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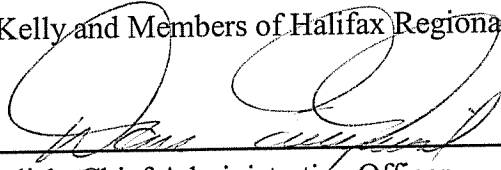


PO Box 1749
Halifax, Nova Scotia
B3J 3A5 Canada

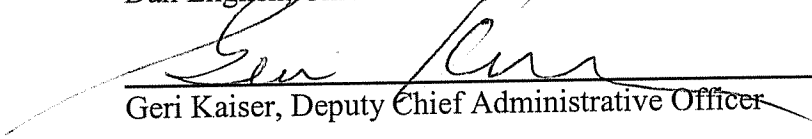
Halifax Regional Council
September 19, 2006

TO: Mayor Kelly and Members of Halifax Regional Council

SUBMITTED BY:



Dan English, Chief Administrative Officer



Geri Kaiser, Deputy Chief Administrative Officer

DATE: August 25, 2006

SUBJECT: **Call for Coalition of Canadian Municipalities Against Racism and
Discrimination - Canadian Commission for UNESCO**

ORIGIN

On January 25, 2006 His Worship Mayor Kelly received a letter from the Canadian Commission for UNESCO, requesting that Halifax Regional Municipality consider joining the Coalition of Canadian Municipalities Against Racism and Discrimination. (Appendix C).

At the January 31, 2006 Council Session, it was requested that the letter be forwarded to the Community and Race Relations Advisory Committee and staff, for review and report back to Council.

RECOMMENDATION

It is recommended that:

1. The Halifax Regional Municipality support this UNESCO initiative in principle, and sign The Declaration to Join the Coalition of Canadian Municipalities Against Racism and Discrimination (Appendix A);
2. The Halifax Regional Municipality share with the Coalition the initiatives undertaken to date by HRM to broaden awareness and reinforce action against racism and discrimination (Appendix D);
3. The Halifax Regional Municipality develops an Action Plan to advance its work in areas relating to the common commitments (Appendix B);

BACKGROUND

The Canadian Commission for UNESCO (United Nations Educational, Scientific and Cultural Organization) is calling on Canadian municipalities to join a Coalition of Canadian Municipalities Against Racism and Discrimination and be part of UNESCO's international coalition which was launched in 2004.

The Federation of Canadian Municipalities has endorsed the Call for a Coalition of Canadian Municipalities Against Racism and Discrimination and encourages its members to join. The Canadian Association of Statutory Human Rights Agencies (the umbrella group for human rights commissions across Canada) has also endorsed the initiative.

DISCUSSION

The Halifax Regional Municipality is one of sixty municipalities contacted through a partnership between the Canadian Commission for UNESCO (CCU) and the Federation of Canadian Municipalities. To date, eight municipalities have joined the Coalition while fifteen, including Halifax Regional Municipality (HRM), are considering the request to join the Coalition. Municipalities joining the Coalition are requested to commit to supporting the ten commitments relating to combatting racism, discrimination and building inclusive communities (Appendix B)

Joining the Coalition provides a number of benefits for the HRM which include, but are not limited to:

- ▶ an opportunity to promote HRM's current initiatives (Appendix D);
- ▶ an opportunity to network with other municipalities to share knowledge, expertise and best practices on a national and international level;
- ▶ an opportunity to promote the elimination of racism and discrimination throughout the communities of the HRM;
- ▶ an opportunity to develop collaborative partnerships with community agencies and other levels of government;

The Halifax Regional Municipality has developed and supported a number of initiatives of its own to broaden awareness and reinforce actions against racism and discrimination. In 1997 Council adopted the Community & Race Relations Policy and the Employment Equity Policy. Recent initiatives include, but are not limited to, the establishment of the Equity Diversity Officer with Halifax Regional Police; the HRM Immigration Action Plan; the HRM Cultural Plan; the Corporate Diversity Plan; designated recruitment with Halifax Regional Police and Fire & Emergency Service; the Chief's Diversity Advisory Committee (HRP); diversity training for staff and the establishment of Workplace Rights Policies. The HRM Cultural Plan and the Corporate Diversity Plan make a number of recommendations that will speak to the ten commitments of the Coalition of Canadian Municipalities Against Racism and Discrimination.

Commitment to the Coalition of Canadian Municipalities Against Racism and Discrimination is voluntary and there is no accountability mechanism within UNESCO to oversee the success of the HRM in achieving these commitments. However, joining the Coalition would place the HRM in a position to be held to account by its citizens for its willingness to properly resource efforts to combat racism and discrimination.

In discussion with the Community & Race Relations Advisory Committee it was noted that joining the Coalition represents a unique and wonderful opportunity for the HRM to demonstrate its long-standing leadership and commitment to elimination of racism and discrimination. It was therefore recommended that Regional Council endorse in principle the initiative set out by the Coalition of Canadian Municipalities Against Racism and Discrimination.

