

# YORK REGION ACKNOWLEDGES AND DENOUNCES SYSTEMIC ANTI-BLACK RACISM

The United Nations declared March 21 as *International Day for the Elimination of Racial Discrimination*. In 2021, the day serves as a reminder of events in 2020 that brought attention around the world to anti-Black racism – a reality rooted in hundreds of years of systemic oppression that persists today in our world, country, communities and workplaces. York Region is not immune to systemic anti-Black racism. It persists in conscious and subconscious biases.

**We recognize** the pain and frustration members of our Black staff and community feel as expressed in our staff dialogues last year.

**We affirm** our endorsement of the **Inclusion Charter for York Region** and our commitment to fostering strong, safe and caring communities that are inclusive, celebrate diversity, equality and allow everyone to live with respect, dignity and freedom from discrimination.

**We commit** to inclusiveness, whereby all people feel they belong and have access to the same opportunities. There is no place for hate or intolerance.

**We denounce** all forms of anti-Black racism and systemic discrimination and further commit to taking action to address, dismantle and eradicate it.

**We recognize** it is not enough to simply condemn anti-Black racism. We must act. York Region has made a commitment to learn more, do more and be a champion for change.

In late 2020, we endorsed the **Addressing Anti-Black Racism Action Plan** for our organization and community. The Action Plan includes four specific actions:

- (i) acknowledging and committing to action
- (ii) collecting and analyzing employee demographic data, conducting an equity audit of human resource policies and practices and developing and implementing actions to address identified gaps
- (iii) anti-Black racism training for management and staff
- (iv) supports for Black staff and engagement with the local Black community

This important and significant work cannot rest on the shoulders of any one group and takes commitment and action from across all areas and levels of the organization. Join us as we contribute to empowering thriving Black communities in York Region and a brighter future for everyone.



Bruce Macgregor  
Chief Administrative Officer (CAO)



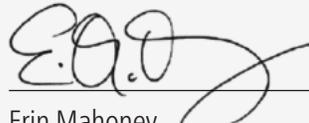
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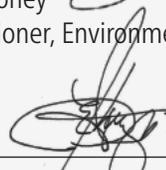
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David Rennie  
Executive Director, Strategies and Initiatives

Signed on March 22, 2021