



UpSurgence.

April 2022

**CITY OF MISSISSAUGA
BCE DEPUTATION**

April 2022

The Process

Throughout May and June of 2021, the Black Community Engagement (BCE) initiative involved over 900 participants, 6 sessions and over 60 subject matter experts in order to address the most pressing issues facing the Black communities.

Step 1: The Consultations

May 6th:	Accessing Political Power In Canada
May 20th:	Accessing Mississauga's Resources
May 27th:	Policing
June 8th:	Wellbeing: Designing Healthy Black Communities
June 17th:	Accessing An Age Friendly Society
June 29th:	Black Economic Empowerment

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The Process

In August of 2021, we held four co-design sessions that explored ways to address community concerns and convert them into actionable solutions.

Step 2: The Codesign Sessions

- Accessing Services & Better Care
- Black Economic Empowerment
- Black Inclusion Strategies
- Policing

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The Process

There are 58 recommendations that have been identified in the Report. The Report presents the recommendations based on the following themes listed here below:

Step 3: The Recommendations

- Theme 1: The Transformation of the Black Caucus**
- Theme 2: Inclusion Strategies (Knowledge Hub, Political & Social Empowerment)**
- Theme 3: Support For Black Communities and Talent**
- Theme 4: Black Business Inclusion Strategies**
- Theme 5: Innovation Inclusion Strategies**
- Theme 6: Black Community Innovation Hub (BCIH)**
- Theme 7: Policing**
- Theme 8: City Corporate Security**



Recommendation Types

Governance	Inclusion Strategies	Programs
Data Acquisition	Engagement & Inclusion	Events
KPI development & Reporting	Advocacy	Black Community Innovation Hub (BCIH) Development

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Guiding Principles

Below are the three guiding principles of the BCE recommendations.



Black Ecosystem Approach

Empowering talent, businesses, and nonprofits from within the communities to collaborate to address issues and create opportunities.



Competitive Pay

Advocating for competitive pay for those from within the Black communities to partner with the City to carry out the recommendations.



Promote Black Representation

Ensure that Black participation transcends into Black Representation by linking participation to community engagement.

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The Support!

After the key recommendations were developed, we went back to the community and stakeholders to ensure buy-in. As a result, the Black Community Engagement (BCE) process has rallied community and corporate support for the recommendations. The list below includes organizations that have expressed commitment to supporting the implementation of BCE recommendations.

Nonprofits

- The Canadian Civil Liberties Association
- Malton Black Development Association
- Roots Community Services
- The Network for the Advancement of Black Communities (NABC)
- The Canadian Aboriginal and Minority Supplier Council (CAMSC)
- Black Health Alliance
- Moyo Health & Community Services

Corporate Sector

- Export Development Canada (EDC)
- The Business Development Bank of Canada (BDC)
- Rogers
- Interac

Consulate General Office

- High Commission of Ghana

Faith-Based Leadership

- Praise Cathedral Worship Centre
- Pat Francis Ministries
- Mississauga Seven-day Adventist Church.
- Canadian Black Clergies & Allies

A Unique Approach

The process used a co-design approach to access insights and gain community and stakeholder buy in.

Now, the Black Caucus Alliance (BCA) and the City will need continue the co-design process.

**"Nothing
About Us
Without Us!"**

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The Path Forward...

Currently, the report references the Black Caucus becoming an independent non-profit. However, there are several ways that we could proceed. The aim is to find the best path forward that would offer the best chance for the recommendations to be realized at the City.

Embedded

The City hires the required staff to carry out the recommendations in the report. Thus, all recommendations activities become the City's responsibility and limited to the City's scope and its by-laws and procedures.

Hybrid

Activities are carried out by City hired staff together with Black Caucus Alliance, and in Community Partnership. With the work that falls outside of City scope being done with Black Caucus Alliance as a working group, or a committee with a trustee to govern the finances while the Black Caucus Alliance works to become a legal entity.

Independent Nonprofit

With A Trustee

Both the City and Black Caucus will agree on the use of a trustee, meaning a trusted organization that will manage the funding while the Black Caucus Alliance is in its development phase of becoming a legal entity.

Without A Trustee

The Black Caucus directly seeks to become a legal entity.

Timeline Forecast



Early Activities April 2022 - March 2023

- Transforming the BC into BCA
- Launching Operation Black Box (Community Engagement piece)
- Meet & Greet
- Black Women Inclusion Strategy Launch
- BCA identifying an accelerator partner
- Civic training Launched

Mid-Range Activities April 2023 - Sept 2024

- Implementation of Operation Black Box (Full Implementation)
- Accelerator Program Design
- Conducting the EDI summit
- Activities Celebrating the 2024 International Decade of People of African Descent
- AI Statement of Principles (BCA +CITY + PRP)

Long Range Activities 2025+

- Black Community Innovation Hub (BCIH)

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*Thank
you!*

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Closing Connectivity Gaps