

ACTION PLAN FOR  
THE RECOMMENDATIONS  
OF FREDERICTON'S  
**ANTI-RACISM**  
TASK FORCE



*Fredericton*



# ACTION PLAN FOR THE RECOMMENDATIONS OF FREDERICTON'S **ANTI-RACISM** TASK FORCE

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## **Response to the Anti-Racism Task Force Recommendations:**

We acknowledge that the City of Fredericton is situated on traditional Wolastoqey homeland. The territory of the Wolastoqiyik people are recognized in the Peace and Friendship Treaties to establish an ongoing relationship of peace, friendship and mutual respect between equal nations. The river that runs through our City is known as the Wolastoq, along which live the Wolastoqiyik, “the people of the beautiful and bountiful river”.

The City of Fredericton is a diverse and vibrant community; not only do we have Sitansisk First Nation within the city limits, we are also welcoming thousands of newcomers each year. In that mindset, Fredericton is committed to ensuring DEIB is a central focus of the municipality.

DEIB stands for diversity, equity, inclusion, and belonging. Inclusion ensures that all voices are heard, equity is when resources and services are accessible to everyone, and diversity includes people of all social identities. The ultimate goal is that all people feel a sense of belonging at their work and in their community.

The City joined the UNESCO Coalition of Inclusive Municipalities to improve policies against racism, discrimination, exclusion, and intolerance. A new Office of Community Inclusion was formed in 2021 to act as a conduit between the city, its citizens, and other levels of government, undertaking a variety of equity-seeking initiatives. The Office of Community Inclusion works closely with the Social Inclusion Committee, a group of volunteers dedicated to advising City Council and actively engaging with community members to create a Fredericton that is truly welcoming and inclusive for all. In addition, the Anti-Racism Task Force (ARTF) was created to develop recommendations that will inform the strategy and action plan to address racism that are discussed in more detail.

In the City’s efforts to implement policies and practices that protect all citizens from racism, discrimination, exclusion, and intolerance, the Anti-Racism Task Force examined the nature and prevalence of racism in Fredericton in order to provide informed recommendations to the City of Fredericton regarding how it should combat both individual racist acts and systemic racism.

The Anti-Racism Task Force created:

**14**  
RECOMMENDATIONS

**AND PRESENTED THEM TO  
CITY COUNCIL  
IN NOVEMBER  
2023**

At this point, we’d like to acknowledge the tremendous work and commitment of the ARTF. This group of volunteers dedicated their personal time to this project, taking time away from their family and leisure to do the challenging and emotionally taxing work related to tackling racism in Fredericton. We realize the scope of work was onerous, but the results have already instigated some necessary changes and crucial conversations. Not every member of the ARTF was able to continue for the duration of the project but everyone who contributed their expertise and experiences are greatly appreciated. In addition, we’d like to thank the Graduate Student Association at UNB for their valuable contributions to this essential work.

ARTF group members:

- **Passionate Ncube**  
Chair – UNB
- **Renni Thomas**  
Vice-Chair – Indo-Canadian Representative
- **Prashamsa G.C.**  
Secretary – Nepali Cultural Association of NB
- **Christoph Heinz**  
Member – French Canadian
- **Marilyn Kaufman**  
Member – Atlantic Jewish Council, Jewish Community Fredericton
- **Timothy Li**  
Member – Chinese Cultural Association of NB
- **Phillip Lunga**  
Member – Multicultural Association of Fredericton (MCAF) Board, Member & Graduate Student Association (GSA) Representative
- **Jasmine Murchison-Perley**  
Member – The Wolastoqey Tribal Council Inc.
- **Yusuf Shire**  
Member – President of New Brunswick African Association
- **Samar Shoaib**  
Member – Representative from Islamic & Arab Communities
- **Madhu Verma**  
Member – Founding Chair of Asian Heritage Society of NB
- **Jenn Wambolt**  
Member – Wil-Doo Cycle Club

Since the 14 recommendations were presented to City Council, those recommendations have accelerated the work related to reviewing current anti-racism efforts of the City and planning future outcomes and activities related to the recommendations.

The recommendations span a variety of issues and will require cooperation and teamwork to achieve the goals,

both with external partners and internal collaborators. Therefore, we have consulted with many stakeholders to help develop a plan to implement the recommendations, including Greater Fredericton Social Innovation (GFSI), Capital Region Integration Network (CRIN), Ignite, the Multicultural Association of Fredericton (MCAF), the Cultural Centre, New Brunswick African Association, Anglophone West School District (ASD-W), École Sainte-Anne, École Les Éclaireurs, Chamber of Commerce, the City of Fredericton Social Inclusion Committee, including its anti-racism sub-committee.

In addition to external partners, many discussions have happened within the municipality to ensure we have a team approach to implementing the recommendations. The City is currently working on a plan to empower the whole organization to consider DEIB in their work as this better serves the organization and the whole community.

We are at the beginning of a long journey where further research and collaboration will ensure we are on the right path. One of the key priorities of the Social Inclusion Committee is to coordinate a Social Needs Assessment. This additional public engagement will continue to advise us as we do the work to implement the recommendations and address racism in our community.