BUDGET IMPLICATIONS

The HRM already embraces many of the ten common commitments through existing initiatives it has undertaken (Appendix D). It is possible that there may be additional budget implications in the future as new research on best practices influences program and service options within the HRM and the community. These will be brought forward under the annual budget process.

FINANCIAL MANAGEMENT POLICIES / BUSINESS PLAN

This report complies with the Municipality's Multi-Year Financial Strategy, the approved Operating, Capital and Reserve budgets, policies and procedures regarding withdrawals from the utilization of Capital and Operating reserves, as well as any relevant legislation.

ALTERNATIVES

Council may decide to decline the invitation to join the Coalition of Canadian Municipalities Against Racism and Discrimination and continue current initiatives independently. This alternative may not impact negatively, however it would eliminate the benefits to be gained from joining the Coalition.

ATTACHMENTS

Appendix A: Declaration to Join the Canadian Coalition of Municipalities Against Racism and Discrimination

Appendix B: Ten Common Commitments (Canadian Commission for UNESCO)

**Call for Coalition of Canadian Municipalities Against Racism and Discrimination -
Canadian Commission For UNESCO
Council Report**

- 4 -

September 19, 2006

Appendix C: Correspondence received from Canadian Commission for UNESCO dated January 13, 2006.

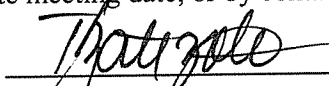
Appendix D: List of current initiatives

Appendix E: List of municipalities who have joined the Coalition of Canadian Municipalities Against Racism and Discrimination

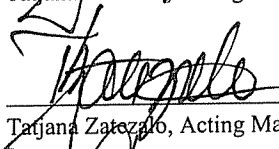
Appendix F: Minutes of Community & Race Relations Advisory Committee, March 2, 2006

A copy of this report can be obtained online at <http://www.halifax.ca/council/agendasc/cagenda.html> then choose the appropriate meeting date, or by contacting the Office of the Municipal Clerk at 490-4210, or Fax 490-4208.

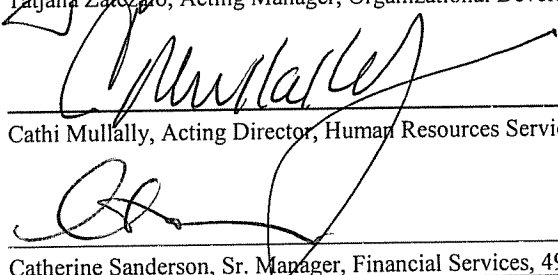
Report Prepared by:


Tatjana Zatezalo, Acting Manager, Organizational Development #490-4037

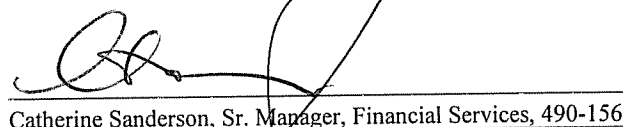
Report Approved by:


Tatjana Zatezalo, Acting Manager, Organizational Development #490-4037

Report Approved by:


Cathi Mullally, Acting Director, Human Resources Services, #490-7239

Report Approved by:


Catherine Sanderson, Sr. Manager, Financial Services, 490-1562

CANADIAN COMMISSION FOR UNESCO DRAFT JANUARY 2006

**DECLARATION TO JOIN or INTENT TO JOIN
THE CANADIAN COALITION OF MUNICIPALITIES AGAINST RACISM**

Given that:

1. The Canadian Commission for UNESCO (United Nations Educational, Scientific and Cultural Organization) is calling on municipalities to join a Canadian Coalition of Municipalities Against Racism and be part of UNESCO's international coalition launched in 2004; and
2. The Federation of Canadian Municipalities endorses the Call for a Canadian Coalition of Municipalities Against Racism and encourages its members to join; and

Whereas:

3. Municipal governments in Canada, along with other levels of government, have responsibilities under Canada's *Charter of Rights and Freedoms* as well as federal, provincial and territorial human rights codes, and therefore have an important role to play in combating racism and discrimination and fostering equality and respect for all citizens;

Be it resolved that:

4. The Municipality of _____ agrees to join OR _____ declares its interest in (intent to join as soon as possible) the Coalition of Canadian Municipalities Against Racism and in joining the Coalition agrees to adopt (OR re-affirm) the ten Common Commitments set out below as well as develop OR adapt its own unique Plan of Action against racism accordingly.
5. These Common Commitments and the Municipality's unique Plan of Action will be an integral part of the Municipality's strategies and policies and will be evaluated accordingly.
6. In developing OR adapting and implementing its own Plan of Action towards progressive realization of the Common Commitments, the Municipality will cooperate with other organizations and jurisdictions including other levels of government, Aboriginal peoples¹, public and private sector institutions, and civil society organizations, who have responsibilities in the area of human rights including any specific jurisdiction in matters falling under these Common Commitments.
7. The Municipality will set its priorities, actions and timelines and allocate resources according to its unique circumstances, and within its means and jurisdiction. The Municipality will exchange its expertise and share best practices with other municipalities involved in the Coalition, and will report publicly on an annual basis on actions undertaken towards progressive realization of these Common Commitments.

