

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

The logo for the City of Barrie, featuring the word "Barrie" in a white, bold, sans-serif font. To the left of the text is a stylized white wave graphic.



**Brandon Wu**



**Cheryl Blondell-King**



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**Masa Sone**



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**Donald Carty**  
Co-Chair



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Co-Chair

2021

Anti-Racism Task Force



# 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

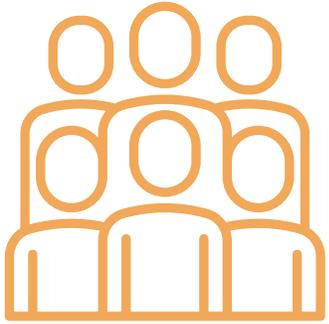
To address and promote a stronger understanding of the needs of the city's racialized populations.

## 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

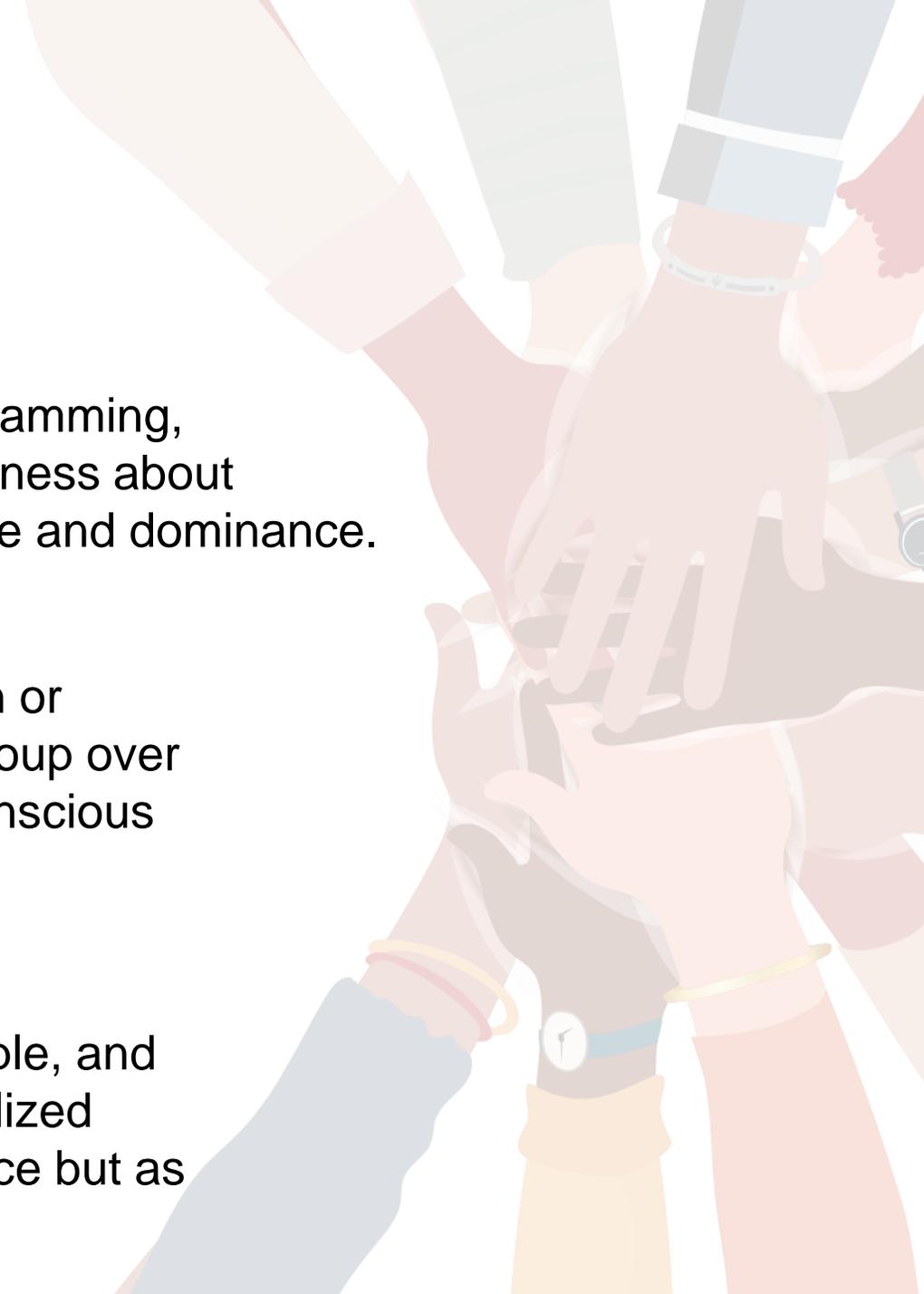
To create and expand race-based programming, education and resources to raise awareness about racism and the impacts of white privilege and dominance.