As mentioned, the 14 recommendations include multiple parts and span a variety of concerns, however, they can be summarized into five key issues. These five key issues are:

- Promoting and Supporting Diversity
- Hiring Practices
- Education
- Instituting Accountability Measures (collecting and tracking data)
- Advocating to other levels of government regarding anti racism and diversity.

As we highlight some of the work that has been on-going and the City's future plans, we will consistently refer to these five key issues in each of the following timeframes: on-going initiatives, actions that will be addressed in 2024-2025 and those that require more research and will be addressed in 2026 and beyond.

## On-Going Initiatives

The City realizes the importance of community inclusion, increased diversity within the City, and a municipal workforce that represents its constituents. Therefore, these recommendations are not the beginning of the City of Fredericton's work.

Over the past few years, the City has implemented several initiatives within the organization that relate to the recommendations of the ARTF. Examples of current activities that reflect the City's commitment to anti-racism and inclusivity are highlighted in this section.



### Promoting and Supporting Diversity

The city continues to build and grow relationships with all ethno-cultural communities and continues to promote/support their initiatives through activities like proclamations, flag raising, ethno-cultural grants, social media, assisting with meeting space when possible, participating in anti-racism panels, supporting cultural events, etc.

✓ Recommendation - 1 & 9a

**Activity:** The City of Fredericton provided the Pure Gold Foundation with space to host their Youth Summer Camp in 2023 and Book Club in 2024. The Pure Gold Foundation's programs aim to ignite youth's creativity, promote discussions on multiculturalism and diversity, and help them find innovative solutions to global challenges.

**Potential partners:** Multicultural Association of Fredericton (MCAF), Sitansisk, Greater Fredericton Social Innovation (GFSI), Capital Region Integration Network (CRIN), New Brunswick African Association, Pure Gold Foundation, other ethno-cultural groups

The City actively promotes the United Nations International Day for the Elimination of Racial Discrimination through activities like proclamations and encouraging businesses and organizations to participate in the day.

✓ Recommendation - 7

**Activity:** On March 11, 2024, Fredericton Council voted in favour of the official proclamation of March 21 as the International Day for the Elimination of Racial Discrimination. In addition, Fredericton City Council invited residents, organizations, and community leaders to join in commemorating the International Day for the Elimination of Racial Discrimination.

**Potential partners:** GFSI, CRIN, MCAF, Sitansisk, ethno-cultural groups

## Promoting and Supporting Diversity

The City has supported two DEI Symposiums in Fredericton (2023 & 2024) with plans to continue to support and expand the event in the future.

### Recommendation - 9c

**Activity:** On March 21, 2024, the City of Fredericton and Greater Fredericton Social Innovation co-hosted the 2024 Atlantic Region Diversity, Equity, and Inclusion Symposium at the Maqiyahimok Centre in Sitsansisk First Nation. The symposium provided a platform for organizations to present the successes, challenges and lessons learned resulting from the implementation of DEI initiatives. Over 55 people were in attendance.

**Potential partners:** GFSI, CRIN, Sitsansisk

The City will continue to provide opportunities for constituents to be heard by Municipal leaders through activities like community consultations and public forums.

### Recommendation - 13

**Activity:** The Mayor regularly engages with youth, university students, newcomers, and other groups to share information about municipal government and answer any questions they may have.



The City has hired an external Diversity, Equity, Inclusion and Belonging (DEIB) consultant to create an internal framework that will inform a new internal DEIB strategy. In addition, they will continue to develop a new recruitment model which reduces unconscious bias and systemic barriers in the hiring process.

### Recommendation - 5a & 5b

## Hiring Practices

**Activity:** The City used an external DEIB consultant in 2023 to recruit for the Office of Community Inclusion Manager. They learned new recruitment strategies from this process and will incorporate them into the recruitment model going forward.





The City has hired external experts to deliver anti-racism and cultural competency training programs to City of Fredericton senior leadership, city staff, and city law enforcement.

✔ Recommendation - 3a

**Education**

**Activity:** Since 2017, the City requires all employees to watch or attend the Respectful Workplace presentation (over 700 employees have participated). Since 2024, the City requires all employees to watch or attend the Employee Code of Conduct presentation (approximately 400 employees have participated). Leadership Summits in 2023 and 2024 have included Indigenous cultural awareness training, Leveraging Disabled and LGBTQ+ Talent, and incorporating DEIB into your organization (88/95 attended). Since 2023, all members of the Fredericton Police Force have participated in a Diversity, Equality and Inclusion workshop, Indigenous workshop with Elders, and Hate crimes and incidents in Canada report from RCMP. This list is not exhaustive as all members of the Fredericton Police Force and municipal staff receive training on multiple topics on an on-going basis.

The City encourages initiatives that promote education to the public like collaborative workshops, panels and events.

✔ Recommendation - 9a

**Activity:** The City worked with Ignite, CRIN and MCAF to coordinate an anti-racism panel held during the Cultural Expressions Festival in 2023 and 2024. The Community Inclusion Office moderated the panel both years.



