

APRIL 2023

ANTI- BLACK RACISM ACTION PLAN

WHAT WE HEARD
REPORT

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INTRODUCTION

The City of Edmonton acknowledges the traditional land on which we reside, is in Treaty Six Territory. We would like to thank the diverse Indigenous Peoples whose ancestors' footsteps have marked this territory for centuries, such as nêhiyaw/Cree, Dene, Anishinaabe/Saulteaux, Nakota Isga/Nakota Sioux, and Niitsitapi/Blackfoot peoples. We also acknowledge this as the Métis' homeland and the home of one of the largest communities of Inuit south of the 60th parallel. It is a welcoming place for all peoples who come from around the world to share Edmonton as a home. Together we call upon all of our collective, honored traditions and spirits to work in building a great city for today and future generations.

It is essential for this project to acknowledge the tremendous amount of hard work and dedication that the Black community of Edmonton have put into creating a more equitable society, as well as the countless battles they have fought in the pursuit of justice, recognition, and development.

The City of Edmonton (COE) is enriched by the vibrant and diverse Black community, composed of many different and unique factions, nuances, and differences. For generations, the Black community has been a vital part of the social and economic fabric of Edmonton, contributing greatly to its development and success.

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In response to the communities ongoing advocacy and lobbying, Mayor Amarjeet Sohi supported by City Council of Edmonton made a special proclamation on August 29, 2022, whereby, the City of Edmonton for the first time joined the United Nations and governments across the globe in recognizing that people of African descent represent a distinct group whose human rights must be promoted and protected everywhere.

The proclamation acknowledged the unique identity of the Black communities within Edmonton and emphasized the significance of promoting and safeguarding their human rights on a global scale. The City of Edmonton aimed to foster collaboration with the Black communities to fully enjoy their economic, social, cultural, civil, and political rights, and have equal participation in all aspects of society. In their efforts to combat anti-Black racism within Edmonton, the city took proactive measures by developing an action plan specifically targeting anti-Black racism.

The creation of an anti-Black Racism Action Plan represents the first concrete step taken in response to the proclamation. This plan is an initial tangible outcome, designed to directly address and mitigate anti-Black racism within the city of Edmonton. In 2018 a coalition of Black community members in Edmonton comprised of legal professionals, elders, social workers, and advocates organized and led by the African Canadian Civic Engagement Council, Reez Community Foundation, and the Africa Centre presented to the City Council. These three organizations highlighted pressing concerns and alarming issues shared by the diverse Black communities they serve in the city, emphasizing the need for immediate attention and action. These presented concerns included issues of racism and violence, including gender-based racism, extending to inadequate housing, mental health issues, and inadequate representation of Black people in senior ranks within the City.

They highlighted how Black Edmontonians were excluded from employment opportunities, access to funding, and recruitment policies while feeling unsafe in their city. These community efforts were influential in creating new City policies; in 2019, Councilor Andrew Knack signed a bylaw enacting the City's Anti-Racism Advisory Committee (ARAC) to address the tangible detriment experienced by the Black community. Recruitment of ARAC members began at the end of 2019 and their appointments were finalized in the spring of 2020. Shortly after, measures were declared to respond to the global COVID-19 pandemic, which included withdrawing secretarial support. Thus, the Committee's operations were suspended soon after they had begun.

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In the wake of George Floyd's tragic death during the summer of 2020, approximately 140 citizens addressed the City Council of Edmonton regarding the mistreatment and marginalization of Edmonton's Black communities, especially by policing services. To reassure the community, the City Councillors and staff highlighted the existence of their Anti-Racism Advisory Committee as a testament to their dedication to addressing these issues. The Anti-Racism Advisory Committee's operations were reinstated in the Fall of 2020, with representatives of Black communities serving on the leadership team as Vice-Chair and Chair of the Public Engagement and Outreach Subcommittee.

Simultaneously, the City Council approved a new bylaw that established a Community Safety and Wellbeing (CSWB) Taskforce composed of an independent chairperson, 10 community members, and representatives from the City Administration, Edmonton Police Service, Edmonton Police Association, and the Edmonton Police Commission. Committed to making anti-racist changes, the Taskforce was invited to embark on an inclusive, relationship-based process in order to provide actionable strategies for Council regarding community safety and well-being. During the winter of 2020, multiple hate-motivated attacks against visibly Black Muslim women and girls were reported in Edmonton.

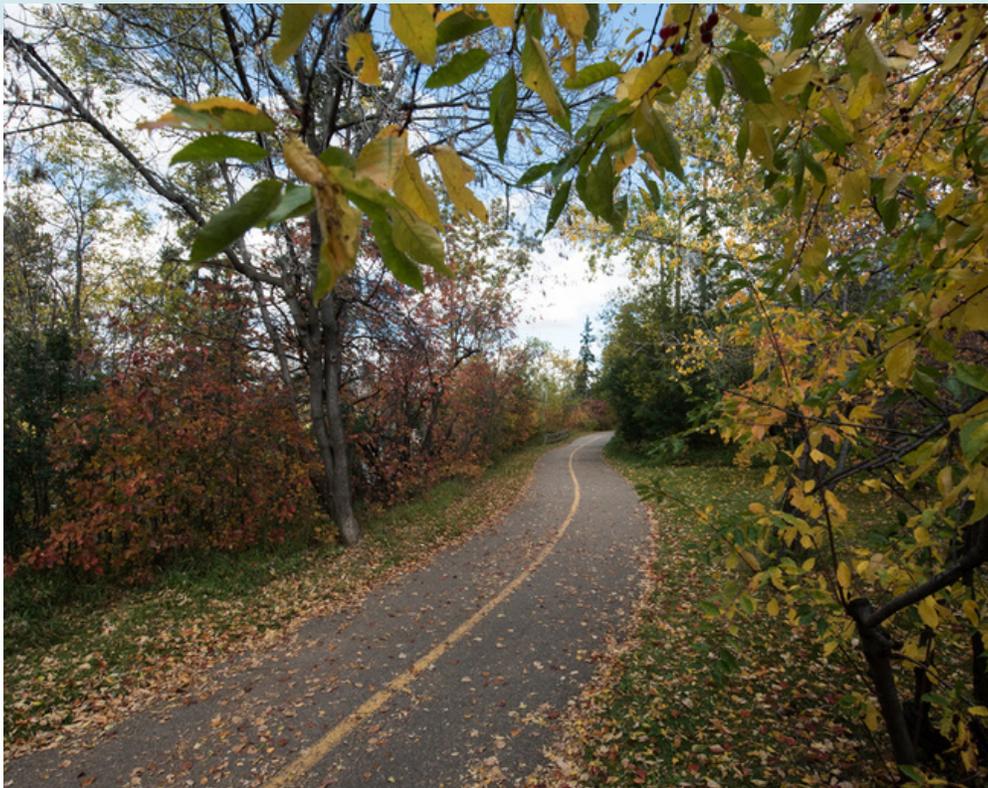
This spike in hateful incidents was both shocking and concerning. Although such occurrences had unfortunately taken place in Edmonton before, they had never occurred with such consistency and frequency – averaging one or more monthly for approximately 15 months. Notably, many members of the Black communities particularly the Black Muslim community felt empowered to come forward and alert authorities to the attacks. Between October 2020 and March 2021, the volunteer members of the Anti-Racism Advisory Committee made a number of impactful education inputs and recommendations to City Council to the benefit of racialized people in Edmonton, including advocating for 'equitable responses' rather than 'equal responses', and that the most marginalized and impacted by racism and intersectional oppressions in Edmonton be included as collaborative partners in decision-making on issues impacting them.