(Date) _____

(Place) _____

(Signature) _____

¹ In undertaking these Commitments and in developing unique plans of action for addressing racism and discrimination, municipalities will be encouraged to take a participating approach that will engage Aboriginal people.

Appendix B

CANADIAN COMMISSION FOR UNESCO DRAFT JANUARY 2006

CANADIAN COALITION OF MUNICIPALITIES AGAINST RACISM TEN COMMON COMMITMENTS

In undertaking these Commitments and in developing unique plans of action for addressing racism and discrimination, municipalities will be encouraged to take a participative approach that will engage Aboriginal people and initiate dialogue among communities.

- COMMITMENT 1:** Increase vigilance against systemic and individual racism and discrimination
- COMMITMENT 2:** Broaden accountability and monitor racism and discrimination in the municipality and monitor municipal actions taken to address racism and discrimination
- COMMITMENT 3:** Increase support for people who experience racism and discrimination
- COMMITMENT 4:** Inform and involve all residents in anti-racism initiatives and decision-making
- COMMITMENT 5:** Support measures to promote equity in the labor market
- COMMITMENT 6:** Provide equal opportunities as an employer, service provider and contractor
- COMMITMENT 7:** Support measures to challenge racism and discrimination in housing and implement measures to promote diversity and equal opportunity
- COMMITMENT 8:** Support measures to challenge racism and discrimination in the education sector, as well as in other forms of learning, and promote diversity and equal opportunity
- COMMITMENT 9:** Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality
- COMMITMENT 10:** Support policing services in their efforts to be exemplary institutions in the fight against racism and discrimination



HALIFAX REGIONAL
MUNICIPALITY

JAN 25 2006

Ken

MUNICIPAL CLERK

CANADIAN COMMISSION FOR UNESCO
COMMISSION CANADIENNE POUR L'UNESCO

January 13, 2006

His Worship Peter J. Kelly
Mayor of Halifax
City Hall
P.O. Box 1749
Halifax, Nova Scotia B3J 3A5

Dear Mr. Mayor,

On behalf of the Canadian Commission for UNESCO, I would like to thank you for your interest in the call for a ~~Coalition of Canadian Municipalities Against Racism and Discrimination~~. As you know, this initiative is part of an international UNESCO project, and the Canadian Commission for UNESCO is working to develop a coalition adapted to the needs of Canadian municipalities. I am also enclosing the current draft of the declaration proposed for signature by municipalities joining the Coalition.

We would be grateful if you would review the draft declaration, the ten commitments outlined in the sample plan, as well as the suggested actions that could be taken.

We hope that this background information will enable your municipality to consider joining the Coalition, as other municipalities are doing. If you have not already done so, we would also ask that you designate a contact person in your municipality for further communication. If you require further information, please contact Elisabeth Barot at the Canadian Commission for UNESCO at elizabeth.barot@unesco.ca

Yours sincerely,

David A. Walden
Secretary-General

Encls.

Call for a Canadian Coalition of Municipalities Against Racism and Discrimination

An International Movement

In 2004, the United Nations Educational, Scientific and Cultural Organization (UNESCO) launched the International Coalition of Cities Against Racism initiative to establish a network of cities in Africa, Arab states, Latin America and Caribbean region, North America, Asia-Pacific and Europe interested in sharing experiences to improve their ability to fight racism, discrimination and xenophobia. In Europe, more than 40 cities are part of the coalition and other cities have expressed interest in joining as well.

In Canada, the Canadian Commission for UNESCO is working in partnership with a number of communities and organizations across the country to develop a Canadian Coalition of Municipalities Against Racism and discrimination.

How do Canadian municipalities benefit by joining the Coalition?

Racism raises barriers against the development of individuals and groups, corrupts those who practice it, and divides communities. It is a serious threat to the peaceful coexistence and exchange among communities and within communities, it imperils democracy and curtails the meaningful participation of residents. Racism entrenches and aggravates inequalities within society.

Cities are the main focus of ethnic and cultural mixing. They are an ideal place to develop policies, and implement concrete strategies and actions to eliminate racism. By eliminating racism and multiple forms of discrimination, cities are able to build inclusive and respectful societies where everyone has an equal opportunity to participate in the economic, social, cultural, recreational, and political life of the city.

By joining together in a coalition, municipalities will be able to:

- document and advance work within their own jurisdiction in combating racism and discrimination and building more inclusive communities;
- exchange practices and expertise with like-minded people in municipalities and groups in Canada and around the world;
- cooperate with other members of civil society to develop better tools to measure success.

showcase examples of effective policies and programs. UNESCO has sponsored a preliminary study to understand the use of indicators by municipalities to evaluate the success of their policies and activities to combat racism and discrimination. The study, conducted by the Centre for Research on Immigration, Ethnicity and Citizenship (CRIEC)², looked at indicators for the cities of Boston, Montreal, Saskatoon, Stockholm, Toronto and Vancouver. This study is available from the CCU. Those involved in related research are invited to contact the CCU to explore ways to link with the Coalition's work.

What can municipalities do to become involved in the Coalition?