**Instituting Accountability Measures**  
(collecting and tracking data)

Currently, the Fredericton Police Force uses a Learning Management System to track the training of officers. A Learning Management System is being developed for the City's corporate training and development.

✔ Recommendation - 3a

The Fredericton Police Force will continue to record all reported hate crimes and send the data to the Canadian Centre Justice Statistics (CCJS).

✔ Recommendation - 3b

**Activity:** The Fredericton Police Force uses the Record Management System (RMS), Hate Crimes are captured using UCR codes and the data is reported to the Canadian Centre Justice Statistics (CCJS) that is reported quarterly.

## 2024-2025 Action Plan

The 2024-2025 action plan will see the City continue to expand on the work that is already on-going as well as emphasize the initiatives that will have a profound impact in the short-term. All successful measures of the 2024-2025 Action Plan will continue into 2026 and beyond.



### Promoting and Supporting Diversity



The city will continue to build and grow relationships with all ethno-cultural communities and continue to promote/support their initiatives through activities like proclamations, flag raising, ethno-cultural grants, social media, assisting with meeting space when possible, encouraging different sports initiatives, participating in anti-racism panels, supporting cultural events, etc.

✔ Recommendation - 1 & 9a

As a starting point, we are engaging with GFSI to create a map of all available public spaces to gather, including pricing, accessibility, indoors/outdoors, capacity, etc. The work is currently underway.

✔ Recommendation - 2

**Potential partners:** Multicultural Association of Fredericton (MCAF), Sitansisk, Greater Fredericton Social Innovation (GFSI), Capital Region Integration Network (CRIN), New Brunswick African Association, other ethno-cultural groups

**Partners:** GFSI

## Promoting and Supporting Diversity



The City shall reach out to local partners to research and collaborate on a city-wide recognition program that encourages local businesses and non-governmental entities to engage in anti-racism initiatives and trainings, similar to the Rainbow Registered program for the 2SLGBTQIA+ community.

✔ Recommendation - 3c

**Potential partners:** Chamber of Commerce, GFSI, CRIN, Sitansisk, MCAF, The Cultural Centre, NBAA, other ethno-cultural groups

The City shall work with local community organizations to understand the recommended antisemitism definition and take necessary action based on the feedback received.

✔ Recommendation - 4

The City will continue to promote the United Nations International Day for the Elimination of Racial Discrimination through activities like proclamations and encouraging businesses and organizations to participate in the day.

✔ Recommendation - 7

**Potential partners:** GFSI, CRIN, Sitansisk, Chamber of Commerce

The City will continue to build on relationships with local schools to ensure the continuation of its Youth Advisory Committee. This will include connecting with the Council of Student Leaders program through ASD-W and the Conseil de Jeunesse in the local francophone schools.

✔ Recommendation - 8b

**Potential partners:** ASD-W, École Sainte-Anne, École Les Éclaireurs



## Promoting and Supporting Diversity



The City encourages initiatives that promote education to the public like collaborative workshops, panels and events.

✔ **Recommendation - 9a**

**Potential partners:** MCAF, Ignite, CRIN, Sitansisk, GFSI, other ethno-cultural groups

The City will collaborate with local ethno-cultural organizations to compile a list of representatives with expertise on their specific community traditions and ethnocultural resources.

✔ **Recommendation - 9a**

**Potential partners:** CRIN, Sitansisk, MCAF, The Cultural Centre, NBAA, other ethno-cultural groups

The City will continue to support annual DEI Symposiums in Fredericton and look to expand the event. There are currently discussions considering adding a second day focused on youth.

✔ **Recommendation - 9c**

**Potential partners:** GFSI, CRIN, Sitansisk, Chamber of Commerce, ASD-W, École Sainte-Anne, École Les Éclaireurs

The City will continue to provide opportunities for constituents to be heard by Municipal leaders through activities like community consultations and public forums.

✔ **Recommendation - 13**

## Hiring Practices



The City will continue to work with an external DEIB consultant to develop a new recruitment model which reduces unconscious bias and systemic barriers in the hiring process.

✔ **Recommendation - 5a & 5b**

**Education**



The City will work with an external consultant to develop a DEIB Strategic Plan that will frame the steps and initiatives to embed DEIB in the City of Fredericton organization. The DEIB Strategic Plan is projected to be implemented in early 2025.

✔ Recommendation - 3a

The City will hire external experts to deliver anti-racism and cultural competency training programs to City of Fredericton senior leadership, city staff, and city law enforcement. Planning is currently underway to outline upcoming trainings focused on anti-racism and cultural competency.

✔ Recommendation - 3a

The City shall develop a Civic Engagement plan that will include educational materials on the city's governance, structures, and appointments. This plan is to increase awareness, education, and transparency for all, including marginalized communities. This Civic Engagement plan will be accessible.

✔ Recommendation - 6a

The City shall work with local schools to offer unique educational opportunities that will enhance their Civics related classes – for example guest speakers who can share information on topics like citizenship, civic responsibilities, the roles and responsibilities of municipal representatives, the importance of representation, and participation through voting.

