



Diversity Dialogues African-Canadian Voices

A Presentation for the Regional Municipality of York on behalf
of Black community organizations



Land Acknowledgement Cultural Acknowledgment

Black Organizations in York Region

- ✓ **Black Family Community Foundation (BFCN)**
- ✓ **Markham African Caribbean Association (MACCA)**
- ✓ **Parents of Black Children (PoBC)**
- ✓ **York Region Alliance of African-Canadian Communities (YRAAC)**
- ✓ **Thornhill African-Canadian Caribbean Association (TACCA)**
- ✓ **Black Lives For Change (BLFC)**
- ✓ **Newmarket African Caribbean Association (NACCA)**
- ✓ **York Region Students Deserve Better**





Those who
accomplish great
things pay
attention to little
ones.

AFRICAN PROVERB

Happy Black History Month



HONOURABLE
DR. ALVIN CURLING



HONOURABLE
DR. JEAN AUGUSTINE



DR. ZANANA AKANDE

As a Black Person we may feel...
As a non-Black person you may feel...

**TRAUMA. *GUILT*. TRIGGER. ANGER.
CONFUSION. SORRY. *SICK*.
EMBARASSED. PROUD. *DISBELIEF*.
FRIGHTENED. *HORRIFIED*. VINDICATED
ALONE. *EMPOWERED*. CHANGED.
MISUNDERSTOOD. BLAMED.
INDIFFERENT. *CURIOUS*. DEVASTATED.
RESPONSIBLE. AT FAULT. GRATEFUL.
COURAGEOUS. ENERGIZED. ADAMANT.
READY. JUSTIFIED. *HEARTBROKEN*.
DISGUSTED. *SICK & TIRED*.**





Warning: Trigger, Trauma, real incidents of anti-Black racism





Why do we need Diversity Dialogues

- Information
- Education
- Collaboration
- Transformation

Information



- What do you know about the Black community in the Region?
- What do you know about the Black community in your City?
- What supports exist?
- What supports are missing?
- Who have you partnered with from the Black community?
- What does your workforce look like?
- How are you outreaching to the community?
- Do you network with organizations serving the Black community?
- Do you work from an equity framework?
- Do you acknowledge Black history month? How?
- Do you make public statements about racial injustice when you hear it?
- Do the agencies in your City operate from an anti-Black racism lens?
- (health, policing, economic development, culture, recreation, education)

Education

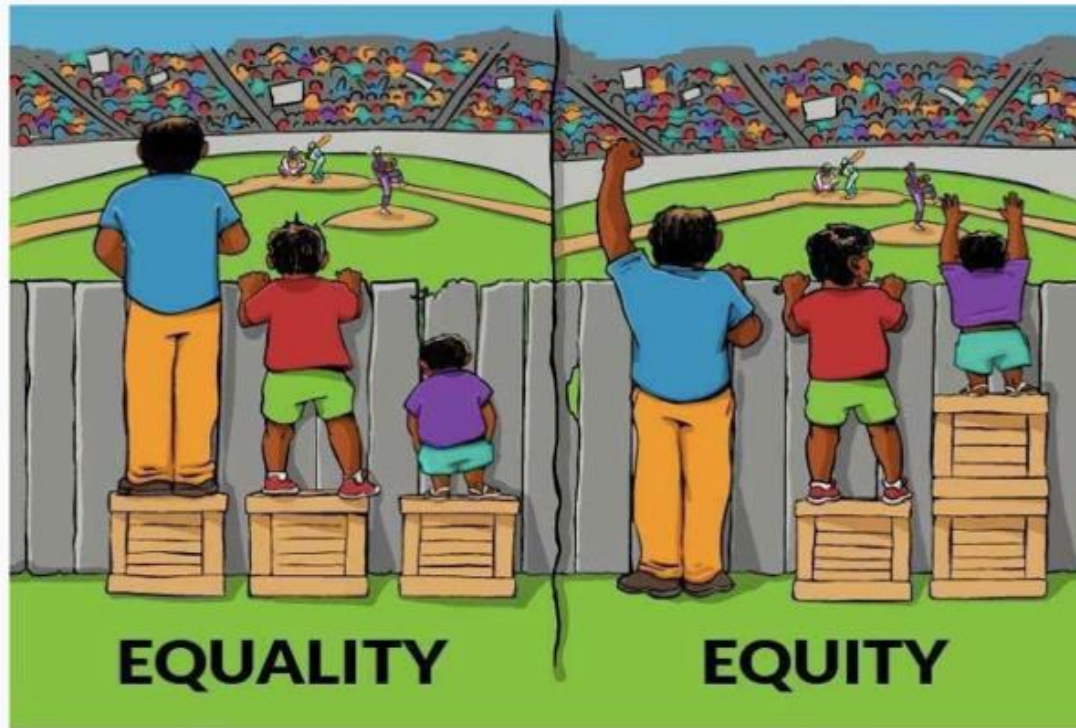


Education



- How much do you know about what Black community that you serve?
- Why does it matter?
- Do you accept that we exist in a society that favours white over minorities
- Do you accept that we exist in a society that favours one minority group over others?
- Do you know what the term “preferred minority” means?
- Do you group Black people into your Diversity strategy (or is it only women, LGBTQ2+, racialized)?

