop and deliver additional public awareness activities will be explored as part of the strategy and in discussions with other external partners noted below.</p> <p>Staff have convened focus groups and discussions with City Advisory Committees and community leaders to scope issues around rise in racist incidents, reporting, documenting, and following up, which have been identified as most pressing priorities.</p> <p>Staff have regular meetings with Resilience BC, BC Human Rights Commissioner, and local Resilience BC “spoke” Collingwood Neighbourhood House.</p> <p>Jurisdictional scan completed.</p>	<p>Finalize further recommendations related to the original motion after synthesis of feedback from City advisories.</p> <p>Initiate work to develop a City Anti-Racism / Anti-Hate Policy and/or Strategy.</p> <p>Develop anti-racism and anti-hate resources for the public, including but not limited to (a) reporting, documentation, follow-up and supports, (b) tools to support response, such as bystander support, and (c) consequences and impacts of racism.</p> <p>Identify and connect with current and new partners in addressing rise in racist and hate incidents.</p>

Motion	Direction	Deliverables	Update	Next Steps
<u>Motion: Combatting Anti-Semitism in Vancouver 13367 (Jul 2019)</u>	(i) THAT Council refer the motion entitled "Combatting Antisemitism in Vancouver" to the Racial and Ethno-Cultural Equity Advisory Committee	Discuss this motion with the RECE Advisory Committee.	Staff initiated discussions with the Advisory Committee to discuss this motion. The Chief Equity Officer is supporting the Committee through next steps related to their discussions.	Bring back to Advisory Committee at future date when Committee is ready to discuss.
	(ii) to provide recommendations to Council on how the City of Vancouver can increase action to combat all forms of racism and hatred, including Antisemitism;	Provide recommendations to Council on how the City of Vancouver can increase action to combat all forms of racism and hatred including Anti-Semitism.	Engaged all Advisory Committees on topics of racism and hate via focus groups. This work will be incorporated in the anti-racism/anti-hate policy and strategy discussed in Motion 13927: Motion: Report Back - Standing Up to the Rise in Anti-Asian Racism, All Racism & Hate Crimes 13927 (Nov 2020).	Provide update to all Advisory Committees on work-to-date. Integrate feedback from all Advisory Committees and partner organizations. Incorporate into work on anti-racism/ anti-hate strategy and policy.
	(iii) staff to work with the Racial and Ethno-Cultural Equity Advisory Committee and report back with recommendations coming from that work as soon as possible, or by early 2020.	To support the Racial and Ethno-Cultural Equity Advisory Committee in developing policy and actions aimed at addressing Anti-Semitism in Vancouver	As per item (i) above.	ACCS staff will support Equity Office's work with RECE Advisory readiness, expectations, and conflict resolution as needed.

Motion	Direction	Deliverables	Update	Next Steps
Update-Access Without Fear Policy (Jan 2020)	City staff was asked to provide updates to council on the following six areas: 1. Creation of Access To City Services Without Fear Guidelines	Creation of ACSWF Guidelines for use by City Departments and Boards and to provide clarity for community members seeking to access City services	Partial updated provided to Council in early 2020; full update and ability to advance work delayed due to staff capacity and COVID-19 response. Staff are coordinating discussion with City Departments and Boards to create the plan for implementation; guidelines will be a part of this plan.	Engage internal departments to discuss the AWF policy and its implementation to inform the creation of guidelines. Guidelines to be completed by end of Q2 2021.
	2. Align with existing City's review and complaint mechanism	Align with existing City's review and complaint mechanism, which is primarily 311.	311 does not ask for status information when accepting and following up on complaints or feedback. Coordinating review of 311 calls for racist, hateful, and discriminatory complaints to audit to ensure that status is not being requested.	Engage internal departments to .confirm and communicate Policy.
	3. Provide opportunities for City staff and community organizations to learn about the policy and guidelines:	Provide opportunities for City staff and community organizations to learn about the policy and guidelines.	Developing accessible, plain-language, and creative communications materials for policy implementation. Item 5 has no specific deliverables.	Materials to be finalized after guidelines established. Likely Q3. Develop an online module for delivering policy and guideline information to City staff, civic Boards, and other community partner