Members of ARAC also stood in solidarity with the community members of the Community Safety and Wellbeing Taskforce. In April 2020, the CSWB Taskforce concluded their work by presenting their "Believe Us": Safer For All report to the City Council, with recommendations that included freezing automatic increases planned for the police budget. The City Council asked the City Administration to develop an implementation report for this. On the 30th of June 2021, community members from the CSWB Taskforce, members of the Anti-Racism Advisory Committee and Black and racialized Edmontonians communicated their frustration that the presented implementation report had lost the voice, needs and essence of what Black communities were fighting for in the Summer of 2020

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As a result, the City Council passed a new motion for the City Administration to return a new implementation report, this time through collaborative decision-making with the Anti-Racism Advisory Committee and Edmonton Police Commission. On the 1st of November 2021, newly elected Mayor Amarjeet Sohi, Edmonton's first brown Mayor, made an inaugural motion for an Anti-Racism Strategy for the City, to address racism and hate-based violence, in response to the attacks against Black visibly Muslim women, and in honor of this intersectional community. On June 30th, 2021, the City Administration presented an implementation report. In response to community feedback, Councilor Aaron Paquette made a motion, "That Administration work with the Anti-racism Advisory Committee and the Edmonton Police Commission to provide in the next update on the 'Safer for All Strategy' and co-created engagement with Edmonton's BIPOC communities to gather more actionable data points and develop collaborative decision-making processes and understandings in relation to the Task Force recommendations."

On November 1st, 2021, newly elected Mayor Amarjeet Sohi responded to the consistent, frequent, and shocking attacks on visibly Black Muslim women in Edmonton by introducing tabled a motion for the City to co-create an Anti-Racism Strategy with the community.



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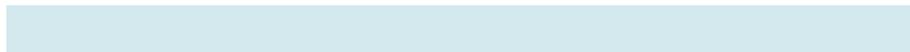
This plan was designed to address hate-based violence in Edmonton through collaborative decision-making involving racialized communities who have been affected by these multifaceted form of violence. Between December 31 and January 8, a collective of approximately 60 individuals and organizations of African descent, Black Muslim women, Indigenous communities, 2SLGBTQ+ communities, and various racialized community members worked together to establish an anti-racism strategy with attention to key pillars geared towards creating an inclusive approach. This was done in reaction to motions and bylaws implemented with the aim of promoting cooperative decision-making.

The culmination of their hard work resulted in the draft of a collaborative anti-racism strategy. Together with diverse Black communities, the Mayor's office, City Council, and City Administration, including the work of the Anti-Racism Advisory Committee (ARAC), and the Community Safety and Wellbeing (CSWB) Taskforce, the Black communities have worked hand in hand to drive positive change and foster a city that embraces equity, inclusion, innovation, and anti-racist City. It is through the shared efforts, dedication, and commitment that collectively, something great will be able to be achieved

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FRAMEWORKS

Throughout this report, we employ the following lenses to shape our approach and understanding and to guide our recommendations.

INTERSECTIONALITY

It is important to recognize that people of African descent are not a monolith. Along with representing a variety of cultural and national backgrounds, different economic positions, and multiple histories of migration and presence, Black people also experience overlapping or intersecting forms of discrimination (Crenshaw 1989).

Black women and 2SLGBTQQIA+ people experience gender-based oppression; Black people with disabilities also have accessibility needs; people who identify as Black may also have multiple racial backgrounds (including Afro-Indigenous people); Black people also experience religious and ethnic discrimination; experiences of immigration and migrancy are impacted by race, and so forth. Due to these “compounding oppressions” (Crenshaw), Black people may experience discrimination at several sites simultaneously. It is important that we not limit our understanding of “Black issues” to narrow or exclusive ideas or areas, as Black people live full and complex lives that cannot be reduced to one set of concerns. We also recognize that Black people will also experience anti-Black racism – or simply invisibility – within other equity seeking groups. Therefore it is crucial that any anti-Black racism plan be integrated with other initiatives directed towards equity and diversity to ensure that they are taking into account the experiences of people of African descent.

EQUITY LENS

The research methods used in this report are grounded in community-based ethics and processes. Community-based and accountable research is essential for understanding social conditions from the lived experiences of minoritized communities. Using an equity lens, we centre the voices of those most impacted by anti-Black racism. This lens is based on the premise that in order to develop policy that has equitable impacts, the voices of minoritized people who may not otherwise be heard need to be amplified.

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Centring the voices and perspectives of members of Edmonton’s Black community does not erase or deny the importance of voices from the many diverse communities that make up the municipality. Addressing anti-Black racism does not ignore the needs of other groups; rather, by creating policy that responds to the needs of people who have been historically excluded, marginalized, and dehumanized, all groups benefit from more just, equitable, and inclusive policies and initiatives.

HEALTH-BASED LENS

We recognize that racism is a health issue that not only impacts the well-being of people of African descent, but that also harms the overall well-being of communities as a whole. Using a health-based lens allows us to recognize the impacts of racism on mental and physical health, as well as to recognize the social determinants of health. These are the social, economic, and environmental factors that determine individual and population health (Health Canada 2022).

Using a health lens allows us to think holistically about the impact of policies, as well as to move away from models that stigmatize, criminalize, or hold Black communities individually responsible for factors caused by social and racial inequality. Through a health lens, we understand that, just as a healthy body must have all systems working together, a municipality cannot be healthy if parts of the community are neglected.

Creating policy through a health-based lens shifts our understanding from deficit models which emphasize the “problems” of communities to one which focuses on solutions, and which recognizes that building community capacity provides those with expertise on their own lives with the tools and resources to address gaps.



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INTRODUCTION TO THE CONSULTANTS

DR. EL JONES

Dr. El Jones is a spoken word poet, journalist, and community activist. She received her PhD from Queen's University in the department of Cultural Studies. She is an assistant professor in Mount Saint Vincent University's Political Studies department. El is the author of *Live from the Afrikan Resistance!* and her most recent book *Abolitionist Intimacies*, which explores state violence and the prison system in Canada.

DERICO SYMONDS

DeRico Symonds is a 7th generation African Nova Scotian male. Currently employed with the Office of Equity & Anti Racism with the Province of NS. Lead the engagement for Halifax's Anti-Black racism strategy, writer of Impact of Race and Cultural Assessments with ANSJI and co-founder of two Black-owned and operated non-profits.

For more information, visit www.dericosymonds.ca

Dr. El Jones and DeRico Symonds have been appointed to create the Anti-Black Racism Action Plan and are engaging with representatives from Edmonton's Black communities, council advisory committees, and City of Edmonton staff (including the Race&Ethnicity ERN) to collaboratively develop the plan.

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BRIEF HISTORICAL BACKGROUND

There has been a Black presence in Western Canada since the late 1800s. The most famous individual from this period is John Ware, a Black cowboy who became a successful rancher.

During the early 1900-10s, the Canadian government hoped to attract more Americans to settle in Western Canada. As a result, many African Americans migrated to the area hoping to escape racism and segregation. Hundreds of African Americans arrived in response to the federal government's *Dominion Lands Act*, which was passed in 1872 to encourage settlement on the Prairies. Many of them settled in rural communities within a 100-mile radius of Edmonton. Amber Valley, located 170 kilometres north of Edmonton, had around 300 community members and was one of the biggest Black settlements in Western Canada. According to the 1911 census, only 30% of early Black arrivals were located in urban areas with 72 people in Calgary and 208 in Edmonton.