Cities and municipal governments are invited to:

- contact the Canadian Commission for UNESCO to learn more about the Coalition
- discuss the benefits of joining the Coalition with other stakeholders
- send a letter from the Mayor to the Canadian Commission for UNESCO expressing the municipality's interest in joining the Canadian Coalition of Municipalities Against Racism and Discrimination
- develop and promote the initiative within your municipality
- inform the Canadian Commission for UNESCO of your municipality's support for the ten commitments and your pledge to develop your own plan of action, and to measure and report progress on your action plan
- evaluate activities you are already undertaking that correspond to one or more of the ten commitments
- identify new actions relating to one or more commitments that your municipality will undertake in the coming years
- encourage other cities and municipal governments to join the coalition
- participate in monitoring and evaluating progress made in implementing actions as a member of the Coalition.

What actions can individuals and community organizations take?

Eliminating racism and discrimination is everyone's business. Individuals, community organizations, groups, and any interested party can contact the Canadian Commission for UNESCO to learn more about this initiative. Here are some suggestions:

- contact your municipality to learn if there are plans to join the Coalition
- conduct a consultation on the proposed ten commitments and sample plan of action against racism and discrimination and decide how your organization could participate in the Coalition
- broaden awareness by discussing and sharing information about this initiative with other local stakeholders
- write to your Mayor to encourage participation in the Coalition
- ask for this initiative to be put on the City Council business agenda and organise members of your community to make a presentation to Council explaining the

² CRIEC Centre of Research on Immigration Ethnicity and Citizenship, University of Quebec in Montreal, Feb.2005

Activities undertaken to date to broaden awareness and support to the Coalition of Canadian Municipalities Against Racism and Discrimination:

Roundtable on Combating Urban Racism, January 24, 2005, Ottawa

National consultation at the Annual General Meeting of the Canadian Commission for UNESCO, March 11, 2005, Toronto

Montreal ad hoc working group consultation, March 29, 2005, Montreal

Quebec Working Group consultation, April 19, 2005, Montreal

Presentation to the Ontario Large Urban Mayors Forum, May 6, 2005, Barrie

Nova Scotia Partners Against Racism consultation, May 16-18, 2005, Halifax

Presentation at the Regional Meeting of Saskatchewan Cities, May 2005, Saskatoon

Workshop at the Annual General Meeting of the Canadian Association of Statutory Human Rights Agencies, June 13, 2005, Saskatoon

The Call for a Canadian Coalition of Municipalities Against Racism and Discrimination was endorsed by the Canadian Association of Statutory Human Rights Agencies, June 15, 2005, Saskatoon

Standing Committee on Social Development, Federation of Canadian Municipalities, September, 2005, Charlottetown, passed a motion calling on its members to support and promote the Coalition.

Presentation to *Racism-Free Alberta*, a coalition of umbrella organizations engaged in anti-racism and anti-discrimination work in Alberta

Presentation to representatives of provincial and federal departments with multiculturalism and human rights responsibilities in Alberta in September, 2005

Presentation to the Alberta Community Economic Development Annual Conference in October, 2005 in Red Deer

Presentation on November 6, 2005 to the advisory council for the Metropolis Project in Montreal, one of the 5 Canadian centres of excellence working on immigration and cities

Presentation to the National Anti-Racism Council of Canada's (NARCC) annual conference in Ottawa, November 12, 2005

SAMPLE OF A PLAN OF ACTION AGAINST RACISM

In undertaking these Commitments and in developing unique plans of action for addressing racism and discrimination, municipalities are encouraged to take a participative approach that will engage Aboriginal people and initiate dialogue among communities.

COMMITMENT 1: Increase vigilance against systemic and individual racism and discrimination.

Objectives:

To set up and/or reinforce a monitoring, vigilance and solidarity network against racism at the municipal level.

Examples of action:

- a) Support or establish, in collaboration with community organizations; a monitoring and rapid response system to identify and respond to acts of racism, hate crimes and incidents, including bringing such incidents to the attention of the appropriate authorities.
- b) Put racism and discrimination on the agenda of various municipal consultation and cooperation groups that exist within the municipality (e.g., youth commissions, intercultural relations boards, various committees).
- c) Establish an interagency group of knowledgeable employees, representing agencies with potential responsibility for resolving such conflicts (police, schools, youth workers, Aboriginal liaison workers, social workers, NGOs, etc.), with responsibility for coordinating actions at an early stage when hate crimes or group conflicts arise.
- d) Provide training on recognizing, reporting and responding to hate crimes and conflict management to employees from relevant agencies and institutions.
- e) Work in concert with other levels of government and other organizations on strategies to combat hate/bias.
- f) Report regularly on the incidence of hate crimes.
- g) Formulate a vision statement and / or policy that would
 - Acknowledge the existence of racism and discrimination and the historical and ongoing disadvantage faced by some groups and individuals in the community;
 - Recognize domestic human rights charters and legislation, policies, and case law, as well as international conventions; and,
 - Affirm the commitment to take steps to promote and protect human rights.
- h) Establish a pool of experts (researchers and practitioners including those from Aboriginal and racialized communities) with relevant competence to

COMMITMENT 3: Increase support for people who experience racism and discrimination.