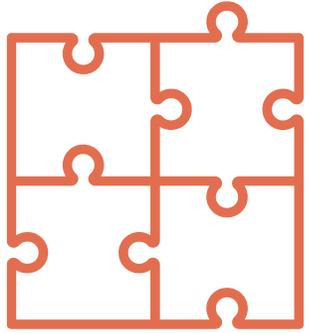
## **Racism**

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.





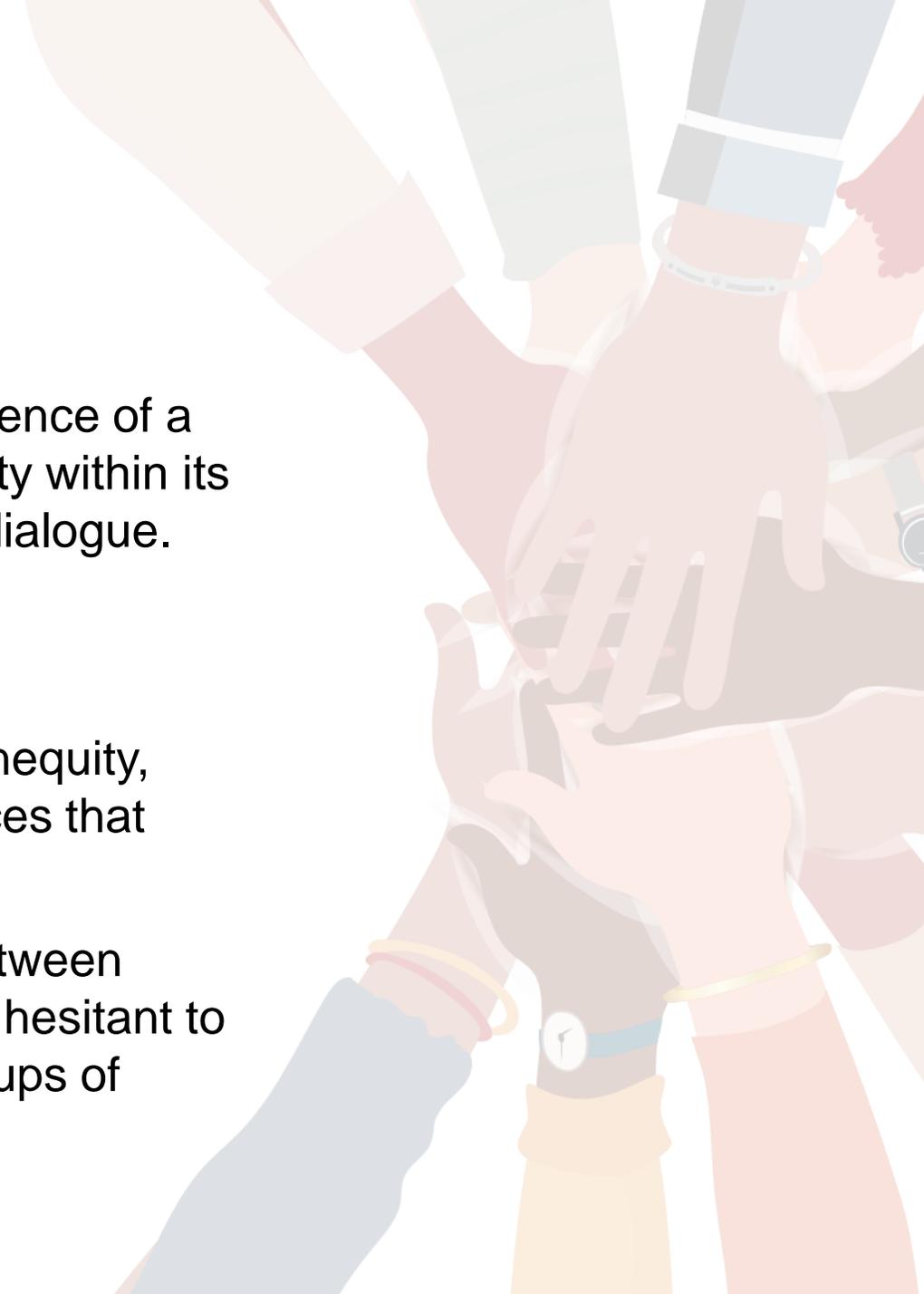
# Connecting

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

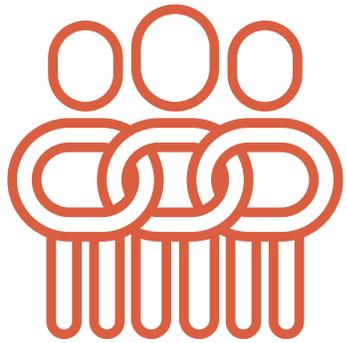
To challenge workplace practices, evaluate and promote changes that address the needs of the city's racialized groups.

## 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.



# Anti- Racism Task Force: Activities - Initiatives



# Informed Development of Mandate, Themes and Context

The Task Force has synthesized a large body of information from a wide variety of sources and not limited to but including, community and institutional dialogue, personal lived and observed experiences of its members, local, national, and provincial sources, including the recommendations of the steering committee regarding the formation of this Task Force.



# Comparing promising practices

Resources - Building a framework & plan to address equity, inclusion, diversity and anti-racism in Ontario, a report from corpus sanchez international to Ontario Health. Covid-19 in Canada; A one-year update on social and economic impacts. Dismantling Racism Project and Dismantling racism workbook. Initiatives of the Othering and Belonging Institute at Berkeley. Anti-Asian and Anti-Black Racism initiatives in Toronto. Ontario Human Rights Commission on the rise in Hate Crimes.