✔ Recommendation - 8a

The City will continue to encourage initiatives that promote education to the public like collaborative workshops, panels and events.

✔ Recommendation - 9a

**Potential partners:** ASD-W, École Sainte-Anne, École Les Éclaireurs

**Potential partners:** Sitansisk, MCAF, NBAA, CRIN, GFSI, Chamber of Commerce, other ethno-cultural groups

## Instituting Accountability Measures

(collecting and tracking data)



The Fredericton Police Force will continue to use a Learning Management System to track the training of officers. A Learning Management System is being developed for the City's corporate training and development.

✔ Recommendation - 3a

The Fredericton Police Force will continue to record all reported hate crimes and send the data to the Canadian Centre Justice Statistics (CCJS). Research will begin to determine what other municipalities and provinces are doing in regard to reporting hate incidents and consideration will be given to ways to analyze and use this data to improve relations across the City.

✔ Recommendation - 3b

The City will research how other communities in Canada are receiving complaints about racism to determine if there are opportunities to collaborate. The City will work with local partners to discuss options related to implementation. Once a method of receiving complaints is implemented, the data will need to be analyzed and categorized.

✔ Recommendation - 6b & 6c

**Potential partners:** GFSI, MCAF, NBAA, Sitansisk, ethno-cultural groups, other Police Forces

## Advocating to other levels of government regarding anti-racism and diversity

Once the City has their formalized DEIB training plans in place, the City shall send a letter to advocate for Provincial and Federal law enforcement agencies to receive anti-racism and cultural competency training.

✔ Recommendation - 3d

The City shall capture all of the work being done in the municipality and share it in a letter to advocate for establishing a permanent Provincial office for a Commissioner of Anti-Racism and Discrimination, thereby aligning itself with the goals of the Federal Anti-Racism Secretariat and the goals of the Municipality to combat all forms of racial hate.

✔ Recommendation - 12

## 2026+ Plan

The Anti-Racism Task Force Recommendations deal with complex issues, some of which require time to meaningfully explore options and solutions that will meet the intention of the recommendations and the needs of the City of Fredericton. The following plans will require more in-depth consideration, collaboration with multiple partners, and a longer timeframe to implement as we move them forward.

### Promoting and Supporting Diversity

The City will work in collaboration with all involved groups to explore a new and larger location for an accessible cultural space/facility in the Fredericton region. The current Cultural Centre is at maximum capacity and doesn't meet the needs of all of the ethno-cultural groups and organizations.

✔ Recommendation - 2

**Potential partners:** MCAF, The Cultural Centre, NBAA, other ethno-cultural groups

### Education

In partnership with other key groups, the City will develop a DEIB and anti-racism education campaign to provide information to the public. Once this campaign has been developed, the City will produce city-branded anti-racism promotional materials to raise awareness and promote anti-racism values within the community. The City will also install stretcher wraps with the City anti-racism logo.

✔ Recommendation - 1, 9a, 10a & 10b

**Potential partners:** Sitansisk, MCAF, The Cultural Centre, NBAA, other ethno-cultural groups

The City will continue to deliver anti-racism and cultural competency training programs to City of Fredericton senior leadership, city staff, and city law enforcement. In addition, efforts will be made to deliver this training to city volunteers as well. The goal of this training is to educate all staff and those who interact with the City to encourage an inclusive and welcoming culture for all.

✔ Recommendation - 3a

### Instituting Accountability Measures

(collecting and tracking data)

The Fredericton Police Force will continue to record all reported hate crimes. A feasibility study on the establishment of a centralized database reviewed by an external data analyst will need to be conducted before the creation of such a database.

✔ Recommendation - 3b

**Potential partners:** GFSI, other Police Forces



## Requiring Further Consideration

The Anti-Racism Task Force Recommendations require a champion to ensure they are not left on a shelf to collect dust. Although it was suggested that the recommendations be external to the Office of Community Inclusion (Recommendation 14), it makes the most sense for this Office to coordinate the efforts of the recommendations and to help to implement the actions. As mentioned above, the Office of Community Inclusion will not do this work alone.

The Social Inclusion Committee and their dedicated Anti-Racism sub-committee will be integral to the implementation of the Anti-Racism Task Force Recommendations. This sub-committee will ensure that the Recommendations are given the utmost respect and consideration that they deserve. The sub-committee will work closely with the Office of Community Inclusion to provide guidance and expertise as the actions are implemented.

On another note, some of the recommendations reach outside of the municipality's authority. For example, the City can create relationships with local schools but any decisions regarding education fall under provincial jurisdiction. Therefore, it is possible for the City to work with schools to help support their education in the area of Civics, however, the schools make their own decisions as it relates to education components and activities within the school.

What this means is that the City will do its best to accomplish as many recommendations as possible, however, some recommendations may not come to fruition. Below are some examples:

Recommendation 8c, calls for *the City to sponsor and promote annual oratorical contests at elementary, middle, and high schools* - after discussions with ASD-W, their schools no longer promote oratorical contests, however, École Sainte-Anne does host oratorical contests during Spirit Week and are willing to submit anti-racism as a theme for one year.