White Canadians reacted negatively to the influx of Black migrants, because they were not the White pioneers they had hoped to attract. As a result, a 1911 Order in Council declared them to be “unsuitable” future Canadians. They also faced hostility within the city. Businesses signed an Edmonton Board of Trade petition to discourage more African Americans from homesteading. The Edmonton Police Service formed a “morality squad” to target “social deviants,” which disproportionately profiled Black women in the city. There was a concerted effort from White Canadian society at the time to discourage Black migration.



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Black Edmontonians also have a long history of resistance to anti-Black racism. The Negro Welfare Association of Edmonton, formed in 1921, was concerned with the rising unemployment of urban Blacks. “Under the leadership of Black pioneer Ira Day, the organization provided vocational education to Blacks, and lobbied to end discrimination against Blacks in the workforce” (Alberta’s Black Pioneer Heritage). A branch of the United Negro Improvement Association (UNIA) was set up in Edmonton during the 1920s, and another one formed in Amber Valley, Alberta during the 1930s. “It was the most important secular Black organization in Alberta during the 1920s, and it was the first secular Black organization in Edmonton” (Alberta’s Black Pioneer Heritage).

On May 12, 1922, a Black woman named Lulu Anderson “went to the Metropolitan Theatre to watch a performance of *The Lion and The Mouse*. The theatre staff denied her entry. According to an article in the *Edmonton Journal*, the staff also assaulted her” (Mohamed 2023). Anderson hired legal representation to challenge segregation. In November 1922, the judge ruled against her in a case that cemented racial segregation in the province.

In the 1930s, there was a thriving chapter of the Ku Klux Klan in Edmonton. In 1931, following the election of Klan-supported Daniel Knott to mayor, the Klan burned a cross on Connors Hill to celebrate (Mohamed 2020). In the 1950s, some professional immigrants arrived from the Caribbean, including women recruited by the West Indian Domestic Scheme (1995). The shift in the Canadian immigration policy to a points system instead of an explicit preference for immigrants from Europe resulted in more Caribbean migrants from the 1960s onwards. At the same time, Black farming communities in rural areas were shrinking and early Black settlers were increasingly relocating in cities like Edmonton.

In Edmonton, Black communities composed of earlier settlers and recent immigrants were active in sports, art and culture scenes. Throughout this time period, Edmontonians of African descent faced discrimination. Unlike the United States where segregation was coded through explicitly racist laws and regulations, in Canada between the 1900s and 1960s, “generic anti-discrimination policies...were arbitrarily interpreted” (Nzindukiyimana & O’Connor 2018, 140). “Racial segregation in Canada, therefore, was circumstantial and inconsistent, and was largely reinforced by attitudes and traditions” (140).



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These “informal” forms of segregation included housing discrimination; exclusion from clubs, and recreational spaces including golf courses, swimming pools and beaches, as well as from sporting activities such as hockey, where there was a “colour line” excluding Black players. Black people also found themselves turned away from public areas (Palmer 1981). According to Bashir Mohamed’s research, “In 1924, Black patrons were banned by the City of Edmonton from using the Borden Park swimming pool. In the 1920s and 1930s, Edmonton hospitals refused to treat Black patients. In 1938, Rhumah Utendale tried to become the first Black nurse in Edmonton but was refused entry because she was Black” (Mohamed 2023).

The time period from the 1940s-1960s was also marked by increased police surveillance of Black communities. This history of exclusion and discrimination is important in understanding the ongoing inequities today reported by Black people in Edmonton in accessing recreational spaces, confronting police brutality or racial profiling, in accessing equitable education, or in feeling fully welcome in many sites across the city.

By the mid-1950s, there was a thriving Black community in Edmonton. Hatti’s Harlem Chicken Inn, the current site of the provincial court, was a popular meeting spot for musicians and celebrities including local music legend Tommy Banks who would go on to become a Canadian senator (McMaster 2021).

Particularly in the period after the Second World War, these communities formed a number of groups who organized against systemic racism. In 1947, the AAACP (Alberta Association for the Advancement of Coloured People) was formed due to growing concern about racism. While located in Calgary, the group also worked with Black communities in Edmonton. The Council of Canadian of African and Caribbean Heritage (formed in January 1985 as the Council of Black Organizations was an umbrella group with membership drawn from several organizations). Along with addressing racial and human rights issues, these groups also created cultural events including Black History Month, advocated for Black women, published newsletters and community newspapers, created settlement services for immigrants, and formed youth councils (City of Edmonton Archives).

More students and migrants from the African continent began to arrive in the 1990s. These immigration patterns have continued, and today Edmonton has one of the fastest-growing Black populations in Canada. We detail these current demographic statistics below in Section Six.

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WHY ARE THE CONSULTANTS NOT FROM EDMONTON?

We recognize that Black people living in Edmonton are the experts in their own experiences. Edmontonians of African descent have spent decades advocating, consulting, building, and creating solutions, programs, and initiatives to address anti-Black racism and enhance the quality of life for all people in Edmonton.

The intent of this document is not to speak over the voices of Black people in the municipality. We understand this report as an ongoing document to be built upon by those living and working in Edmonton who have contributed their voices and expertise to this report.

When people from Halifax were proposed as the consultants for this project, there were several considerations. The first is that knowledge capacity building is crucial to build connections between municipalities and between Black communities across Canada. In sharing knowledge, policies and successful initiatives, Black people nationally can build upon and adapt the work taking place across our communities: work which we often have few avenues to learn about or understand. While this document is primarily a listening document that centres the voices of Black people in Edmonton, it is also a learning document that allows the knowledge and expertise of those in Edmonton to be disseminated into other communities, including those in Nova Scotia.

Secondly, key historical ties make collaboration between Halifax and Edmonton particularly rich. In both communities, settlements of Black people of African American origin form a strong presence in the province. Both communities have struggled towards the recognition of these unique histories and acknowledgements of the many contributions of Black founding communities. While the presence of Black people in Canada is often viewed as a recent phenomenon (Walcott 1997), Black people in both Edmonton and Halifax speak to far longer histories.

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Thirdly, due to the historic and unique presence of African Nova Scotians in Canada, African Nova Scotians have developed a number of offices and organizations dedicated to the uplift of people of African descent, and to addressing anti-Black racism. These initiatives – both within government and as government-funded community offices and organizations as well as action plans both provincially and municipally addressing anti-Black racism – may offer useful templates for similar initiatives within the City of Edmonton. In addition, the historical significance of African Nova Scotia within Canada has led to a number of national summits, conferences and initiatives located in Halifax, including the recent Halifax Declaration developed in consultation with Black community members and experts from across the country and presented at the third National Black Summit held in Halifax in 2022. Occurring during the final years of the United Nations Decade for People of African Descent, this document participates in and builds upon these national calls for action, connecting the work of the Edmonton community to national and global calls for **recognition, development, and justice.**

Finally, prior to this project, there have been several intentional connections built between advocates and community members in both communities. Edmonton is the site of many exciting and nation-leading justice initiatives, community centres, and youth-centered work. Over many years, the authors of this report as well as others in the field of equity and justice have worked together with members of Edmonton's communities of African Descent to organize against gendered and racialized violence directed at Somali Muslim women; to address gaps in Canada's immigration policy affecting refugee youth in care; to build community-based justice diversion programs; and to re-envision public safety.

While those from outside a community can never possess the expert lived experience of those whose daily life and work takes place in Edmonton, coming from outside the community offers the opportunity to see with fresh eyes the many contributions, initiatives, programs, and policies in this community and to hear a variety of voices. It is our hope that this report honours the deep labour of Edmontonians of African Descent, and we are grateful to all the participants across communities and generations who shared their stories, struggles, and solutions with us.

