

Anti-Black Racism and cultural redress framework & 2026-2027 Action plan

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Art by Yaimel López Zaldívar

Land Acknowledgement

The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilwətał (Tsleil-Waututh) Nations, who have lived here since time immemorial and continue to do so into future generations.

In the context of Anti-Black Racism and Cultural Redress, we also recognize the enduring impacts of colonialism and systemic racism experienced by Indigenous and Black communities, and we acknowledge their histories, cultures, and contributions which have shaped our communities today.

We are committed to working alongside the local Nations and urban Indigenous communities, as we also centre the voices and experiences of Black communities, to address historic and ongoing racial discrimination rooted in colonial practices and policies.

Anti-Black Racism and Cultural Redress Framework and 2026-2027 Action Plan

Introduction

The City of Vancouver is committed to addressing anti-Black racism and advancing cultural redress for Black and African diaspora communities. This commitment is grounded in the recognition that anti-Black racism has been embedded in historical, institutional and social systems, and continues to shape the lived experiences and outcomes of Black and African diaspora communities in Vancouver today.

In September 2022, Council approved the [Addressing Anti-Black Racism and Historic Discrimination: Interim Report](#), which identified four initial key priorities and 23 recommended actions to begin addressing historic harms and ongoing inequities. Between 2023 and 2025, the City implemented 38 initiatives across multiple departments and then worked to refine, clarify and refresh priorities for continued action. The result is an updated and focused Framework, which consolidates the original interim priorities into three goal areas:

- Redress, Culture, and Heritage;
- Community Wellbeing; and,
- Institutional Learning and Accountability.

This 2026 refreshed Anti-Black Racism and Cultural Redress (ABRCR) Framework will guide the City's work in years to come. It sets out a long-term vision of a city free from anti-Black racism, where Black communities flourish across all areas of society. The mission grounds that vision in the City's role, recognizing the City's responsibility to address both historical and ongoing harms of anti-Black discrimination, using the tools within its influence, such as policy, programs, public spaces and community partnerships.

Accompanying this Framework is an Action Plan for 2026–2027, which identifies 13 priority actions to advance these goals. Together, the Framework and Action Plan provide a roadmap to guide coordinated and sustained efforts across the City in partnership with Black communities, toward a more inclusive city where Black and African diaspora communities feel safe, included and can thrive.

This work reflects years-long purposeful engagement with the Anti-Black Racism and Cultural Redress Community Advisory Committee and other advisory groups, as well as collaboration across City departments and with community partners. It aligns with the City's broader equity and anti-racism efforts, including the [Equity Framework](#), [Anti-Racism Action Plan](#), and [Healthy City Strategy](#), while recognizing the need for targeted, community-specific approaches to address the distinct impacts of anti-Black racism. Central to this work are ongoing commitments to cultural redress including advancing the [Hogan's Alley Memorandum of Understanding](#), which seeks to redress past displacement and support the re-establishment of a thriving cultural hub for Black communities in Vancouver.

We thank the many ABRCR Community Advisory Committee members, community organizations, members of community and staff who have contributed to this work over the past years and look forward to future collaborations as we implement and advance these actions.

To learn more about the City's work on anti-Black racism and cultural redress, please visit: vancouver.ca/anti-black-racism

Anti-Black Racism and Cultural Redress Framework

Vision

A city where anti-Black racism is dismantled and where Black and African diaspora communities are thriving in all facets of society.

Mission

Using tools within the City of Vancouver's influence, we will work to address the legacies of historical and ongoing anti-Black discrimination through policy changes, program development, public space planning, and community collaboration.



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Goals

1

Redress, Culture and Heritage

Address historical and ongoing harms of anti-Black racism by advancing **cultural redress**.

2

Community Wellbeing

Support the **resilience** and **prosperity** of Black and African diaspora communities by using City levers and embedding a black equity lens in City policies and programs.

3

Institutional Learning and Accountability

Strengthen City **accountability** by reforming internal systems, practices, and culture.

Objectives

- a) Elevate **public awareness** and support **commemoration** of Black history.
- b) Advance the City's commitments to **re-envision and re-develop Hogan's Alley as outlined in the MoU**.
- c) Support Black culture and arts to strengthen the visibility and sustainability of Black **cultural expression**.

- a) Foster **community safety** and inclusive **spaces**.
- b) Develop and support **inclusive housing** policy and programs.
- c) Bolster Black-led **initiatives, non-profit organizations and social enterprises**, and support Black business development, where feasible.