Recommendation 8d, calls for *the City to promote a video/multimedia event day for schools focusing on anti-racism and promoting diversity within the Fredericton community while engaging students* - after discussions with ASD-W, École Sainte-Anne, and École Les Éclaireurs, the City discovered that the schools are already hosting and delivering a variety of activities and events that celebrate diversity. They do not pick one day/year to celebrate diversity, instead they roll out multiple activities and events throughout the year that focus on celebrating how being different is good.

Recommendation 9b, calls for *the City to develop and provide schools with a comprehensive resource kit, which may include literature, multimedia content, and activity guidelines. The kit would serve as a guideline for schools, allowing them to incorporate anti-racism teachings in a way that aligns with their current curriculum* - after discussions with ASD-W, École Sainte-Anne, and École Les Éclaireurs, the City discovered that the schools have already embedded many resources related to anti-racism within their curriculum. In addition, MCAF is currently developing an anti-racism toolkit in partnership with Equitas and it will create a national standard for anti-racism.



Recommendation 11, calls for the City to introduce anti-racism Key Performance Indicators (KPIs) as a requirement for businesses operating within the city. These KPIs should be developed collaboratively with relevant stakeholders and the City's appointee (6(b)) to promote diversity, inclusivity, and equal opportunities within the business sector. Monitoring and reporting on the progress of these KPIs should be established to ensure accountability – After discussions with multiple partners, the legal implications and resources required to implement this recommendation have raised many questions and concerns relating to the feasibility of the recommendation, therefore we will not be pursuing it any further.

Encouraging local businesses and non-governmental entities to engage in anti-racism initiatives and training to create a safer community (Recommendation 3c) is more in line with the intention of the overall recommendations and we believe will have more impact and success.



## Review and Revise

As with all recommendations and implementation plans, it is essential to review progress at regular intervals and revise plans as necessary due to changing environments, needs and goals. Regular reviews allow for opportunities to commit more or fewer resources, pivot towards new opportunities, and adjust when unforeseen circumstances come into play.

In July 2025, the City will review the progress made in implementing the recommendations and report to City Council on the successes and challenges of the action plan. Once the first report is delivered, we will develop a timeline for future reporting on the progress of this project.

The actions related to the recommendations will evolve over the years and it will be important to recognize progress as well as barriers. With multiple partners working towards common goals, there are bound to be plenty of successes to celebrate.





## RECOMMENDATION #1

The city shall continue to actively facilitate, support, and promote opportunities for building relationships and increasing the visibility of all ethnocultural communities, ensuring representation that reflects the demographic composition of the city’s population. This can include sponsoring, organizing, and partnering cultural events, festivals, and community dialogues that encourage interaction and understanding among diverse groups and post community happenings through the City’s communication department.

### ACTION/RESPONSE

The city continues to build and grow relationships with all ethno-cultural communities and continues to promote/support their initiatives through activities like proclamations, flag raising, ethno-cultural grants, social media, assisting with meeting space when possible, participating in anti-racism panels, supporting cultural events, etc.

The city will continue to build and grow relationships with all ethno-cultural communities and continue to promote/support their initiatives through activities like proclamations, flag raising, ethno-cultural grants, social media, assisting with meeting space when possible, encouraging different sports initiatives, participating in anti-racism panels, supporting cultural events, etc.

In partnership with other key groups, the City will develop a DEIB and anti-racism education campaign to provide information to the public.

## RECOMMENDATION #2

The City shall allocate resources and support the establishment of a permanent physically and financially accessible cultural space/facility where all ethnocultural communities can showcase their history, culture, and contributions to the city. This space should be designed in consultation with the communities it serves, ensuring it meets their specific needs and provides a safe environment for expression and celebration. At present, many multicultural programs/exhibits are held at numerous venues in the city (e.g., the Playhouse, the museum, the Beaverbrook Art Gallery, places of worship, and university campuses), where accessibility is difficult, parking and available space is insufficient, and bookings are difficult depending on season and timing. Allocating a permanent central city space for ethnocultural communities would allow flexibility for scheduling exhibits/programs and enhance accessibility.

### ACTION/RESPONSE

As a starting point, we are engaging with GFSI to create a map of all available public spaces to gather, including pricing, accessibility, indoors/outdoors, capacity, etc. The work is currently underway.

The City will work in collaboration with all involved groups to explore a new and larger location for an accessible cultural space/facility in the Fredericton region. The current Cultural Centre is at maximum capacity and doesn’t meet the needs of all of the ethno-cultural groups and organizations.



## RECOMMENDATION #3a

The City shall implement comprehensive anti-racism and cultural competency training programs for City law enforcement, City staff, and all City volunteers working in the public sector. These training programs should cover topics such as: unconscious bias, micro- and macro-aggressions, systemic racism and strategies for promoting inclusivity and addressing discrimination. Specific to City law enforcement, topics should also include defining, identifying, responding to and preventing hate incidents using community-oriented approaches. These training programs must be delivered by content experts, with special consideration given to those who belong to marginalized communities. Training shall be both regular and mandatory so as to remain current with evolving trends and challenges, being conscious of the negative impacts of social profiling on Indigenous (First Nations, Métis and Inuit) and Black communities.