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WHY IS THE FOCUS ONLY ON ANTI-BLACK RACISM?

In response to the calls for change following the death of George Floyd and the many accounts of racism shared by Edmontonians at City Council's public hearing, the City of Edmonton created an Anti-Racism Strategy. This strategy was crafted to improve the lives of the Indigenous and Black communities in Edmonton, who are disproportionately impacted by racism, according to data and research. The strategy aims to provide a platform for the Black community to voice their experiences and make recommendations to reduce racism.

As Edmonton, Alberta continues to evolve, it is vital that we work together to create a plan that accounts for our current needs as well as those of the future. By collaborating, we can ensure that our city grows in a way that benefits all of us. Alberta gained 59,998 new international migrants between July 2021 and June 2022. This increase in net international migration into Alberta was almost 3.5 times higher than the 2020-21 gain (Alberta Government 2021).



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According to a 2021 census by Statistics Canada, the five most Black-populated provinces in 2021 were Ontario, Quebec, Alberta, British Columbia, and Manitoba, with the 10 most Black-populated census metropolitan areas being Toronto, Montreal, Ottawa, Edmonton, Calgary, Winnipeg, Vancouver, Hamilton, Oshawa, and Québec City (Statistics Canada). In 2016, the Black population was younger than the total population in Canada. The median age for the Black population was 29.6 years, while it was 40.7 years for the total population (Statistics Canada, 2019). As demonstrated by the most recent demographic projections for Canada released on August 22, 2022, immigration is projected to remain the main driver of population growth over the coming decades, continuing a trend that began in the early 1990s (Statistics Canada, 2022).

The portrait of the immigrant population has changed a great deal over the past 25 years, partly because of differences in the geographic origin of immigrants. Considering these trends and the fact that population growth in the coming decades will depend primarily on international immigration, the Canadian population in 2041 is projected to include 9.9 million to 13.9 million people born in Asia or Africa, depending on the projection scenario. These people alone could account for 23.1% to 26.9% of the total Canadian population in 2041, up from 13.5% in 2016 (Statistics Canada, 2022). The Black population would more than double from 1.2 million people in 2016 to more than 3.0 million people in 2041, according to the reference scenario. For the first time, the Black population would be larger than the Indigenous population in Canada, as well as the population belonging to the Chinese group.

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DESCRIPTION OF THE WORK AND TIMELINES

THE CONSULTANT WILL...

Through various methods of engagement:

- Provide safe spaces that welcome voices of the Black communities in Edmonton.
- Offer a variety of ways to receive feedback (including online engagement, online survey, in-person engagement, community gatherings, and one-on-one interviews).
- As required for in-person or online engagement, retain the services of American Sign Language interpreters and mental health trauma therapists.
- Identify barriers and gaps and receive recommendations that will address any areas of weakness or biases.

Abide by the following engagement principles:

- **Transparency** - Be clear in the explanation of the purpose and objective of the engagement, the plan to deliver, and the potential implications for Black Edmontonians and the government.
- **Relevancy** - Ensure the work is relevant to those most affected.
- **Inclusive** - The engagement will follow all-inclusive practices necessary for success.
- **Accountable** - Sharing what is heard from the participants and how the information is intended to be used.
- **Accessible** - Ensure with the available resources that all sessions are accessible.
- **Afrocentric** - As part of this initiative, an Afrocentric lens and approach will be applied. The voices of the Black community of Edmonton will always be centered.

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THE CONSULTANT WILL...

Engage with diverse stakeholders across Edmonton's Black community and relevant departments within the City of Edmonton to inform the creation of an Anti-Black Racism Action Plan.

The estimated schedule of the engagement & services is outlined as follows:

- **Phase 1a:**
 - Black Community Engagement Preliminary Engagement: November 2022
 - Community Engagement: December - February 2023
- **Phase 1b:**
 - Municipal Departments Engagement Weekly meetings scheduled with the City of Edmonton Administration From October through April (break in December during the holidays)
- **Phase 2:**
 - Writing and Recommendations Draft Writing of Anti-Black Racism Action Plan & What We Heard Report: March 2023; What we Heard Report Submission: March 31, 2023
 - Refining of the Anti-Black Racism Action Plan: February - March 2023
- **Phase 3:**
 - Community Review and Submission Community Review of the Anti-Black Racism Action Plan: April 2023
 - Submission of the Final Anti-Black Racism Action Plan: May 31, 2023
- **Project Completion:** The final Anti-Black Racism Action Plan, including the recommendations, is anticipated to be approved and finalized by the City by May 31st, 2023.

The Consultant shall provide to the City:

- a) A "What we Heard Report" to be completed and shared with Administration following the completion of the engagement work.
- b) An Anti-Black Racism Action Plan document that provides key recommendations for how Edmonton can address experiences of racism in the Black community.

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ENGAGEMENT CONSTRAINTS AND CHALLENGES

In keeping with principles of transparency and accountability, being upfront about engagement constraints and challenges is important because it allows all stakeholders to understand the limitations of the project, and expectations. This helps to create a more collaborative environment and ensures that everyone is on the same page. It also helps to avoid any potential conflicts that might arise due to misunderstanding or miscommunication. Furthermore, being upfront about engagement constraints and challenges provides an opportunity to identify potential solutions to any issues that may arise and can help to ensure that the project runs as smoothly as possible.

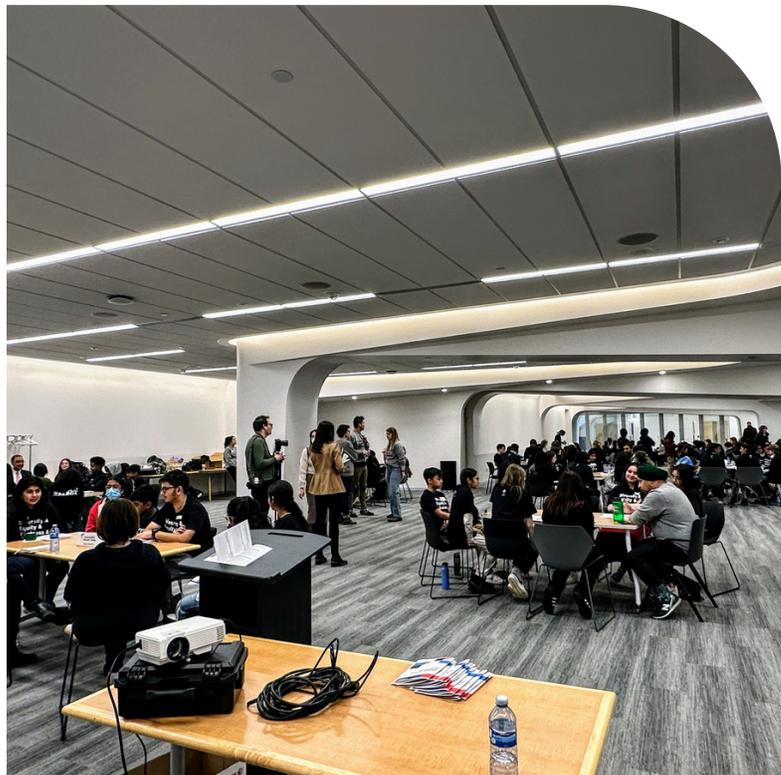
Non-Localized Consultants: Although as mentioned, thoughtful and intentional relationships with the Edmonton community have been built over time, it is important to acknowledge that the consultants are not from the Edmonton community. For many this may be considered a constraint because they may not have the same level of knowledge or understanding of the community's culture, values, and needs. They may also be less likely to have established relationships and trust with the community members. This can create a barrier to successful communication and collaboration.

