



City of Port Moody

Report/Recommendation to Council

Date: August 28, 2020
Submitted by: City Manager
Subject: Corporate Policy – Anti-Racial Discrimination and Anti-Racism

Purpose

To present for Council consideration a draft Corporate Policy to support anti-racial discrimination and anti-racism in conducting City business.

Recommended Resolution(s)

THAT Corporate Policy – 07-2510-2020-01 – Anti-Racial Discrimination and Anti-Racism be adopted as recommended in the report dated August 28, 2020 from the City Manager regarding Corporate Policy – Anti-Racial Discrimination and Anti-Racism.

Background

The City does not currently have a formalized Anti-Racial Discrimination policy. Recent and past global and national events related to racial discrimination and racism in local, national, and global communities have highlighted the need for all institutions to undertake conscious and sustainable action to combat racism, violence, and inequality. Staff have drafted Corporate Policy – 07-2510-2020-01 – Anti-Racial Discrimination and Anti-Racism (**Attachment 1**) based on the latest available recommendations from the City Solicitor.

Discussion

The proposed policy contains a clear statement of the City's commitment to creating and maintaining respect for human rights and fostering equality and inclusion, and sets out the activities involved and its application to all employees, elected officials, contractors, volunteers, and students working or volunteering for the City.

The policy is intended to demonstrate the City's commitment to conducting day-to-day operations and governance in an anti-discriminatory and anti-racist manner and environment. The implementation of this policy is a public commitment that the City of Port Moody will continue to make best efforts to ensure that all who work and interact with the City of Port Moody can do so in an environment and manner free of racism and racial discrimination.

The policy outlines investigative steps and remedies to address complaints of racism and racial discrimination and will ensure that complaints are investigated thoroughly and, where appropriate, action is taken depending upon the severity of the misconduct.

This policy is intended to supplement and support British Columbia's Human Rights Code and all relevant City policies.

Other Option(s)

1. THAT staff report back with an alternative policy for consideration, including revisions as directed by Council.
2. THAT the principles of the proposed policy be applied in practice without adoption of a formal policy.

Financial Implications

There are no financial implications associated with the recommendation in this report.

Communications and Civic Engagement Initiatives

If adopted, Corporate Policy – 07-2510-2020-01 – Anti-Racial Discrimination and Anti-Racism would be accessible on the City website and reviewed during orientation processes with individuals identified in the policy.

Council Strategic Plan Objectives

Development of an Anti-Racial Discrimination and Anti-Racism policy relates to the following Council strategic goals:

- Provide local services and access to amenities for residents of all ages and abilities:
 - o Ensure plans and programs take into account the diverse needs of residents and factors related to age and other demographics such as income, languages, housing types, and abilities; and
- Form effective relationships with service delivery partners, industries, and stakeholders to improve service delivery:
 - o Strengthen relationships with other levels of government, First Nations, community groups, and partners.

Attachment(s)

1. Draft Corporate Policy – 07-2510-2020-01 – Anti-Racial Discrimination and Anti-Racism.

Report Author

Tim Savoie
City Manager

Report Approval Details

Document Title:	Corporate Policy - Anti-Racial Discrimination and Anti-Racism.docx
Attachments:	- Attachment 1 - Draft Corporate Policy - 07-2510-2020-01 - Anti Racial Discrimination and Anti-Racism.pdf
Final Approval Date:	Aug 31, 2020

This report and all of its attachments were approved and signed as outlined below:

Tracey Takahashi for Dorothy Shermer, Corporate Officer - Aug 31, 2020 - 7:35 AM

Jeff Moi for Tim Savoie, City Manager - Aug 31, 2020 - 4:40 PM