

DIVERSITY DIALOGUES
“The Black Community Speaks”
Anti-Black Racism and the need for Diversity in the Region

A presentation of the Vaughan African Canadian Association
for the Region of York
June 18, 2020

Diversity in the Region

The #1 Challenge of the Black community in York Region is the lack of support from government.

That includes all aspects

- hiring practices,
- business development,
- economic development & culture
- City support for program space.

Diversity Action Plans

It is our hope that Cities introduce the hiring of staff like a Diversity officer and set up equity and diversity committees.

Aurora

Vaughan

Newmarket

East Gwillimbury

Richmond Hill

King City

Markham

Government Guideposts

If you don't call it out, who will?

- Vision
- Innovation
- Fairness
- Equity

White Privilege

Unconscious bias

Microaggressions

Anti-Black racism

Overt/covert forms

Subtle racism

Systemic racism

Where are We?

Are Black people represented in positions? Where?

Any senior positions?

Promotions?

Front office?

Visible positions?

Data drives policy

We need race-based data collected in order to plan and provide necessary services for a community that has been under-served

Helps to understand the depths of discrimination

What do the Stats Say?

- Black community is the 4th largest community in York Region
- 2 out of 5 people in the Region are visible minorities
- Georgina and East Gwillimbury have the largest Black population in the Region
- Black people are 20 times more likely to die at the hands of Police

I have faced Racism

- Trauma
- Stress
- Inequities
- Fear
- Mistrust
- Family trauma

And, Finally

There have been substantial contributions by the Black community to the growth and success of the country and region. But economic, health, social, educational, and political disparities still exist. Many of the long-standing disparities in our community are not similarly experienced by other racialized and ethnic communities.

This region is in jeopardy of leading your Cities without a lens of inclusion if changes are not made in the way you lead.

If you plan to lead your City during a tumultuous time in our history when anti-Black racism is rampant and the pain of my community is palpable, you need to have better representation, clearer policies, new and innovative thinking and leadership from the top.