Motion	Direction	Deliverables	Update	Next Steps
	4. Implement a communication strategy to inform stakeholders and the community on the policy.	Implement a communication strategy to inform stakeholders and the community on the policy: Proposed community workshop this year will inform more key stakeholders on the policy.		organizations, including grantees.
	5. Support the provision of services to Vancouver residents, regardless of immigration status.	The Policy is intended to ensure this.		
	6. Reporting: Via Memos	Annual memo updates to Council.	This item was superseded by the March 2020 AWF motion that changed the direction to annual updates at Council meetings.	n/a
Motion: Safety for Residents with Precarious Status: Delivering Access without Fear (March 2020) A, E, F, G, H completed	A. THAT Council recognize that a city where immigration status checks are only performed when required by law would help create a city where residents, no matter their immigration status, can truly access city and civic services, including public safety services, without fear of deportation.	Public recognition of the statement in A.	Complete with the passing of the motion. Also inherent in the AWF Policy.	n/a

Motion	Direction	Deliverables	Update	Next Steps
	B. THAT Council direct staff to explore and report back in a public memo by the end of Q2 2020, on work underway to finish implementing the 2016 policy (as identified in the "Update: Access Without Fear Implementation" email and table sent from the City Manager to Mayor and Council on January 29, 2020)	Memo update to Council on outstanding work to implement Policy.	<p>Delayed due to COVID response and capacity of existing staff to manage the many related Council directions related to anti-racism.</p> <p>Key staff lead in place as of end of November, enabling work to be initiated.</p>	Provide update memo by end of Q2.

	<p>C. THAT Council direct staff to incorporate the following into the work to finish implementing the 2016 policy:</p> <p>i. For implementation of initiative #3, staff and community training: Maintaining annual policy training for department leaders and training for relevant front-line staff, including VPD statistics on immigration status checks and collaboration with the CBSA;</p> <p>ii. For implementation of initiative #4, communication strategy:</p> <p>Supporting community groups that serve undocumented residents to develop resources and/or workshops for migrants on the policy and how it affects their access to services; and</p> <p>iii. For implementation of initiative #6, "Reporting and Evaluation": Providing an annual, public progress update at a Council meeting.</p>	<p>(i) Annual AWF Policy refresher training for all leaders and front-line staff</p> <p>Annually, gather VPD statistics on immigration checks and information on discussions with CBSA.</p> <p>(ii) Liaison with community groups who support migrants on the policy to support their work with clients.</p> <p>(iii) Provide annual progress report update at Council meeting.</p>	<p>(i) Staff are focussing on completing the guidelines and creating the online information/training module.</p> <p>(ii) No update.</p> <p>(iii) Will plan first annual progress update for Council in early 2022, to report on progress in 2021.</p>	<p>Complete the guidelines and online information/training module.</p> <p>Discuss with HR how to integrate into annual policy refresh training.</p> <p>Discuss annual data gathering with VPD.</p> <p>Schedule 2021 annual report for February 2022 Council meeting.</p>
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	<p>D.THAT Council direct staff to explore and report back by the end of 2020 with a budget and timeline for options to strengthen the Access to City Services Without Fear (ACSWF) policy and guidelines in 2021, including Identifying and recommending any necessary or additional resources, such as staffing or additional funding for new initiatives, in order to fully implement or strengthen the ACSWF policy and to adopt best practices from sanctuary cities (e.g. providing City ID cards, legal advice, etc.).</p> <p>i. Amending City of Vancouver grant eligibility requirements to read: “Be accommodating, welcoming and open to people of all . . . migration status, and socio-economic conditions, in their policies, practices and programs”;</p>	<p>Identification of options to strengthen the AWF policy implementation, with any resource implications and timelines.</p> <p>Amended grant eligibility criteria.</p>	<p>Delayed due to COVID and lack of staff capacity.</p> <p>Development and implementation of guidelines still in progress in 2021. As noted above, guidelines are anticipated to be developed by end of Q2 2021, with updated communications and public education to follow.</p> <p>Once guidelines and developed and implemented, staff will review other opportunities to strengthen policy implementation.</p> <p>Amended grant criteria are part of guideline development.</p>	<p>Finalize guidelines by end of Q2 2021.</p> <p>Communicate and implement the guidelines by end of Q4 2021.</p>
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Motion	Direction	Deliverables	Update	Next Steps
	ii. Mandating migrant rights training for staff as part of the business license approval process;	Mandating migrant rights training for staff as part of the business licensing approval process.	Delayed due to staff capacity and COVID-19. Coordinated internal staff teams to communicate migrant rights in general and with business licensing approval process.	Identify communication channels and materials for all staff and business licensing approval process.
	iii. Inviting input from relevant advisory committees;	Inviting input from relevant advisory committees.	Delayed due to staff capacity and COVID-19.	Hold information session and focus group on ACSWF with Advisory committees.
	iv. Requiring City-funded programs to ensure that access is not dependent on immigration status and that they maintain privacy of information, particularly pertaining to access without fear policies.	Requiring City-funded programs to ensure that access is not dependent on immigration status and that they maintain privacy of information, particularly pertaining to access without fear policies.	Delayed due to staff capacity and COVID-19. Coordinated internal staff teams to review grant eligibility and amending criteria to read: "Be accommodating, welcoming and open to people of all migration status, and socio-economic conditions, in their policies, practices and programs".	Integration into planned guidelines. Identify support needs for grant recipients to implement ACSWF.