- a) Create an organizational culture free of **anti-Black racism** including enhancing **equity** and experiences for Black staff.
- b) Enhance **data** collection to monitor outcomes and enable continuous **learning** and **improvement**.

Action Plan (2026 – 2027)

GOAL AREA 1: Redress, Culture and Heritage

Address historical and ongoing harms of anti-Black racism by advancing cultural redress

Proposed Actions for 2026-2027		Objectives Met	Lead <i>Participate</i>
1.1	Support process to include Emancipation Day (August 1) as one of the City's official days of observance.	Public awareness & commemoration	CMO (Clerks), ACCS (SPP), CMO (CEC)
1.2	Disseminate the City's historical research on the City's role on systemic anti-Black discrimination; identify specific opportunities for future commemoration and redress initiatives.	Public awareness & commemoration	ACCS (SPP), CMO (CEC)
1.3	Support Black artists as a priority in the commissioning of temporary and permanent public artworks through the public art's civic program.	Cultural expression	ACCS (AC), ENG (PSSU)
1.4	Support NEFC Plan implementation alignment with Council approved 2022 Hogan's Alley Society MOU.	Hogan's Alley MoU	PDS (Special Projects), REFM (NMHD), ENG (IBP), ACCS (SPP, AC), SPSO

Future work considerations:

- Continue to support Hogan's Alley Society (HAS) in their work to deliver a cultural centre and associated amenities, and to implement their vision for the 898 Main St Block as specified in the MOU.

GOAL AREA 2: Community Wellbeing

Support the resilience and prosperity of Black and African diaspora communities by using city levers and embedding a black equity lens in City policies and programs.

Proposed Actions for 2026-2027		Objectives Met	Lead <i>Participate</i>
2.1	Ensure a culturally appropriate lens is applied to the racist incident reporting protocol being developed and promoted as part of the City's Anti-Racism Action Plan (ARAP).	Community safety & spaces	ACCS (SPP), CMO (CEC)
2.2	Continue to work with Ethos Lab and other community partners to manage and improve the plaza at Main and 3rd.	Community safety & spaces	ENG (PSSU)
2.3	Strategically promote and increase awareness of tenant relocation supports and tenants' rights to Black and African diaspora communities, including collaboration with the Tenant Resource & Advisory Centre (TRAC) Drop-In Programming.	Inclusive housing	PDS (HPR), ACCS (HHS), ACCS (SPP), CMO (CEC)
2.4	Evaluate participation in the 3-year pilot of the City's Social Innovation Program (SIP) grant program, which supported Black and African Diaspora capacity building grants (2023-2025) and explore ways to better measure program participation in arts and culture granting processes	Bolster Black-led initiatives	ACCS (SPP)
2.5	Continue to provide support for Black-led initiatives through the granting process; and create enhanced tools to measure participation and better assess community needs, to identify future opportunities for potential investment through City granting programs.	Bolster Black-led initiatives	ACCS (AC)
2.6	Increase awareness of City grants and procurement opportunities, and support awareness of social and cultural space opportunities to Black-led/serving organizations.	Bolster Black-led initiatives	ACCS (SPP, AC), FSC (SC), PDS (CW&RP)

Future work considerations:

- Where feasible, scope and integrate the housing needs identified from the Hogan's Alley Society's Housing Solutions Lab into future iterations of the City's Housing Needs Report.
- Work with housing and co-op operations leased on City-owned land and Non-Market Housing Operations to understand representation of Black and African diaspora residents in housing. Use tools such as voluntary reporting in housing applications and intake processes to identify barriers or supports needed in the future.
- Explore opportunities for partnerships to deliver relevant programming in City-led housing within resource and budget parameters.

GOAL AREA 3: Institutional Learning and Accountability

Strengthen City accountability by reforming internal systems, practices, and culture.

Proposed Actions for 2026-2027		Objectives Met	Lead <i>Participate</i>
3.1	Create a training opportunity for City staff to strengthen capabilities that contribute to an inclusive and safe workplace free of anti-Black racism.	Anti-Black racism & equity	HR (Talent Strategies), All depts
3.2	Increase awareness of engagement opportunities to improve participation of Black and African Diaspora people in City consultations, such as City surveys and feedback sessions.	Data, learning & improvement	CMO (CEC)
3.3	Support Black and African Diaspora visibility and inclusive language in City communications.	Data, learning & improvement	CMO (CEC)

Future work considerations:

- Support the development of disaggregated demographic data guidelines and ensure a culturally appropriate approach is included for Black and African Diaspora communities.
- Provide updates on the progress of Anti-Black Racism and Cultural Redress Action Plan.