Timeline: Although it is essential to respond quickly and effectively to the needs of the Black community, it should also be taken into account that, regardless of if the consultants are from Edmonton or not, a process of building trust and becoming knowledgeable about the work must still occur. When setting aggressive timelines, it is equally important to take into account the amount of time needed to build trust and understanding. Engaging with every Black Edmontonian (over 80,000) is not practical, so drawing comprehensive and reflective conclusions within a tight timeframe may be difficult. A random sample or a sample size that accurately reflects the population could be the most effective approach.

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Advertisement: Advertising to the volume of existing Black Edmontonians has proven to be challenging. If advertisement has not been adequate in community engagement, it is a constraint because it limits the amount of people that are aware of the engagements. Many members of the community have stated the best way to advertise is through community organizations, magazines, and other localized means. Without adequate advertisement, the engagement may not reach the desired audience or have the desired effect. Additionally, without adequate advertising, it can be difficult to effectively measure the success of the engagements.



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PROJECT FRAMEWORK AND METHODOLOGY

This work is done in partnership with the City of Edmonton, directed and guided by the community, with one of the goals being to provide support and resources to the Black communities in Edmonton. The consultants sought to gain a better understanding of the needs of the Black community by listening and learning. They spoke to numerous community members, consulted with City government staff, read relevant reports, and analyzed the current situation to identify what was necessary and desired.

CITY OF EDMONTON

The city of Edmonton staff were very helpful in providing contact lists of groups, individuals, and organizations for the consultants to get started with initial engagements.

DRAWING ON EXISTING RELATIONSHIPS

The consultants leveraged their prior involvement in the community to reach out to key organizations and groups. They used their existing relationships and understanding of the community to find the best contacts to spread the news about upcoming engagement sessions. As engagement sessions continued, the consultants developed new relationships and extended their reach into the community.

COMMUNITY LEADERS

The consultants were supported by many leaders in the community during the engagement sessions. These folks in the community are important as they were able to help to bridge the gap between the community and the consultants. They also helped to ensure that all perspectives were represented in the discussion and that all members of the community felt that their views were respected. Additionally, community leaders were helpful in providing additional contacts, groups, and organizations to connect with. They were also valuable in providing insights into what the community needs and wants and were helpful to ensure that the engagement session is meaningful and productive.

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ENGAGEMENT SESSION STRUCTURE

The intent of these sessions was to gain feedback from the community in relation to their experiences in the Municipality of Edmonton, and suggested recommendations for the creation of an Anti-Black Racism Action Plan. The consultants took a person-centered approach when engaging the community members and ensured the focus stayed on them and their needs as their concerns were being raised.

The approach to engagement was adjusted to suit the specific needs of the audience being engaged. Nonetheless, a regular protocol for engagement was still followed.

- Each session lasted between 1.5 to 2 hours.
- Before every session, the consultants would gather for a short meeting in order to make sure they have all the necessary materials and to address any remaining queries before engaging with the community.
- As community members begin to enter the virtual space, they are greeted and welcomed into the room.
- To begin each session, the consultants provide a land acknowledgment recognizing we are on Treaty Six territory.
- The consultants begin by providing a framing for the meeting, context, and the expected outcomes.
- The consultants provide a short PowerPoint presentation to community members (see appendix).
- Following this presentation there is a live Q/A and discussion facilitated by the consultants.
- Each session would end with closing words from the consultants and encouraging the community to check out our online survey, and to follow up with us for any additional questions, comments, or concerns.

Methods of Engagement:

The consultants provided a variety of ways that participants could engage.

- *In person engagement sessions (one-on-one, small or large group)*
- *Virtual engagement sessions (one-on-one, small or large group)*
- *Telephone*
- *Social Media*
- *Online Survey*
- *Email*

Throughout February 2023, the consultants connected with over 1,000 people.

Engagement will persist throughout the rest of the project until its expected completion in May 2023.



"We are hard-working and only need equal and equitable access to resources and opportunities like anyone else."

- Community Member

"We are a community full of cultures, intellectuals, entrepreneurs, innovators, skilled and talented people. We just don't have the resources."

- Community Member

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WHAT WE HEARD: COMMUNITY VOICES

At the engagement sessions, the consultants interacted with residents of different demographics, ages, sectors, and cultural backgrounds. They also interacted with a diverse group of Municipal Government staff, consisting of people of African and Asian descent, and other backgrounds, as well as those in leadership and executive roles and those on the front line. The consultants heard inspiring stories of hope, resilience, and determination from those striving for change, as well as hopeful and encouraging comments about what is currently working in the community.

From the numerous conversations, some essential topics were highlighted that will be taken into consideration as the community seeks to have their concerns addressed, voices heard, and their initiatives supported.



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RECOGNITION

“Representation of persons of colour promotes trust between Black communities and the municipal government.”
- Community Member

The Black community of Edmonton has expressed concern over the lack of cultural representation in the city. In response, members of the community have proposed commemorating a park, statue, municipal space, or building as a form of recognition. Additionally, the possibility of renaming the school after a prominent Black Edmontonian would also be preferable.

Many feel that it is critical the city enact on supporting permanent Black history month events. The community is looking for tangible evidence of its presence in city hall that reflects its history, celebrates its achievements, and educates others. This includes, but is not limited to, the Pan African flag, notable figures from the community both past and present, and facts about the triumphs and tribulations of the community.

Recognition of the diverse Black communities including African, Caribbean, and the African American Western Canadian community. There are many communities with a range of experiences and sometimes people feel as though not all voices are heard, seen, and recognized within the city.

“The city staff should be educated about the roots of Black people in Edmonton.”
- Community Member

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SPHERE OF INFLUENCE

It is widely accepted among the community that some of the issues raised fall outside of the Municipality's jurisdiction. Nevertheless, the public is expecting the Municipal government to utilize its influence to obtain assistance from higher levels of government, such as the provincial and federal governments. Members do not want to hear "it is not in our jurisdiction," they are looking for solutions and alternative ways to address the problem.

MUNICIPALITY STAFFING

“How can I ensure that the issues and challenges my community is facing are taken into consideration if I do not see my community reflected?”

*- Community
Member*

For the Black community of Edmonton to feel represented in the decisions made by the Municipality of Edmonton, it is essential that they can see themselves reflected in the staffing personnel employed by the city. Representation can be manifested in a variety of ways throughout the municipality, and it is important that the city takes steps to ensure that their staff reflects the diversity of the community. Through community engagement, the consultants found that the Municipal government of Edmonton has never had any Black individuals in executive leadership positions.

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HIRING AND EMPLOYMENT

It is of critical importance to the community that not only amongst the senior ranks, but throughout the municipal government that the staff reflect the community they serve. In particular, the Black community has raised that they are amongst the least reflected amongst the racialized communities in Edmonton.

“Elevate us to senior ranks but give us the power to make decisions.”
- Community Member

“I do feel like there is lack of employment support for the community on resume and interview prep - in particular, using the city as an example, when a Black candidate gets an interview, the interview style is not always conducive for success and more training is likely required to be offered in the community.” - Staff Member

DEDICATED OFFICE IN THE MUNICIPAL GOVERNMENT

Community members discussed the potential benefits of having an office dedicated to supporting the needs of the Black community in the Municipality of Edmonton, like the African Nova Scotian Affairs Integration Office (ANSAIO) in Halifax Regional Municipality. It was argued that such an office would serve as a bridge between the Black community and the Municipal Government of Edmonton, helping to ensure their representation, their concerns are addressed, and their needs are not forgotten when making decisions, policies, and procedures.