Motion	Direction	Deliverables	Update	Next Steps
Motion: Historical Discrimination Against People of South Asian Descent in Vancouver 13368 (Jul 2019)	<p>THAT Council refer the motion entitled “Historical Discrimination Against People of South Asian Descent in Vancouver” to the Racial and Ethno-Cultural Equity Advisory Committee to provide recommendations to Council on the historical discrimination against the South Asian community in Vancouver;</p>	<p>Refer the motion entitled “Historical Discrimination Against People of South Asian Descent in Vancouver” to the Racial and Ethno-Cultural Equity Advisory Committee</p> <p>Provide recommendations to Council on the historical discrimination against the South Asian community in Vancouver;</p>	<p>Funding approved in 2020 to proceed with this motion. Funding frozen for 2020 due to COVID and partially re-approved in 2021 budget, for completion in 2022.</p> <p>Recruitment of temporary Social Planner to support this work underway.</p>	<p>Hire new Social Planner.</p> <p>Finalize project plan.</p> <p>Prepare for May 2021 Komagata Maru Remembrance.</p> <p>Bring back recommendations arising from project work to RECE for feedback.</p>
	<p>Work with the Racial and Ethno-Cultural Equity Advisory Committee and report back with recommendations coming from that work as soon as possible, or by early 2020.</p>	<p>Work with the Racial and Ethno-Cultural Equity Advisory Committee and report back with recommendations coming from that work as soon as possible, or by early 2020.</p>	<p>Subject to item above.</p>	<p>Subject to actions above.</p>