Objectives:

Support those who experience racism and discrimination to exercise and defend their rights including access to remedies (counselling, monitoring, access to human rights commission, etc.) and preventive measures to counter racism and discrimination.

Examples of action:

- a) Establish or enhance an existing complaints mechanism within municipal authority (ombudsperson, anti-discrimination unit, etc.) to deal with allegations of systemic and individual acts of racism and discrimination.
- b) Create a directory of Aboriginal and racialized community leaders who are recognized and respected as trainers/facilitators on cultural awareness and promotion of healthy relationships.
- c) Provide support to local entities which provide legal and psychological support to those who experience racism and discrimination.
- d) Establish or enhance policies and measures for responding to systemic and individual acts of racism, including policy, program and procedural changes, remedial and disciplinary measures, education and training.

COMMITMENT 4: Inform and involve all residents in anti-racism initiatives and decision-making.

Objectives:

To ensure, by using a participatory approach, that municipal dwellers are informed about their rights and obligations, protections as well as legal options and penalties for racist acts or behaviour.

To reinforce the representation of Aboriginal and racialized communities in local decision-making entities.

Examples of actions:

- a) Increase representatives of Aboriginal and racialized communities on municipal boards, commissions and committees.
- b) Organize, on a regular basis, municipal forums against racism, in collaboration with existing organizations and mechanisms, in order to offer citizens an opportunity to discuss the problems of racism and discrimination in the municipality, including impact of local policies and programs.
- c) Empower local NGOs and civil society to provide information and take action against racism and discrimination.

- g) Develop policies and practices regarding foreign credentials, thus allowing more immigrants access to employment opportunities.
- h) Monitor and analyze the impact of federal and provincial or territorial legislation and policies that affect diverse communities within the municipality.
- i) Set up a partnership with businesses that support municipal efforts to combat racism and discrimination.

COMMITMENT 6: Provide equal opportunities as an employer, service provider and contractor.

Objectives:

To promote, implement and enforce anti-racism strategies including inclusive and non-discriminatory policies and practices within the organization.

To ensure equitable access to opportunity as an employer and service provider.

Examples of actions:

- a) Ensure that equity and the elimination of racism and discrimination are examined and addressed at a systemic level in all aspects of the municipality's operations including corporate planning, policy and program development, procedures and practices, service delivery, contracting, as well as organizational culture.
- b) Perform regular diversity audits to inform the development of appropriate policies and practices in the areas of employment, services and contracts, and measure progress toward diversity outcomes.
- c) Identify the learning and development needs of municipal employees, in partnership with unions, and implement training and upgrading modules in order to enhance their ability to manage ethnic and cultural diversity, promote intercultural dialogue, develop competence in antidiscriminatory practice and acquire the necessary skills in order to provide culturally sensitive and appropriate services.
- d) Review and improve the representation of Aboriginal and racialized communities among municipal staff, including at senior management levels.
- e) Set up a special scholarship and training program for youth from Aboriginal and racialized communities to help increase their representation in the municipal workforce.
- f) Implement an impact and needs assessment when developing any new initiative to ensure it supports the outcomes of full inclusion and access, without discrimination.
- g) Develop a comprehensive set of equity and access policies and appropriate complaint procedures in relation to anti-racism, hate and bias activities, human rights, workplace harassment, access to services, provision of service in multiple languages and formats.

Objectives:

To develop and strengthen partnerships that support measures against racism and discrimination with respect to access to education and other forms of learning.

To promote opportunities to dialogue, learn and work together towards mobilizing against racism and discrimination, and creating a climate of understanding and mutual respect for the dignity and worth of each person so that each person feels a part of the community and able to contribute fully to the development and well-being of the community.

Examples of actions:

- a) Create a program to recognize schools for their anti-racist and anti-discrimination initiatives.
- b) Use public education and outreach to promote understanding between different cultures, and address racism and discrimination.
- c) Encourage the development of teaching materials on human rights, respect for human dignity, peaceful coexistence and intercultural dialogue that can contribute to enhancement of the ability of pupils, teachers and trainers to operate in a pluralistic environment free from racism and discrimination encouraging a better knowledge of everybody's history.
- d) Sensitize and train elected officials and government employees on education that takes into account mutual respect, citizenship, human rights and the fight against racism.
- e) Develop awareness, information and intervention tools on mutual respect, citizenship, human rights and the fight against racism.
- f) Promote cross-community efforts, in conjunction with partners, to fight against inequality, racism and discrimination ("intercultural harmony committees," "community school," etc.).
- g) Support the development of anti-discrimination policies among educational institutions to combat racism and discrimination in access to education and schools.
- h) Develop programs that promote equitable access to education.

COMMITMENT 9: Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities in the cultural fabric of the municipality.

Objectives:

To ensure the preservation, diffusion and appreciation for the diverse range of cultural expression and heritage of municipal dwellers, in particular those from Aboriginal and racialized communities.