### ACTION/RESPONSE

- The City has hired external experts to deliver anti-racism and cultural competency training programs to City of Fredericton senior leadership, city staff, and city law enforcement.
- ● Currently, the Fredericton Police Force uses a Learning Management System to track the training of officers. A Learning Management System is being developed for the City's corporate training and development.
- The City will work with an external consultant to develop a DEIB Strategic Plan that will frame the steps and initiatives to embed DEIB in the City of Fredericton organization. The DEIB Strategic Plan is projected to be implemented in early 2025.
- The City will hire external experts to deliver anti-racism and cultural competency training programs to City of Fredericton senior leadership, city staff, and city law enforcement. Planning is currently underway to outline upcoming trainings focused on anti-racism and cultural competency.
- The City will continue to deliver anti-racism and cultural competency training programs to City of Fredericton senior leadership, city staff, and city law enforcement. In addition, efforts will be made to deliver this training to city volunteers as well. The goal of this training is to educate all staff and those who interact with the City to encourage an inclusive and welcoming culture for all.

## RECOMMENDATION #3b

City law enforcement shall establish a centralized data bank to record all reported hate incidents. The data bank will also measure the effectiveness of reporting and training. An external data analyst should analyze this data regularly to identify trends, patterns, and areas of concern. The findings should inform of targeted strategies and interventions to effectively prevent and address hate incidents.

### ACTION/RESPONSE

- The Fredericton Police Force will continue to record all reported hate crimes and send the data to the Canadian Centre Justice Statistics (CCJS).
- The Fredericton Police Force will continue to record all reported hate crimes and send the data to the Canadian Centre Justice Statistics (CCJS). Research will begin to determine what other municipalities and provinces are doing in regard to reporting hate incidents and consideration will be given to ways to analyze and use this data to improve relations across the City.
- The Fredericton Police Force will continue to record all reported hate crimes. A feasibility study on the establishment of a centralized database reviewed by an external data analyst will need to be conducted before the creation of such a database.



On-Going



2024 & 2025



2026+



N/A

## RECOMMENDATION #3c

The City shall encourage local businesses and non-governmental entities to engage in anti-racism initiatives and training to create a safer community. In consultation with the City anti-racism advisory committee, recognition should be offered to those from the community who participate by providing “City of Fredericton Safe Space” stickers for window fronts, offices, etc.

### ACTION/RESPONSE

The City shall reach out to local partners to research and collaborate on a city-wide recognition program that encourages local businesses and non-governmental entities to engage in anti-racism initiatives and trainings, similar to the Rainbow Registered program for the 2SLGBTQIA+ community.

## RECOMMENDATION #3d

The City shall advocate for Provincial and Federal law enforcement agencies to receive training that covers topics such as: unconscious bias, micro- and macro-aggressions, systemic racism, and strategies for promoting inclusivity and addressing discrimination. Topics should also include defining, identifying, responding to, and preventing hate incidents using community-oriented approaches. These training programs must be delivered by content experts, with special consideration given to those who belong to marginalized communities. Training shall be both regular and mandatory to remain current with evolving trends and challenges, being conscious of the negative impacts of social profiling on Indigenous (First Nations, Métis and Inuit) and Black communities.

### ACTION/RESPONSE

Once the City has their formalized DEIB training plans in place, the City shall send a letter to advocate for Provincial and Federal law enforcement agencies to receive anti-racism and cultural competency training.

## RECOMMENDATION #4

The City shall adopt the International Holocaust Remembrance Alliance (IHRA) working definition of anti-Semitism. Although legally nonbinding, it is the standard to define antisemitism globally. Canada and eight Canadian provinces, including New Brunswick, and several Canadian municipalities in British Columbia, Ontario, and Quebec have adopted it. Over 116 entities including businesses and universities worldwide have adopted IHRA. The working definition of anti-Semitism was formally adopted by the IHRA Plenary (representatives from thirty-one countries) in 2016 in Bucharest, Romania. The statement reads: “Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

### ACTION/RESPONSE

The City shall work with local community organizations to understand the recommended antisemitism definition and take necessary action based on the feedback received.



## RECOMMENDATION #5a

The City shall continue conducting its comprehensive review of City employee hiring practices to identify and eliminate barriers to equitable employment opportunities for all individuals.

### ACTION/RESPONSE

The City has hired an external Diversity, Equity, Inclusion and Belonging (DEIB) consultant to create an internal framework that will inform a new internal DEIB strategy. In addition, they will continue to develop a new recruitment model which reduces unconscious bias and systemic barriers in the hiring process.

## RECOMMENDATION #5b

The City shall engage an experienced external consultancy firm to objectively review hiring processes, identify any biases or systemic barriers, and propose strategies to promote equity, diversity, and inclusivity.