Motion	Direction	Deliverables	Update	Next Steps
Anti-Black Racism Redress: Approved in City Budget 2020	Work through a community-engaged process to develop priorities for recommendation to Council related to anti-Black racism, both historic and current.	Recommendations to Council for City action to address historic and ongoing anti-Black racism.	<p>Funding approved in 2020 but hiring of staff delayed due to COVID.</p> <p>Reviewed and identified key alignments with Recognition and Justice for Black and African Diaspora People (UN Decade for People of African Descent 2015-2024)</p> <p>Engaging with community partners including UBC School of Community and Regional Planning to review existing recommendations and Unity Centre Association for Black Cultures in community network and asset mapping to inform future engagements including, but not limited to Hogan's Alley</p> <p>Reference documents to support identification and prioritization of action created:</p> <ul style="list-style-type: none"> • Addressing Anti-Black Racism: Black and African diaspora community recommendations • Towards a Healthy City: Addressing Anti-Black Racism in Vancouver <p>Recruitment for temporary Social Planner underway.</p>	<p>Hire new Social Planner.</p> <p>Finalize work plan.</p> <p>Community engagement to help finalize recommendations.</p>

Related Initiatives

Other related initiatives continue, such as work with Hogan's Alley Society on the future of the Main Street – East Block, the development of the Equity Framework and internal work in the City related to equity, the development of a public partners table on racism.

Engagement with Council Committees

Engagement with the City's advisory committees and specific community groups is critical to the process moving forward and ensuring that City actions align with community identified needs and recommendations. Staff will continue to engage with RECE and other committees moving forward.

FINAL REMARKS

As described above, advancement of these Council motions have been significantly impacted by staff capacity over the past year: beyond the financial uncertainty in 2020 which impacted intended hiring of staff to undertake the work, pressures such as the COVID response, the need to support City-wide initiatives such as Vancouver Plan, and the need to occasionally refocus attention on unexpected community situations has impacted timeliness of delivery on these motions.

With the new senior planner now in place and key staff positions in the final stage of recruitment, the team is poised to accelerate action on delivery of the directions in these motions. Staff will provide regular updates to Mayor and Council on progress being made on these motions and initiatives.

If Council has any further questions or needs additional information, please feel free to contact Sandra Singh directly at sandra.singh@vancouver.ca.



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Appendix A:

- [Truth and Reconciliation Commission of Canada: Calls to Action 57:](#)
 - to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism
- [Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls – Calls to Justice 2.6:](#)
 - We call upon all governments to educate their citizens about, and to confront and eliminate, racism, sexism, homophobia, and transphobia. To accomplish this, the federal government, in partnership with Indigenous Peoples and provincial and territorial governments, must develop and implement an Anti-Racism and Anti-Sexism National Action Plan to end racist and sexualized stereotypes of Indigenous women, girls, and 2SLGBTQIA people. The plan must target the general public as well as public services.
- [UN Decade for People of African Descent 2015-2024:](#)
 - Recognition, Justice, Development for Black and Africa Diaspora People
 - Recognition, Participation and Inclusion: enable and measure full, equal, effective participation in public and political affairs without discrimination and within human rights law
 - Recognition, Information-gathering: collect, compile, analyse, disseminate and public statistical data at local levels;
 - Review legislation to abolish direct/indirect discrimination; comprehensive anti-discrimination legislation, bylaws, policies
- [International Convention on the Elimination of All Forms of Racial Discrimination](#)
 - Committee concerns about: situation of migrants, refugees and asylum seekers; employment discrimination; discrimination in the education system; discrimination against Indigenous children; situation of Indigenous persons with disabilities; violence against Indigenous women and girls; corporations operating abroad; land rights of Indigenous peoples; TRC and UNDRIP; racial profiling and disproportionate incarceration; racist hate crimes; anti-racism legal framework; national action plan against racism; domestic applicability of the convention;
- [United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\):](#)
 - Article 2: Indigenous peoples and individuals are free and equal to all other peoples and individuals and have the right to be free from any kind of discrimination, in the exercise of their rights, in particular that based on their indigenous origin or identity
 - Article 8: 2, (e): States shall provide effective mechanisms for prevention of, and redress for: Any form of propaganda designed to promote or incite racial or ethnic discrimination directed against them.
 - Article 15: 2. States shall take effective measures, in consultation and cooperation with the indigenous peoples concerned, to combat prejudice and eliminate discrimination and to promote tolerance, understanding and good relations among indigenous peoples and all other segments of society.