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ENGAGE OUR COMMUNITY

The Black community of Edmonton seeks to be meaningfully engaged by the Municipal Government of Edmonton. They have proposed avenues for the city to ensure their voices are heard and they are included in decision-making processes. The current Associations, Boards, and Commissions are not sufficiently reflective of their community, and the community hopes that new processes and procedures will be implemented to ensure their representation.

1. Permanent Anti-Black Racism Panel

This panel would be composed of 10-15 Black Edmontonians from diverse backgrounds and would serve for a predetermined amount of time. They would be compensated for their service and act as an official advisory body to the government on issues that affect their communities.

2. Revisions to the Municipal Act

It is essential for the community to be involved in decision-making processes, which is why they have proposed that municipal decision makers have a duty to engage with the Black community when relevant. To ensure this happens, a proposed amendment to the Municipal Act to make engagement with the Black community a requirement. The community understands that this is not primarily the Municipal government's responsibility, however, they are hoping that the City of Edmonton will use their sphere of influence to involve the Provincial government.

YOUTH ENGAGEMENT

Young people do not feel the city has done enough to engage with varying demographics of people. It has been raised that the groups of young people who do show up and are engaged are the youth who would show up anyway and with no effort. Those youth living in poverty, criminalized youth, and youth from stigmatized neighborhoods are not engaged enough or at all by the city. The community is looking for concerted efforts to ensure its Black youth population in totality are engaged.

“The youth tend to be left out of discussions to create solutions and they have the imagination and the creativity to create these solutions.”

- Community Member

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INFRASTRUCTURE

“The Black community needs a fixed resource, which will be available to help members when they are victims of racism.”

- Community Member

It is important for the community to have a multi-cultural space to celebrate the diversity amongst the Black community. Many folks discussed the potential funding of a new Africa Centre that had been on the table many years ago that has not come to fruition. Irrespective of the African Centre, it was important for the community to have a space to call their own, one participant stated,

“We cannot have unity in the community if we do not have a physical space.”

A discussion has emerged regarding the Art Gallery of Alberta (AGA) located at 2 Sir Winston Churchill Square and the space for Black art and culture. Many members of the community expressed their disdain for the existing art installations as of February 2023, in the AGA that openly displayed the Ku Klux Klan. It was stated that this piece was particularly appalling, disrespectful, and harmful to the community. Despite multiple complaints about the installation, it was still deemed as “art” by the AGA, leaving many to question why this was deemed acceptable.

Young people loudly voiced their discontent with the infrastructure in Black communities, expressing sadness and anger over the state of their streets. In particular, they noted that areas such as 107 and 118 areas on the North side had become particularly neglected, as if the city had given up on beautifying them and allowed them to fall apart. They felt that this neglect had made these areas aesthetically undesirable compared to other parts of the city.

Nothing more or less than what any other areas of the city are receiving, they just do not want to feel neglected by the city and as if their areas have been forgotten about.

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ACCESS TO FUNDING

Many members of the community were perplexed about how to access funding. Conversations covered the full spectrum, from individuals who had a complete understanding of the funding that was available to those who were completely unaware of how to locate and fill out the necessary forms. It is important to the communities that funding be better advertised, and as accessible and as inclusive as it can be.

The community expressed that for many years Black organizations have been hosting large-scale, culturally significant events and festivals that draw thousands of participants; although stating they have applied, they have not been receiving any funding from the municipality.



“Cultural expression is limited and needs more funding on campus and in the municipality in general.” - Community Member

*“Non-Black organizations know their way around funding while Black organizations don’t.”
- Community Member*

*“Support major Black Community events that gather many different backgrounds and origins.”
- Community Member*



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EDUCATION SYSTEM

“Educating teachers on cultural sensitivity is very important.”
- Community Member

The Provincial education curriculum for the Black community is not accurately reflecting the diverse history of Black Edmontonians. Community members voiced their concerns about the need for the curriculum to include the histories of specific Black Edmontonian communities, such as Junkins (now Wildwood), Keystone (now Breton), Campsie (near Barrhead), and Pine Creek (later Amber Valley). It was very important to the community that their history is reflected for folks to be properly recognized, understood, and reflected.

Parents, youth, and many community members discussed newcomer children becoming “adultified” through their experiences navigating the system. Due to language barriers, racism, and discrimination, experienced by newcomer parents, it is often their children that must navigate the education system on their own. Childhood adultification involves contextual, social, and developmental processes in which youth are prematurely, and often inappropriately, exposed to adult knowledge and assume extensive adult roles and responsibilities within their family networks (Family Relations, 2007).

RECREATION ACCESS AND FACILITIES

Many members in the community were concerned about financial insecurity and inaccessibility, particularly those with children or those who work with children. They felt that the cost of recreation programming was too high and that they were unaware of the financial assistance offered by the city. It was suggested that the city should increase advertisements of financial aid through community outlets, rather than just government channels, to ensure that those in need are aware of the help available.

The members of the community expressed that the time they are able to access recreational facilities is not equitable, with the white community being granted greater access to more reasonable times during the day than their own. Soccer is a highly popular sport in many Black Edmonton communities, yet these members often must wait until late in the evening to access fields, which can pose a multitude of risks and challenges.

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COMMUNICATION GAP

The Black community in Edmonton has reported that they do not receive enough communication or advertisement of initiatives or general municipal news, as the current efforts put forth by the city are not working for them. Furthermore, since many Black Edmontonians speak a first language other than English, organizations often must actively seek out information from corporate channels and websites, and then translate it to make it accessible to their communities. The communities expressed deep interest in the city partnering with local organizations that have a large reach into the Black community. This approach would ensure cross-cultural collaboration, and inclusive and innovative ways of information reaching their communities.

“*The Francophone community does not get communicated with properly.*”
- *Community Member*



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CITY SAFETY

The tragic attacks of Muslim women in Edmonton have caused a feeling of insecurity among Black individuals in the city. In response to this, members of the community have come together to develop initiatives that foster a sense of safety. This includes a "buddy" system that pairs individuals for accompaniment when running errands or going out at night. This shows an example of the community coming together during a difficult time to ensure that everyone feels protected and secure.

In the midst of the community engagement work, the consultants became aware of incidents of Black men being physically outnumbered and beat up by white men. Residents in the community have reported a general sense of insecurity and are wary of calling local law enforcement when incidents do occur. This is largely due to the mistreatment and police brutality experienced by Black men, which leads to a fear of contacting the authorities about issues. As a result, many members of the community try to handle matters themselves, only turning to the police as a last resort.

Reports from young folks regarding feelings of being unsafe on the public transit and or waiting for the bus. This feedback coincides with the generality of being Black in Edmonton and not feeling safe when walking about in the city.

“

“Women who wear hijabs have experienced verbal assault and injury and some women don’t feel safe going out at night.”

- Community Member

”

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COLLECTION OF DATA

The community expressed strong reservations about the collection and utilization of disaggregated data. It is crucial they are gathered with respect and inclusion in mind. This way, the data can be used to illustrate the individuals impacted, and accurately quantify the problems at hand. The community desires that data be consistently made available so that all stakeholders can examine and value any advancements or issues that arise, to facilitate the improvement of data quality.

“We also need to define the population and the communities that exist within Edmonton.” - Community Member



“We need more transparency in seeing the data on diversity - we have tried to ask for this but very little progress at this point on increasing our diversity in hiring data behind a percentage for the entire organization. I would like to see it for frontline, mid-management and then breakdown by executive level.”