To create a social, cultural and economic environment that will enable all residents not only to enjoy the benefit of culture but also to take an active part in overall cultural life and in the process of cultural development.

- d) Review and update all policies, procedures, practices, codes of ethics, *etc.* to ensure that they are consistent with human rights legislation, case law and policy, anti-racism and anti-discrimination principles.
- e) Undertake organizational change initiatives, corrective measures or outreach initiatives to address inequity or disadvantage.
- f) Implement programs to ensure appropriate representation of Aboriginal and racialized groups in recruitment and at all levels of policing organizations.
- g) Implement or enhance training of all persons engaged in law enforcement in human rights, anti-racism and anti-discrimination, *etc.* and ensure that the training is effective, appropriate and timely.
- h) Adopt specific programmes and policies to address issues of concern to Aboriginal and racialized communities, and other historically disadvantaged groups (*e.g.* against racial profiling and racially biased policing, hate crimes and to ensure accommodation of persons with disabilities).
- i) Ensure an independent, effective and accessible complaint procedure.
- j) Monitor the effectiveness of the various measures undertaken to fulfil this commitment.

The *International Convention on the Elimination of All Forms of Racial Discrimination* (1975) defines racial discrimination as “any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life” (article 1), affirms that, among other things, “any doctrine of superiority based on racial differentiation is scientifically false, morally condemnable, socially unjust and dangerous” and requires States to “pursue by all appropriate means and without delay a policy of eliminating racial discrimination in all its forms and promoting understanding among all races,” and in particular to “engage in no act or practice of racial discrimination against persons, groups of persons or institutions and to ensure that all public authorities and public institutions, national and local, shall act in conformity with this obligation” and to “prohibit and bring to an end, by all appropriate means, including legislation as required by circumstances, racial discrimination by any persons, group or organization”;

The case law of the Committee on the Elimination of Racial Discrimination, in terms of both individual communications and final observations toward the periodic reports from States is consistent in its fight against discrimination;

The *Declaration and the Programme of Action* released by the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance, held in Durban in September 2001, appeals to the responsibility of various levels of State governments (federal and local) to combat racism and state that “the fundamental role of civil society in the fight against racism, racial discrimination, xenophobia and related intolerance, in particular in assisting States to develop regulations and strategies, in taking measures and action against such forms of discrimination and through follow-up implementation” (par. 116 of the Declaration);

The reports of the Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance, and the Special Rapporteur on the situation of human rights and fundamental liberties of Aboriginal peoples, which denounce and document numerous situations of racism and discrimination, are also relevant;

National Level

The *Canadian Charter of Rights and Freedoms* stipulates: “Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability” (section 15.1);

coordination at the federal and provincial level to reduce the level of disparity that urban Aboriginal people currently face and to offer these people better government programs that meet their local need and priorities.

Provincial Level

Provincial and territorial human rights codes are premised on the principle that all human beings are equal in worth and dignity, and are entitled to equal protection of the law, as well as that every person has a right to full and equal recognition and exercise of his or her human rights and freedoms, without distinction, exclusion or preference based on some or all of the following: race, colour, ancestry, ethnic origin, sex, pregnancy, sexual orientation, civil, marital or family status, age, religion, political belief, language, ethnic or national origin, social condition, or disability. Discrimination exists where such a distinction, exclusion or preference has the effect of nullifying or impairing such rights, and human rights codes prohibit discrimination and harassment.

For example in Quebec:

- The *Declaration by the Government of Québec on Ethnic and Race Relations* (1986) points out that “full and complete acceptance by Québec of international agreements and pacts on human rights, especially the International Convention on the Elimination of All Forms of Racial Discrimination, ratified by the Government of Québec on May 10, 1978, which proclaim, among other things, that any doctrine of superiority based on racial differentiation is scientifically false, morally reprehensible and socially unjust and dangerous” and states, among other things: “The Government of Québec categorically censures all forms of racism and racial discrimination. (. . .) The Government of Québec resolves to see that all its departments and agencies comply with the Québec Charter of Human Rights and Freedoms. (. . .) The Government of Québec will see that every person’s right to equality is respected as regards work, housing, health, social and educational services and other services offered to the public and access to public places, without discrimination as the race, colour, religion, ethnic or national origin”;
- This historical commitment to democratic citizenship, civic and intercultural relations and to the struggle against racism and discrimination, was reinforced by the Government of Québec’s policy statement on immigration and integration (1990) and by the work of the Conseil des relations interculturelles du Québec;
- The National Assembly of Québec passed resolutions, on 20 March 1985 and 30 May 1989, on the recognition of 10 Aboriginal nations (Abenaki, Algonquin, Attikamek, Cree, Huron, Micmac, Mohawk, Montagnais, Naskapi and Malecite) and of the Inuit people of Québec;

**DECLARATION or DECLARATION OF INTENT TO JOIN
THE CANADIAN COALITION OF MUNICIPALITIES AGAINST RACISM**

Given that:

1. The Canadian Commission for UNESCO (United Nations Educational, Scientific and Cultural Organization) is calling on municipalities to join a Canadian Coalition of Municipalities Against Racism and be part of UNESCO's international coalition launched in 2004; and
2. The Federation of Canadian Municipalities endorses the Call for a Canadian Coalition of Municipalities Against Racism and encourages its members to join; and

