

Motion In Support of the International Decade for People of African Descent

Council Date: February 16, 2022

Moved by Mayor Bonnie Crombie

Seconded by Councillor Pat Saito

WHEREAS the City of Mississauga recognizes the United Nations proclamation to designate 2015 to 2024 as the International Decade for People of African Descent.

WHEREAS the Decade was established as a way for the international community to recognize people of African descent as a distinct group whose human rights must be promoted and protected. The goals of the Decade are recognition, justice and development.

WHEREAS on August 2, 2021, the General Assembly adopted resolution 75/314 which formally establishes a Permanent Forum on People of African Descent. The Permanent Forum will continue to promote the work post Decade, focusing on the political, economic and social inclusion of people of African descent in the societies in which they live as equal citizens without discrimination of any kind and ensuring equal enjoyment of all human rights.

AND WHEREAS the Decade provides an opportunity for the City to promote greater knowledge of the diverse heritage, culture, economic and political contributions made by Mississauga and the Region's Black community. It is furthermore an opportunity to adopt, review and strengthen existing and new municipal policies directly or indirectly relating to equity and diversity.

AND WHEREAS City Council unanimously passed the Anti-Black and Indigenous Racism Resolution 0207-2020 in June 2020 that outlined specific measures by the Mayor and the City Manager's Offices to implement actions that will root out barriers to inequity and discrimination and take measures to counter subtle forms of interpersonal discrimination like microaggressions within the City's institutions.

AND WHEREAS the City has already made significant progress since passing Resolution 0207-2020, including the creation of the Black Caucus who have supported numerous consultations leading to the development of a recommendations report identifying measures that address systemic racism.

AND WHEREAS the City has been making concerted efforts to achieve equity within its institutions and remains committed to removing barriers that prevent the full participation of our Black, Indigenous and other equity-deserving residents, businesses, and employees in municipal programs and services.

AND WHEREAS the City continues to make progress and advance its work on equity, diversity and inclusion, to increase and enhance the representation of ethnically diverse people in senior leadership among other measures, having taken action on more than 20 items so far with more progress to come in 2022 and beyond.

AND WHEREAS every February during Black History Month, the City of Mississauga acknowledges its rich Black history and is cognizant of the contributions that Black Canadians have made to our City, and our country at large, through a number of activities and programs to celebrate the contributions and achievements that Black and African diasporic peoples have made to Canada.

THEREFORE BE IT RESOLVED THAT the Council of Mississauga join the global community in recognizing 2015-2024 as the International Decade for People of African Descent;

AND that the City work with Black community groups to organize events and activities led by the diverse local Black community groups to mark the Decade for People of African Descent;

AND that the City incorporate the Decades' goals of justice, recognition and development into its equity, diversity and inclusion work and reflect on how it can transform everyday practices;

AND in recognition of the Decade, the City encourage public and private sector organizations to make their own commitments to embody the International Decade of People of African Descent in policy making and programs;

AND that City Council by way of a letter inform Minister Hussen, Minister of Housing and Diversity and Inclusion and the Federal lead on the International Decade of People of African Descent, about this motion and Mississauga's overall efforts in addressing equity, diversity and inclusion at the municipal level.

Bonnie Crombie