- Staff Member



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ACCOUNTABILITY

The community has major concerns regarding measures of accountability. The community believes this to be important because it helps ensure that tasks are completed, and goals are met. Folks feel as though it also provides and encourages individuals to take responsibility for their actions and strive for excellence. The community wants a sense of reassurance that the resources, time, and money are used efficiently and effectively. Ultimately, the community is hopeful for a culture of trust and transparency from the Municipal government.

“The action plan is good but there should be a clear commitment on how it will be implemented and who will be impacted. If the action plan is not followed or some elements are not followed in the next 3 years, there should be accountability from the municipality on why the action items were not implemented.” - Community Member

“Will there be an endpoint or a time limit to know when things will happen? I don’t want to have the same conversation in the next three years.”

- Community Member



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“The Africa Centre Multicultural Centre capital investments will be the first step to show a tangible and meaningful direction towards addressing anti-Black racism. This Centre will not only create space to run programs that benefit youths, seniors, children, and families but a place for the Arts that will help skill development initiatives. The African Multicultural Centre would be a physical space where we can gather to educate, inspire, motivate, innovate, and celebrate. This will be the first sign that the municipal government is serious about addressing anti-Black racism and not just words.”

– Community Member



“Black communities need to have meaningful influence over what issues are discussed, how they are discussed, whose voices are centered, and what actions are implemented. City staff, council, and the police must show up first and foremost as curious listeners who have the power to enact policies and process but whose primary goal is to listen to, believe, and learn from Black communities. Their allyship then means making the sharing of voices and experiences of the Black community 'purposeful' - in that it isn't just speaking for speaking's sake. If we ask people to share their stories, we need to be committed to listening to them and addressing the problems identified.”

– Community Member

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WHAT WE HEARD: CITY OF EDMONTON BLACK EMPLOYEES

Black employees employed with the City of Edmonton experience a unique dynamic. They are part of their respective communities, yet they are also Black working for the City of Edmonton, which brings its own set of challenges. They must confront the issues raised by their communities, while simultaneously navigating the difficulties of being a minority in a predominately white organization. Furthermore, they bear much of the burden of addressing both the problems they are currently facing and the obstacles they are working to overcome.

“We need the inclusive hiring practices to be more than suggested material - it is not mandated but recommended at this point in time.”

- Staff Member



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HIRING AND PROMOTION

“I used to wear an X, nobody in my division would speak to me. I applied for jobs in my division that would be a few ranks higher, and I would not even get an interview. I decided to remove my X, instantly, everyone complimented my hair and began speaking to me. I applied for other jobs and got promoted.”

- Unidentified

Black employees expressed challenges in upward mobility and that they have been working very hard for many years in their roles but rarely get promoted and often feel overlooked. The community expressed sentiments of white people hiring folks they know and feel comfortable with. A question was asked regarding the unions protecting and or supporting Black employees, participants laughed at the idea. Stating “they do not care about us, and there is no chance they would do anything.”

“With hiring, there is a lack of communications. There should be clear communication messages like what type of credential is needed. Employment in the city is biased towards hard skills. There needs to be a balance between hard and lived experience.” – Staff member.

“I felt like I had to kill parts of myself off to be successful.” – Staff member.

Discussions took place about the need for fewer tiers or levels at the executive level before reaching the frontline employees. It was noted that in many cases there are too many levels, and that all or most of these positions are occupied by white employees.

The community posed questions during the engagement about creating roles specifically for people of African descent. This would ensure that Black folks have the opportunity to be hired, thus bridging the gap between the demographic and the number of Black employees.

“Black staffers have to do emotional labour and don’t get compensation.” – Staff member

“I do often feel like the sense is that if candidates don’t conform to the existing style of leadership, then promotions and advancement is less likely (ie. the code switching of speaking the way current leaders speak and reflecting the same views).”

- Staff Member

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RETALIATION

Many employees expressed a range of emotions concerning their job struggles. A common element in these conversations was the fear of speaking out, stemming from the possibility of retaliation from their manager or the city. This fear prevented the expression of novel ideas, and the commitment to continue working for the city in the long term. Unfortunately, these employees often felt that they were the minority voice, and that speaking up was not seen as important or was quickly dismissed by their superior.

LONELINESS, DISCOURAGEMENT AND BURNOUT

Black employees discussed that they often experience burn out and tiredness due to the compounded stressors of racism and discrimination they experience in the workplace. This has led to an array of feelings for some, including but not limited to: being overwhelmed, isolated and exhausted. There was much discussion regarding physical and mental fatigue, decreased productivity, and feelings of apathy or hopelessness. These feelings can have been further exacerbated by a lack of support in the workplace, especially if their coworkers and supervisors are not aware of or dismissive of the systemic issues they are facing.

CONSISTENT BATTLE

Black people feel they must continually strive and toil to safeguard their culture, language, and access to resources that are integral to their cultural identity. This struggle is made even more poignant as they often face great opposition or are denied their requests when speaking up to advocate for improved communication, support, or amendments beneficial to their communities.

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EXCESSIVE SCRUTINY

Feeling as though they are subjected to more intense and detailed evaluation than their colleagues and that their efforts are not adequately acknowledged or praised. This seemingly has created a feeling of inadequacy and resentment that can negatively affect the individual's morale and productivity.

OVERLOOKED OR DOWNPLAYED

Black employees feel that their achievements are overlooked or downplayed due to the prevalence of systemic racism and discrimination in the workplace. They feel that they are not given the same opportunities as their white counterparts and that their work is not valued as highly or as often recognized or rewarded. Some Black employees feel that they are not given the same recognition or credit for their work, that they are not given the same opportunities for advancement, or that they are passed over for promotions. This feeling of being overlooked or downplayed has led to a sense of alienation and frustration and has made it difficult for Black employees to feel valued and appreciated in the workplace.

LACK OF MENTORSHIP AND SPONSORSHIP

People spoke about having the opportunity for mentorship. Currently they are not feeling as though they are receiving much mentorship from their manager or other employees. The only mentorship most spoke about was from other Black employees across the Municipality. This for many has resulted in a lack of career advancement opportunities for Black employees and a lack of access to resources that can help them succeed.

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“Make mandatory training for anti-racism (including microaggression awareness) for City Employees, Council, and the Police. For BIPOC- make it optional to opt-out. For Council and the Police, is a requirement of the position and a test at the end of the course must be a pass and renewed periodically.”

– Community Member



“Short term EPS needs to immediately cease carding and harassing minority youth and exposing them to the justice system at an early age.

Long term I'd like to see EPS pursue hate crimes charges for any anti-Islam, ant-hijab related crimes.”

– Community Member

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CONCLUSION

The consultants have heard from the Black community of Edmonton a range of issues that need to be addressed for them to feel represented, heard, and included in the decision-making processes of the city. The community has proposed a number of initiatives and ideas to ensure this, including but not limited to recognition, a dedicated office in the Municipal Government, a permanent Anti-Black Racism Panel, revisions to the Municipal Act, youth engagement, infrastructure, access to funding, education system, recreation access and facilities, communication gap, city safety, and hiring and employment.

They have also expressed the challenges they face as Black employees in the City of Edmonton, such as retaliation, loneliness, discouragement and burnout, excessive scrutiny, feeling of being overlooked or downplayed, and lack of mentorship and sponsorship.

The consultants will take this feedback into consideration as they move forward to create a plan of action to ensure the Black community in Edmonton is properly represented and their voices are heard.