Education



Equality = Sameness

Equality provides the same thing for everyone. This only works when people start from the same place, history and set of circumstances.

Equity = Justice

Equity is about fairness, and providing people with the resources and opportunities they need, given their history and set of circumstances.

Adapted by the City of Portland, Office of Equity and Human Rights from the original graphic:
<http://indianfunnypicture.com/img/2013/01/Equality-Doesnt-Means-Justice-Facebook-Pics.jpg>

Josiah Henson and his wife Nancy Henson (b.1789-1883)



Shernett Martin copyright/2020

UNCLE TOM'S CABIN HOME OF JOSIAH HENSON



Shernett Martin copyright/2020

UNCLE TOM'S CABIN HOME OF JOSIAH HENSON



The Dresden School House

Built by freed slaves



African-Methodist Episcopal Church

Built by freed slaves who fought in the war of 1812





African-Methodist Episcopal Church Built by freed slaves who fought in the war of 1812





Collaboration



- Do you know the Black community organizations in your City?
- Do you know the Black community organizations across the region?
- What supports do you provide to these organizations?
- What supports are missing?
- Do you provide program space? Have you provided resources?
- Do you provide support through your staff to these organizations?
- How did you support these organizations during the COVID-19 pandemic?
- Do you network with Black organizations?
- Does the Economic Development department offer support to Black businesses?
- Do you engage the Black community beyond Black history month?
- Do the agencies in your City collaborate with the Black community?


Transformation

- Do you have an anti-racist policy in the City/Region?
- Do you have an anti-Black racism policy or strategy in the City/Region?
- Do you have concrete policies that reflect diverse voices?
- Do you have a 5-year or 10-year plan for the City/Region that includes transformative policies to include an anti-racism framework and an equity-lens?
- Does the staff in your City or at the Region reflect diversity?
- Have you discussed ways that you can be more inclusive within your programming?
- How do staff provide feedback on how you can do things better?
- How do residents provide feedback on how you can do things better?
- Do you find ways to insert diverse voices at City events, projects? Services?
- Who do you hire for DEI training?
- Do your consultants reflect racialized communities?
- Do your consultants reflect the Black community?
- Do the experts that you hire reflect Black business owners?
- When you plan concerts and events do you include Black performers, MC's, event planners and vendors?
- Do you have staff that reflects the community it serves?
- Do your assistants, front-office staff, receptionists reflect the diversity of the Region?




**Change leads to
disappointment if
it is not sustained.
Transformation is
sustained change,
and it is achieved
through practice.**

B.K.S. IYENGAR



**Transformation isn't a
future event, it's a
present day activity.**

Jillian Michaels

 quote fancy



The left side of the slide features three vertical decorative elements. The first is a narrow vertical band with a repeating pattern of teal diamonds outlined in white, set against a mustard yellow background, all enclosed within a thin red border. The second is a wavy vertical line composed of three parallel bands in mustard yellow, orange, and red. The third is a larger, stylized arrow-like shape pointing to the right, made of concentric geometric layers in teal, white, orange, and mustard yellow.

**I was going to end it here, but...
something happened last night.**

DURHAM CITY HALL ISSUES A “CHALLENGE” FOR THEIR STAFF TO RECOGNIZE BLACK HISTORY MONTH - CIRCA 2021

TWITTER@desmondcole



Can You **Rise** to the Challenge?

Challenge for Week 1 Your Name: _____

Feb 1 to 6. Please the complete report section and submit your form by 5:00 pm February 8 to
InclusiveDurham@durham.ca.

Week 1	Read a poem by a Black Canadian Author	Spend a few minutes to learn about Africa. 1. What is the highest point in the continent of Africa? 2. What is the name of the largest lake? 3. What is the name of the longest river in Africa?	Dance to a Reggae song	Cook an African or Caribbean meal	Have a conversation with a Black employee.	Take a photo of an item in your home that reminds you of Black History and say why?	Unscramble this phrase EYGULLEECCAATTHOIONNERS (Six words)
Your Report	Poem: 1. 2. 3.		Song:	Meal:	Employee:	Why: Attach photo to submission.	Phrase:



**What have you done to recognize
and celebrate**

BLACK HISTORY MONTH

at the Region?

In your City?



Thank You

Questions & answers



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ANCHOR

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