Articles - Perceptions of Canadians: A sense of belonging, confidence and trust adapted from a 2003 survey of Canadian social trends. 5 ways race affects health in Canada June 2020 understanding health disparities that racialized and indigenous, Canadian Heritage Foundation and Ontario Human Rights anti-racism engagement campaign “What We Heard”

A Canadian public opinion poll conducted by the Environics institute in partnership with Vancity, and Focus Canada, conducted by environics institute in partnership with the faculty of social sciences impact project at the University of Ottawa and century initiative.

# Activities

## Public Engagement

- Canadian Roots Exchange panel discussion with community leaders on “Building respect and reciprocity” anti-racism and decolonization.
- Barrie Public Library Community Coffee Chat

## Public Awareness and Communication

- Media, (Barrie advance Advisory council)
- Web presence, Social media etc.(in progress and continuous)
- Interviews (Barrie advance) and press Release (Mandate and Themes)
- It Starts campaign video; collaboration with the Mayor and Chief of Police

# Initiatives

Education and awareness opportunities for institutions, organizations and businesses on diverse groups and communities

- Participated in Barrie Police focus groups to review its organizational culture and systems.
- Police services (videos-unconscious bias, bigotry, stereotypes)
- RVH Interns (microaggressions-social determinants of health)
- Barrie and Area Ontario Health Team Planning Table