“I do think that, in a general sense the City of Edmonton has not seemed interested in embracing creative or innovative ideas. The preference has been to approach solutions or expectations cautiously in order to not 'risk' upsetting vocal residents, businesses, etc. The problem with this general culture is that with problems that need to disrupt the status-quo, I become skeptical about whether the city is willing to disrupt/upset those who prefer the status-quo!”

- Community Member



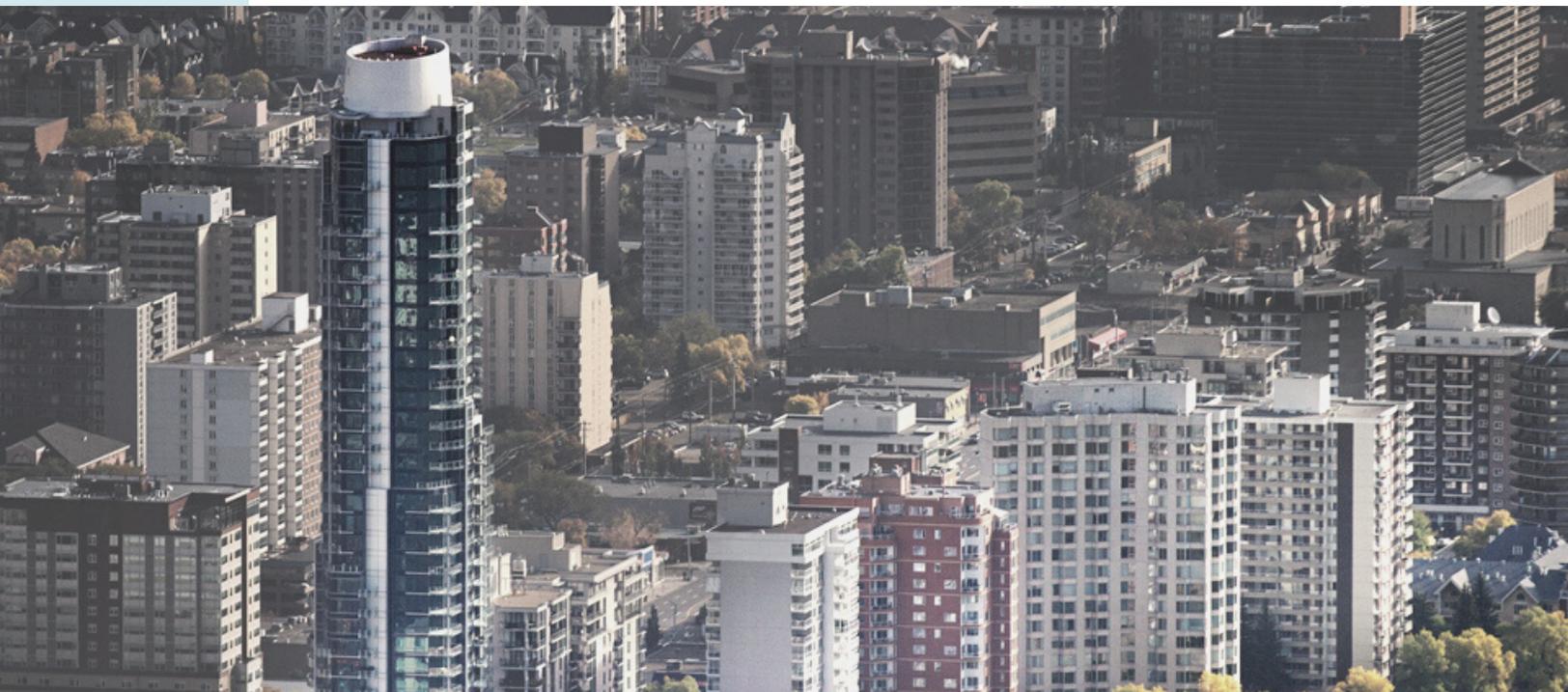
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NEXT STEPS

The next step in this process is to continue to engage Edmontonians as consultants to develop an Anti-Black Racism Action Plan that is comprehensive, direct, and actionable. The plan is expected to be completed by May 31st, 2023, and a draft version will be presented to the community in advance for feedback and suggestions.

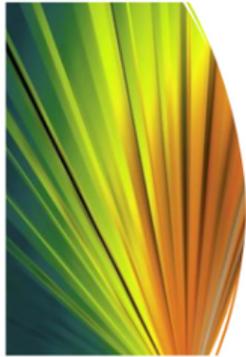
CONTACT INFORMATION

To contact the consultants please reach out via edmontonabr@gmail.com.



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APPENDIX



City of Edmonton Community Consultations

DeRico Symonds,
Dr. El Jones,
Ifeoluwa "Tomi" Adesina

Land Welcome & Acknowledgment

We acknowledge the traditional land of Treaty Six Territory. We would like to thank the diverse Indigenous Peoples whose ancestors' footsteps have marked this territory for centuries.

We also want to acknowledge the diverse Black communities of Edmonton. Some of whom have been present for many years, and as well to those who have newly arrived.

Introduction

- Dr. El Jones is a spoken word poet, journalist, and community activist. She received her PhD from Queen's University in the department of Cultural Studies. She is an assistant professor in Mount Saint Vincent University's Political Studies department. El is the author of *Live from the Afrikan Resistance!* and her most recent book *Abolitionist Intimacies* which explores state violence and the prison system in Canada.
- DeRico Symonds is a 7th generation African Nova Scotian male. Currently employed with the Office of Equity & Anti Racism with the Province of NS. Lead the engagement for Halifax's anti-Black racism strategy, writer of *Impact of Race and Cultural Assessments* with ANSJI and co-founder of two Black owned and operated non -profits.
- Ifeoluwa "Tomi" Adesina is an aspiring HR and Legal professional who recently graduated from Mount Saint Vincent University with a degree in Public Policy Studies. She continues to serve as an advocate for persons with disabilities on various media platforms and organizations.

Engagement Purpose

- It is important that as many voices as possible are included to shape the report and recommendations.
- This engagement process will be fully transparent and accountable to the Black community of Edmonton.
- There are multiple ways to ensure your voice is heard: virtual public engagement, in person engagement, an online survey, focused community meetings, and individual interviews.

This approach is being taken to:

- Provide safe spaces that welcome first voice of Black communities in Edmonton.

The Decade 2015-2024

- As proclaimed by the General Assembly, the theme for the International Decade is "People of African descent: recognition, justice and development."
- In proclaiming this Decade, the international community is recognizing that people of African descent represent a distinct group whose human rights must be promoted and protected. Around 300 million people identifying themselves as being of African descent live in the Americas. Many millions more live in other parts of the world, outside of the African continent.

Engagement Questions

1. How would the Black community in Edmonton measure success of a municipal Anti -Black Racism Action plan? What will the community need to see to know the city is making progress?
2. How can the city and Edmonton's Black community work together to solve the issues of Anti-Black racism in Edmonton, what is the role of city staff? Council? And the Black community? Police?
3. What are the most pressing issues that must be solved immediately for the Black community? What can be solved long term?
4. What would you change to improve the working relationship between the city of Edmonton and the Black community?
5. What accountability measures should be in place for this work to succeed?

A Decade Dedicated to People of African Descent



Recognition



Justice



Development

Phase #1a (December 2022 – February/March 2023)
• Black Community Engagement

Stay In Touch

Email Us:
edmontonabr@gmail.com

Give us a call:
780-496-8806

Take our Online Survey

Meet Us in Person:
February 15-18

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