### ACTION/RESPONSE

The City has hired an external Diversity, Equity, Inclusion and Belonging (DEIB) consultant to create an internal framework that will inform a new internal DEIB strategy. In addition, they will continue to develop a new recruitment model which reduces unconscious bias and systemic barriers in the hiring process.

## RECOMMENDATION #6a

Increase awareness, education, and transparency around the City's governance, structures, appointments, and election processes. Develop and disseminate a comprehensive governance guide that explains the functioning of the local government and the electoral process. Ensure this guide is accessible and shared with marginalized communities in their spoken language.

### ACTION/RESPONSE

The City shall develop a Civic Engagement plan that will include educational materials on the city's governance, structures, and appointments. This plan is to increase awareness, education, and transparency for all, including marginalized communities. This Civic Engagement plan will be accessible.

The City shall share the Civic Engagement plan that will include educational materials on the city's governance, structures, and appointments.



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N/A

## RECOMMENDATION #6b

The City shall appoint an individual sensitive to the concerns of marginalized communities from outside the Office of Social Inclusion to receive complaints about incidents of racism occurring in public spaces. The City shall guarantee the safety and protection of individuals reporting such incidents, freeing them from reprisals. To best support this individual, the City will provide the role with the support from an advisory committee. The individual shall analyze and categorize complaints (e.g., microaggressions vs. hate crimes), maintain a database of incidents, and provide regular reports on the resolution of complaints to track progress and identify systemic issues.

### ACTION/RESPONSE

The City will research how other communities in Canada are receiving complaints about racism to determine if there are opportunities to collaborate. The City will work with local partners to discuss options related to implementation. Once a method of receiving complaints is implemented, the data will need to be analyzed and categorized.

## RECOMMENDATION #6c

The appointee 6 (b) shall follow up on implementing the ARTFF recommendations.

### ACTION/RESPONSE

Recommendation 6b will need to be considered before 6c can be considered.

## RECOMMENDATION #7

The City shall recognize and actively promote the United Nations International Day for the Elimination of Racial Discrimination (March 21st) in the City's communication department. The City shall engage various institutions, organizations, and businesses to participate and actively reflect on and acknowledge the implications of racism within our community.

### ACTION/RESPONSE

The City actively promotes the United Nations International Day for the Elimination of Racial Discrimination through activities like proclamations and encouraging businesses and organizations to participate in the day.



## RECOMMENDATION #8a

The City shall implement “The Leaders of Tomorrow Initiative,” where the Mayor, City Councilors and other community leaders visit local schools to educate students about civic responsibilities, citizenship, and the democratic election process. Provide insights into the roles and responsibilities of municipal representatives, the development of political platforms, and the importance of representation and participation through voting.

### ACTION/RESPONSE

The City shall work with local schools to offer unique educational opportunities that will enhance their Civics related classes – for example guest speakers who can share information on topics like citizenship, civic responsibilities, the roles and responsibilities of municipal representatives, the importance of representation, and participation through voting.

## RECOMMENDATION #8b

The City shall continue to empower the City’s Youth Advisory Council to ensure our younger generations’ voices are heard. The City should establish a student ambassador program where selected students from different schools can be part of the Youth Advisory Council. These ambassadors would act as liaisons between their schools and the City’s Youth Advisory Council, helping to facilitate communication and collaboration.

### ACTION/RESPONSE

The City will continue to build on relationships with local schools to ensure the continuation of its Youth Advisory Committee. This will include connecting with the Council of Student Leaders program through ASD-W and the Conseil de Jeunesse in the local francophone schools.

## RECOMMENDATION #8c

The City shall sponsor/partner annual oratorical contests at elementary, middle, and high schools, focusing on topics related to anti-racism. Recognize and reward winners with engraved plaques displaying their name, school, and year. Display the plaque at the winning school for the year, with the opportunity for it to move to the next winning school each successive year.

### ACTION/RESPONSE

After discussions with ASD-W, their schools no longer promote oratorical contests, however, École Sainte-Anne does host oratorical contests during Spirit Week and are willing to submit anti-racism as a theme for one year.



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N/A

## RECOMMENDATION #8d

The City shall promote a video/multimedia event day for schools focusing on anti-racism and promoting diversity within the Fredericton community while engaging students.

### ACTION/RESPONSE

After discussions with ASD-W, École Sainte-Anne, and École Les Éclaireurs, the City discovered that the schools are already hosting and delivering a variety of activities and events that celebrate diversity. They do not pick one day/year to celebrate diversity, instead they roll out multiple activities and events throughout the year that focus on celebrating how being different is good.

## RECOMMENDATION #9a

The City of Fredericton shall encourage the offering of collaborative workshops or seminars to be made available to the public:

- by assisting with the provision of space for the event
- by making available access to educational resources (hard copy, digital, human) collected from marginalized communities, such as a compiled list of representatives with expertise on their specific community traditions and ethnocultural needs.

### ACTION/RESPONSE

The city continues to build and grow relationships with all ethno-cultural communities and continues to promote/support their initiatives through activities like proclamations, flag raising, ethno-cultural grants, social media, assisting with meeting space when possible, participating in anti-racism panels, supporting cultural events, etc.