# Timeline: July 2021- December 2021

Working Groups Organization

Develop methods to collect online  
offline local data and feedback

Identify Community Organizations

Explore Local content Training and  
educational Resources

Identify key institutions, business and  
Institutions to engage

Focus Groups

Community Outreach



# Anti-Racism Taskforce: Employment Report



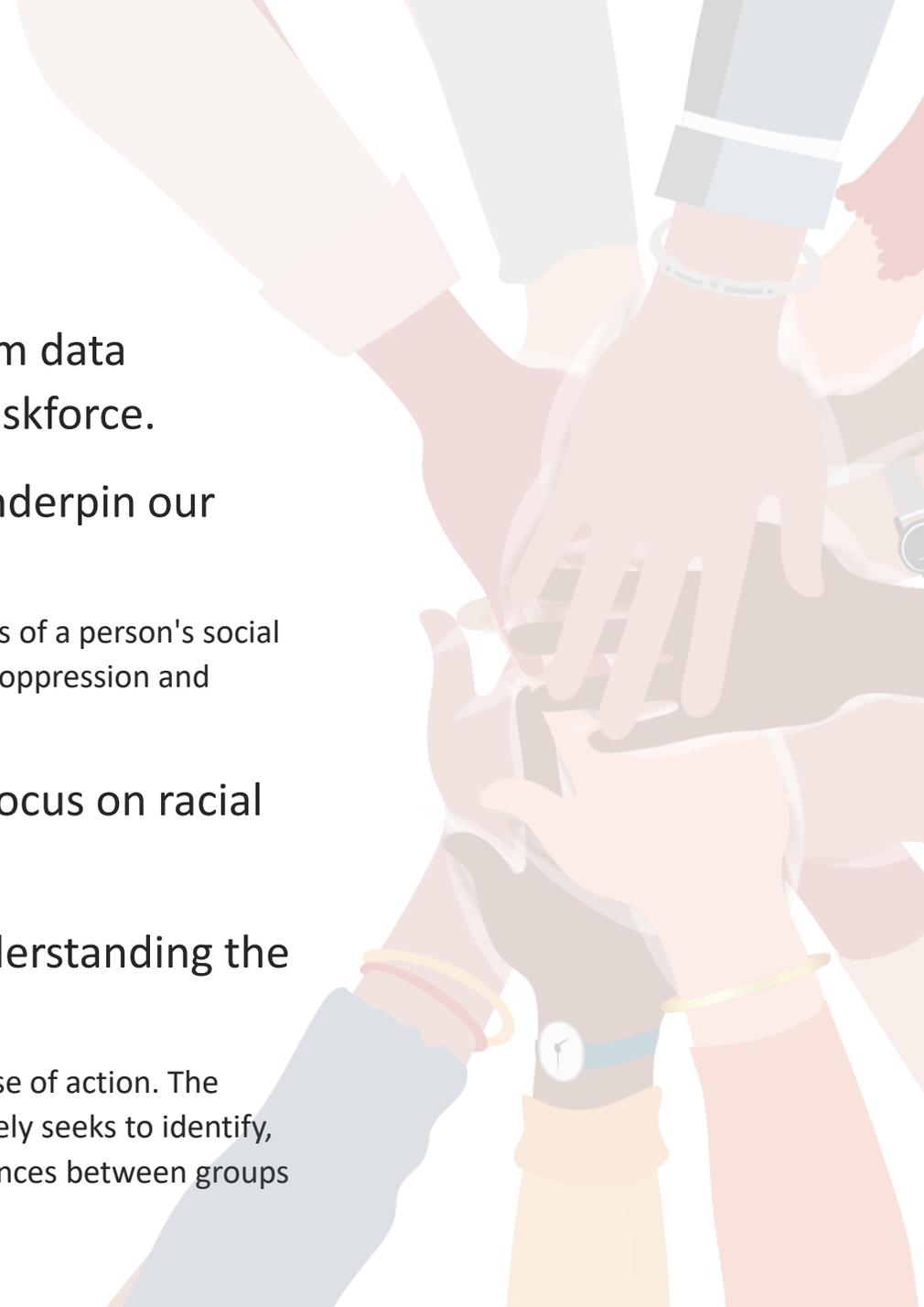
# Preliminary Research Design

- Objective: To understand the experiences of racialized peoples with working within healthcare, policing, municipal government, and education within Barrie, Ontario and to explore anti-racism practices within each employment sector.
- Sample Population: employees, with a specific focus on those in leadership position of each employment sector as determined by the Anti-Racism Taskforce
- Study Design: Qualitative Description using Participatory Action Research
  - Interview data will be collected through focus groups
  - Survey data will be collected from focus group participants
  - All data will be analyzed in partnership Anti-Racism Taskforce



# More about the project!

- All data collected and materials disseminating knowledge from data collection will be owned by the City of Barrie's Anti-Racism Taskforce.
- Intersectionality theory, coined by Kimberlé Crenshaw, will underpin our research.
  - Intersectionality Theory is an analytical framework for understanding how aspects of a person's social and political identities combine to create different experiences of discrimination/oppression and privilege.
- We plan to partner with local community organizations that focus on racial justice to build this report.
- Within this report, we will take an anti-racist approach to understanding the data collected.
  - "An anti-racism approach is a systematic method of analysis and a proactive course of action. The approach recognizes the existence of racism, including systemic racism, and actively seeks to identify, prevent, reduce and remove the racially inequitable outcomes and power imbalances between groups and the structures that sustain these inequities." (Ontario Health, 2020).





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**Madison Prescott** – BScH (Life Sciences)



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**Tanvi Rathi** – BScH Student (Life Sciences)



**Victoria Settimi** – BScH Student (Life Sciences)

*“We are a group of students passionate about promoting equity and social justice within our academic work and in our communities”.*

# Timeline



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

Anti-Racism Task Force

*Thank You*

**Barrie**