

City of Vernon, Notice of Motion: Anti-Racial Discrimination and Anti-Racism Policy reconsideration

Council Meeting Date: November 14, 2022

Submitted by: Kelly Fehr

MOTION: THAT Administration bring the Lidstone & Company drafted (and free) Anti-Racial Discrimination and Anti-Racism Policy back for Council's consideration

AND FURTHER: THAT Administration provides information regarding the level of training, learning and development, orientation/onboarding required to adhere to the conditions and requirements outlined in the Policy

AND FURTHER: THAT Administration provides a personnel support and training budget for council's consideration

AND FURTHER: THAT Administration provides a recommendation regarding the corporation making application to join the Canadian Commission for UNESCO's Coalition against Racism

RATIONAL: The purpose of this ANTI-RACIAL DISCRIMINATION AND ANTI-RACISM POLICY is to provide the corporation with a solid foundation on which to tailor an organizational policy which:

- publicly acknowledges the existence of racism in all its forms;
- recognizes the racial diversity in the local government's community;
- commits to respecting the fundamental rights, personal worth and human dignity of People of Colour and Indigenous Peoples;
- commits to conducting the day to day operations and governance of local government in a manner free of racism and racial discrimination; and
- commits to breaking down barriers, deconstructing biases and fostering and promoting an inclusive, respectful and welcoming environment for all who work, volunteer, do business and interact with the local government.