Whereas:

3. Municipal governments in Canada, along with other levels of government, have responsibilities under Canada's *Charter of Rights and Freedoms* as well as federal, provincial and territorial human rights codes, and therefore have an important role to play in combating racism and discrimination and fostering equality and respect for all citizens;

Be it resolved that:

4. The Municipality of _____ agrees to join OR _____ declares its interest in (intent to join as soon as possible) the Coalition of Canadian Municipalities Against Racism and in joining the Coalition agrees to adopt (OR re-affirm) the ten Common Commitments set out below as well as develop OR adapt its own unique Plan of Action against racism accordingly.
5. These Common Commitments and the Municipality's unique Plan of Action will be an integral part of the Municipality's strategies and policies and will be evaluated accordingly.
6. In developing OR adapting and implementing its own unique Plan of Action towards progressive realization of the Common Commitments, the Municipality will cooperate with other organizations and jurisdictions including other levels of government, Aboriginal peoples,¹ public and private sector institutions, and civil society organizations, who have responsibilities in the area of human rights including any specific jurisdiction in matters falling under these Common Commitments.
7. The Municipality will set its priorities, actions and timelines and allocate resources according to its unique circumstances, and within its means and jurisdiction. The Municipality will exchange its expertise and share best practices with other municipalities involved in the Coalition, and will report publicly on an annual basis on actions undertaken towards progressive realization of these Common Commitments. ...

(Date)

(Place)

(Signature)

¹ In undertaking these Commitments and in developing unique plans of action for addressing racism and discrimination, municipalities will be encouraged to take a participative approach that will engage Aboriginal people

Appendix D

Coalition of Canadian Municipalities Against Racism and Discrimination

HRM Initiatives

- Employment Equity Policy
- Community & Race Relations Policy
- HRM Immigration Action Plan
- Workplace Rights Policies
- Diversity Plan - Hiring Strategy - HRM working to become an employer of choice
- Designated Recruitment (HRP and Fire & Emergency Services)
- Corporate Diversity Plan
- HRM Cultural Plan
- Internal Training Programs:
 - Building Cultural Competency
 - Building Cultural Competency II - The Sequel
 - Disability Awareness Training
- Illegal and Irregular Conduct Policy
- Amendment to the HR Ethical Conduct Policy
- Corporate Annual Diversity Week
- Mentoring Program
- Succession Planning Strategy
- Trained Mediators Pool
- Employee & Family Assistance Program
- Nova Scotia Community College - Memorandum of Understanding
- Municipal Governance and Management Project (MGMP) - Guyana Initiative
- Corporate training initiative - 50% tuition reimbursement

Committees/partnerships

- Community & Race Relations Advisory Committee
- Advisory Committee for Persons with Disabilities
- Cultural Advisory Committee
- Immigration Leadership Council
- Metropolitan Regional Housing Authority
- Greater Halifax Partnership

Appendix E

Municipalities That Have Joined The Coalition (as of e-mail dated August 22, 2006 from UNESCO)

Montreal, Quebec - March 22, 2004

Saskatoon, Saskatchewan - May 30, 2005

Grand Bank, Newfoundland - February 16, 2006

Quebec, QC - February 24, 2006

Windsor, Ontario - March 21, 2006

Fort MacMurray/Wood Buffalo, Alberta - April 1, 2006

Toronto, Ontario - April 25-27, 2006

Calgary, Alberta - July 24, 2006

Appendix F

1. CALL TO ORDER

The Chair called the meeting to order at 4:50 p.m. in the Media Room, City Hall **without a quorum**.

The Committee agreed to review the Canadian Commission for UNESCO correspondence first on the agenda.

5. NEW BUSINESS

5.1 Canadian Commission for UNESCO re: Coalition of Canadian Municipalities Against Racism and Discrimination

- Correspondence dated January 13, 2006 from David A. Walden, Secretary-General, Canadian Commission for UNESCO was before the Committee.

It was clarified by Councillor Debbie Hum that Regional Council did not have any discussion on this item, but that a motion was passed by Council to refer the UNESCO correspondence to the Committee and staff for review and to report back to Council. She further noted that no time line to report to Council was given and there does not appear to be a time line set out in the UNESCO correspondence.

Ms. Charla Williams, Coordinator, Diversity Programs, clarified the following:

- She will be preparing a staff report to Council, which she will bring before the Committee in draft form for discussion before the report goes to Council.
- A separate report to Council will be prepared from the Committee.
- In order for HRM to undertake this initiative, it will require additional resources for coordination of such projects as collaboration with other levels of government, non-government organizations and various HRM business units and departments.
- Upon review of the Ten Common Commitments and examples of actions set out in the UNESCO correspondence, she noted that HRM has already been following many of these commitments and implementing many similar actions, however, they have not been recorded and compiled.
- She will contact UNESCO to discuss the initiative and contact some of the municipalities that have joined the Coalition to discuss their involvement in the initiative.
- She will not contact non-government organizations to discuss collaboration on the initiative until staff have direction from Council.