The city continues to build and grow relationships with all ethno-cultural communities and continues to promote/support their initiatives through activities like proclamations, flag raising, ethno-cultural grants, social media, assisting with meeting space when possible, encouraging different sports initiatives, participating in anti-racism panels, supporting cultural events, etc.

The City encourages initiatives that promote education to the public like collaborative workshops, panels and events.

The City will collaborate with local ethno-cultural organizations to compile a list of representatives with expertise on their specific community traditions and ethnocultural resources.

In partnership with other key groups, the City will develop a DEIB and anti-racism education campaign to provide information to the public.





## RECOMMENDATION #9b

The City should develop and provide schools with a comprehensive resource kit, which may include literature, multimedia content, and activity guidelines. The kit would serve as a guideline for schools, allowing them to incorporate anti-racism teachings in a way that aligns with their current curriculum.

### ACTION/RESPONSE

After discussions with ASD-W, École Sainte-Anne, and École Les Éclaireurs, the City discovered that the schools have already embedded many resources related to anti-racism within their curriculum. In addition, MCAF is currently developing an anti-racism toolkit in partnership with Equitas and it will create a national standard for anti-racism.

## RECOMMENDATION #9c

The City should assist with the organization of an annual symposium where educators, students, and Anti-racism Advisory Committee members can come together to discuss best practices, share success stories, and strategize on future directions for promoting anti-racism in schools.

### ACTION/RESPONSE

The City has supported two DEI Symposiums in Fredericton (2023 & 2024) with plans to continue to support and expand the event in the future.

The City will continue to support annual DEI Symposiums in Fredericton and look to expand the event. There are currently discussions considering adding a second day focused on youth.

## RECOMMENDATION #10a

The City shall produce city-branded anti-racism content (i.e., banners, stationary, t-shirts, etc.) featuring an anti-racism logo to distribute to schools. Allocate a certain number of items to each school. This initiative aims to raise awareness and promote anti-racism values within the community.

### ACTION/RESPONSE

In partnership with other key groups, the City will develop a DEIB and anti-racism education campaign to provide information to the public. Once this campaign has been developed, the City will produce city-branded anti-racism promotional materials to raise awareness and promote anti-racism values within the community.



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N/A

## RECOMMENDATION #10b

The City shall engage city buses to install stretcher wraps with the City anti-racism logo and toll-free number. A catchphrase is to be determined at a later date.

### ACTION/RESPONSE

In partnership with other key groups, the City will develop a DEIB and anti-racism education campaign to provide information to the public. Once this campaign has been developed, the City will produce city-branded anti-racism promotional materials to raise awareness and promote anti-racism values within the community. The City will also install stretcher wraps with the City anti-racism logo.

## RECOMMENDATION #11

Introduce anti-racism Key Performance Indicators (KPIs) as a requirement for businesses operating within the city. These KPIs should be developed collaboratively with relevant stakeholders and the City's appointee (6(b)) to promote diversity, inclusivity, and equal opportunities within the business sector. Monitoring and reporting on the progress of these KPIs should be established to ensure accountability.

### ACTION/RESPONSE

After discussions with multiple partners, the legal implications and resources required to implement this recommendation have raised many questions and concerns relating to the feasibility of the recommendation, therefore we will not be pursuing it any further. Recommendation 3c is more in line with the intention of the overall recommendations and we believe will have more impact and success.

## RECOMMENDATION #12

The City shall advocate for establishing a permanent Provincial office for a Commissioner of Anti-Racism and Discrimination, thereby aligning itself with the goals of the Federal Anti-Racism Secretariat and the goals of the Municipality to combat all forms of racial hate.

### ACTION/RESPONSE

The City shall capture all of the work being done in the municipality and share it in a letter to advocate for establishing a permanent Provincial office for a Commissioner of Anti-Racism and Discrimination, thereby aligning itself with the goals of the Federal Anti-Racism Secretariat and the goals of the Municipality to combat all forms of racial hate.



## RECOMMENDATION #13

City Councilors shall be proactive and hold regular public forums with their ward constituents to listen to concerns and discuss ways to resolve race-related issues. Meeting with key community leaders in their ward (e.g., educational, business, religious) is essential to address any arising issues, such as those experienced by the marginalized community.

### ACTION/RESPONSE

The City will continue to provide opportunities for constituents to be heard by Municipal leaders through activities like community consultations and public forums.

## RECOMMENDATION #14

The ARTFF's recommendations are external to the Office of Community Inclusion.

### ACTION/RESPONSE

The Office of Community Inclusion will coordinate the implementation of the recommendations but will not do this work alone.

The Social Inclusion Committee and their dedicated Anti-Racism sub-committee will be integral to the implementation of the Anti-Racism Task Force Recommendations. This sub-committee will ensure that the Recommendations are given the utmost respect and consideration that they deserve. The sub-committee will work closely with the Office of Community Inclusion to provide guidance and expertise as the actions are implemented. In addition, many internal and external partners will work together to bring the recommendations to fruition.



On-Going



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N/A



***Fredericton***