

Town of Arnprior
Special Meeting of Council
Agenda
Wednesday, December 23, 2020
6:00 pm
Via Video Conferencing

1. Call To Order

2. Roll Call

3. Adoption of Agenda (Additions/Deletions)

4. Disclosures of Pecuniary Interest

5. Resolutions

a) Public Apology

b) [Memo to Council - Racism and Diversity](#).....1-3

Whereas the Corporation of the Town of Arnprior is committed to incorporating equity, diversity, and inclusion in the way we deliver services and we want all residents to feel heard, seen, and well served. It is our duty as public servants, leaders and members of the community, and as human beings to work together in the fight against racism; and **Whereas** the Ontario Human Rights Commission has developed an Anti-Racism and Discrimination guide for municipalities which gives municipalities directions on how they can start or improve anti-racism and anti-discrimination initiatives; and

Whereas the Anti-Racism and Discrimination guide suggests starting points for anti-racism and anti-discrimination activities for your municipality with key areas being: 1. Data collection, monitoring and reporting; 2. Raising awareness; 3. Encourage and support initiatives in the community; 4. Policy and by-law development; and 5. Responding to incidents of racism and discrimination; and

Therefore be it resolved that that the Council of the Corporation of the Town of Arnprior direct staff to return to Council in 2021 with information on implementing various actions, including but not limited to the following:

- a) Training in diversity and inclusivity for all members of Council and staff;
- b) Sharing of resources with the public through the Town’s website and media communications;
- c) Hold a roundtable with Council, staff and local residents to hear about their experiences with racism and discrimination in our community and potential actions; and
- d) Undertake a review of all town policies to ensure they are inclusionary and contain no discriminatory practices.

6. Media Questions

7. Confirmatory By-Law

By-law No. 7121-20 By-law to Confirm the Proceedings of Council

8. Adjournment

Please note: Town Hall is following social distancing protocols that have been recommended by the federal and provincial governments to help protect the health and well-being of our community. Please see the Town's website at www.arnprior.ca to view the live stream and the meeting will be uploaded to YouTube for future viewing.

Full Distribution: Council, C.A.O., Managers and Town Administrative Staff
E-mail to: Cogeco; Metroland Media; Oldies 107.7/My Broadcasting Corporation; Valley Heritage Radio; Ottawa Valley Business

The agenda is made available in the Clerk's Office at the Town Hall, 105 Elgin Street West, Arnprior and on the Town's Website at arnprior.ca. Persons wishing to receive a print item on the agenda by email, fax, or picked up by hand may request a copy by contacting the Clerk's Office at 613-623-4231 ext. 1818. The Agenda and Agenda items will be prepared in an accessible format upon request.



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Memo

To: Members of Council
From: Robin Paquette, CAO
Date: December 19, 2020
Subject: Racism and Diversity

This Memo is intended to provide Council with some information and considerations in regards to the news reports from the past week, as well as the announcement discussion on Monday evening.

Firstly, I'd like Council to be aware that as CAO I have had heard from many of our staff in the past week expressing disappointment with how this issue has portrayed the Town of Arnprior as an organization and concerns that the comments run contrary to the Town's core value of inclusivity, vision of being a workplace of choice and key strategy for Community Well-Being. I have attached a memo received from our Manager of Recreation providing some details on the impact that this has had on our programming. I feel it is important for Council to be aware and have this information about the loss of one of our instructors over this matter and the future impact to recreation programming.

Reports last week about racism in our community were received with surprise. This surprise can come from not being aware of or educated on the experiences of others. Members of the BIPOC (Black, Indigenous and People of Colour) community asked for a formal public apology of comments made in the media. Staff cannot speak for the Mayor or members of Council, however, we did feel it was important to recognize the experiences shared and provided the Press Release on December 9th to express the Town's position and indicated that we plan to identify meaningful opportunities to incorporate the values of inclusion and diversity in future plans for the Town of Arnprior in the coming months.

In my discussions with the Mayor, I had recommended he make an announcement on Monday evening and as time progressed, late Monday I suggested the following resolution be included on the agenda for discussion. At that time, the Mayor and I agreed it was late in the day to be amending the agenda and plan for his announcement so the resolution was not actioned.

“Whereas the Corporation of the Town of Arnprior is committed to incorporating equity, diversity, and inclusion in the way we deliver services and we want all residents to feel heard, seen, and well served. It is our duty as public servants, leaders and members of the community, and as human beings to work together in the fight against racism; and

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Therefore be it resolved that that the Council of the Corporation of the Town of Arnprior direct staff to return to Council in 2021 with information on implementing various actions, including but not limited to the following:

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- (b) Sharing of resources with the public through the Town’s website and media communications;
- (c) Hold a roundtable with Council, staff and local residents to hear about their experiences with racism and discrimination in our community and potential actions; and
- (d) Undertake a review of all town policies to ensure they are inclusionary and contain no discriminatory practices.”

Although there was no direction provided by Council on Monday evening in order to allow Council to provide feedback to staff on the steps to be undertaken, I want to assure Council that staff are regularly provided with appropriate, timely training on a variety of topics (ie. accessibility, health and safety) and that the proposed diversity and inclusivity training will be available to all Council and staff in the new year. Any costs associated are covered by our operational training budget yearly.

Furthermore, staff will continue to review all policies with a lens of inclusivity, as per our core values and in conformity with the Ontario Human Rights Code.

To date, staff have received several request from individuals to appear at the January 11th, 2021 Council meeting as delegations on this matter. My plan at this time is that staff will report back to Council at the January 25th meeting to allow time to listen to the delegations and receive any input from Council members to include in a report with recommendations to move forward.

Thank you for your consideration. If anyone has any comments or questions, please feel free to reach out to me for clarification.

Sincerely,

Robin L. Paquette

Robin Paquette

CAO

Attach.

Cc. Maureen Spratt, Clerk