Mr. David Khokhar spoke in support of the initiative and the direction, education, and clarification it would provide.

Councillor Hum noted that the initiative would be a considerable undertaking for HRM. She further noted that an extensive staff report would be required setting out an action plan for each commitment and the required resources. The Councillor indicated that this would be a good opportunity to compile and clarify what HRM has accomplished and are currently accomplishing through anti-racism and anti-discrimination initiatives.

Mr. Larry Guptill asked the Committee to consider what HRM will get in return from implementing the initiative. Mr. Guptill advised that he has had experience partnering with UNESCO and noted that undertaking this initiative will be labour intensive and require significant resources. He suggested that HRM could draw on the ideas from the UNESCO initiative to enhance HRM's Race Relations Policy and the Committee's work plan. Mr. Guptill further suggested that a document could be compiled outlining anti-racism and anti-discrimination actions and initiatives undertaken by HRM to provide UNESCO with examples.

Ms. Gail Wilson arrived at 5:06 p.m., at which time **a quorum was achieved.**

Mr. Wilfred McEachern noted that, in his opinion, upon weighing the costs of implementing the initiative against the rewards, the costs would be insignificant in consideration of having an opportunity to showcase HRM as an example to the rest of the world.

The Chair spoke in support of the initiative, noting that if the initiative is approved by Council, it will be important to see through its implementation and to ensure that it does not become another adopted yet unused policy. She noted that this initiative could be a good opportunity to work with other community organizations and also to work with the Aboriginal community.

Ms. Williams noted that she would recommend to have the School Board sign on as a partner, as the initiative extensively involves education. She commented that the School Board has been working on anti-racism and anti-discrimination initiatives as well. Ms. Williams further noted that she sees two major benefits to HRM through this initiative, as follows:

- Adopting the initiative will raise the profile of anti-racism and anti-discrimination efforts in HRM.
- Adopting the initiative will allow HRM to draw on and learn more from the anti-racism and anti-discrimination experiences of other municipalities

Ms. Williams further noted that she considers the initiative positive in principle. However, until she speaks with other municipalities regarding their experiences with involvement in the initiative, and with UNESCO regarding their expectations, it will be difficult to determine whether HRM can practically put in place resources to undertake the initiative.

Mr. McEachern encouraged the Committee to maintain a charitable outlook, not only focussing on what benefits the initiative will bring to HRM, but what other municipalities around the world will gain from HRM's anti-racism and anti-discrimination experiences.

MOVED BY Mr. Thomas Rissesco, seconded by Mr. David Khokhar, that the Community and Race Relations Advisory Committee recommend that Regional Council endorse in principle the initiative set out by the Coalition of Canadian Municipalities Against Racism and Discrimination. MOTION PUT AND PASSED.

Mr. Guptill advised of regrets for the April 6, 2006 meeting and Ms. Williams advised she would email the report to him for his review and input.

MOVED BY Councillor Debbie Hum, seconded by Mr. Larry Guptill, that staff bring the draft report on the initiative set out by the Coalition of Canadian Municipalities Against Racism and Discrimination before the Committee for input and discussion prior to going before Regional Council. MOTION PUT AND PASSED.

4. BUSINESS ARISING OUT OF THE MINUTES

4.1 Future Work Plans

- The Community and Race Relations Advisory Committee Work Plan was before the Committee.

The Chair clarified that the Goals outlined in the work plan are the Goals from the Race Relations Policy, the Objectives in the Work Plan are from the Terms of Reference, and the Activities in the Work Plan are from discussion at the January 5, 2006 meeting. She further noted that Ms. Sylvia Parris, who could not attend the meeting today, forwarded input via email on the Work Plan, as follows:

- Events be posted for Committee members and the public on the Community and Race Relations Advisory Committee website.
- The Committee host a Councillor's gathering as part of HRM's Diversity Week (3rd week of September).

Ms. Williams and Councillor Hum noted that there are normally many events planned during Diversity Week, which may compromise attendance in holding a Councillor's gathering. It was suggested that perhaps the first Thursday of October may be a more appropriate time to hold the event.

Ms. Williams noted that the Work Plan may be more useful as a status sheet type document. She noted that the February to December 2006 time frame should be deleted as some of the projects will be ongoing beyond December 2006. It was suggested that it would be helpful if the Committee prioritized the activities set out in the Work Plan.

Ms. Susanne Wise noted that a Method column should be added between the Objective and Activities columns. She clarified that the Method column could set out the method of implementing the Goal (ie: educate, inform, etc.) and that the Activities column should specifically set out the action that will be taken to implement the Method (ie: public meeting, letter writing, etc.).

It was further suggested by Ms. Williams that the Delegation column specifically set out the staff person or the Committee member that will be taking a lead on that specific activity. Committee members also noted that the Date Completed column should be revised to indicate a start date and a target completion date.

The Chair requested that the Legislative Assistant forward the Work Plan document to each Committee member via email. The Chair further requested that Committee members input suggestions (ie: specific projects, Committee members as leaders of activities, prioritization