

## **1.0 Mandate**

The Pickering Anti-Black Racism Taskforce (PABRT) is a committee of Council appointees who work in partnership with the Pickering community, Durham-based organizations, businesses, and the City of Pickering to:

- Enhance the shared experience and opportunities of Black residents,
- Implement tangible and sustainable actions to support the prevention, reduction, and response to systemic and institutional anti-Black racism in Pickering for all community members.
- Foster transparency and accountability in identifying and addressing systemic and institutional anti-Black racism within Pickering,
- Identify and coordinate opportunities for community engagement.
- Celebrate, conserve, and promote the Black community and Black culture, heritage, and history.

## **2.0 Goals, Objectives, and Responsibilities**

The Pickering Anti-Black Racism Taskforce will identify and implement actions in accordance with the following goals, objectives and responsibilities:

1. Work with the City to review and advise on City policies, programs, and processes related to anti-Black racism;
2. Collaborate with the City on initiatives related to anti-Black racism;
3. Identify and support a process for responding to incidents of anti-Black racism in Pickering.
4. Provide advocacy to the City on behalf of diverse Black communities, organizations, businesses, and other partners;
5. Support and identify anti-Black racism education and learning opportunities for Council, City Staff, community partners, and residents; and,
6. Strengthen and support Black-led social, economic, political, cultural initiatives and;
7. Build partnerships and share resources with residents, organizations, businesses, community partners, and other allies to maximize effect, reduce overlap of services and initiatives, and promote wise practices.

Taskforce responsibilities include:

- Collaboration with the City to align priorities and support Equity, Diversity and Inclusion initiatives of the City;

- Regular communication with Pickering residents, businesses, stakeholders, and organizations to identify issues, barriers, and opportunities within the mandate of the Taskforce;
- Facilitation of education and awareness around legislation, programs, services, initiatives, organizations and other resources that aim to dismantle anti-Black racism and/or support diverse Black communities;
- Development and presentation of an annual work plan to Council; which identifies activities and initiatives, timelines for implementation, measurement tools, and budgets that serve the mandate, goals and objectives of the Taskforce;
- Share updates, results and impacts of Taskforce activities and initiatives outlined in the work plan as well as recommendations on matters related to anti-Black racism within the City of Pickering.

Taskforce Members do not have the authority to assign work to City staff but will work cooperatively. Taskforce Members can assume related duties as informed by the Taskforce work plan.

The PABRT will not be responsible for the following:

1. Development of the City's Equity, Diversity and Inclusion Strategy or related initiatives;
2. Budget approval;
3. City programming or events;
4. Day-to-day operations of the City or City facilities; and
5. Administrative matters including direction given to staff.

### **3.0 Composition**

The Taskforce Membership shall include:

- Up to 20 Resident Members – with voting rights;
- At least one Staff Liaison that is involved in the City's Equity, Diversity and Inclusion initiatives – no voting rights; and,
- The Mayor – no voting rights.

### **4.0 Member Qualifications**

Qualifications include the skills, knowledge, and lived experience needed to contribute effectively to Taskforce goals and objectives. Membership will be sought on the basis of broad interest, understanding and commitment to the development of anti-Black racism initiatives in the municipality, in addition to specific expertise and interests related to Black business, culture, education, employment, health, heritage, and safety, among other areas.

## **5.0 Meeting Schedule**

The Pickering Anti-Black Racism Taskforce shall meet on the first Thursday of every month.

Established meeting dates and times shall not be changed unless circumstances warrant special consideration and can be resourced accordingly. Meetings will not be held in the months of July, August or December unless determined by the Taskforce that a meeting is necessary to meet the mandate or work plan of the Taskforce.

During a Municipal election year, meetings shall not be held after September 30 unless determined by the Committee that a meeting is necessary to meet the mandate or work plan of the Taskforce.

## **6.0 Term of the Taskforce**

Taskforce members will serve for a term of four years synchronous with the term of Council.

## **7.0 Taskforce Structure and Positions**

The Taskforce may choose to appoint a Chair or subcommittees in accordance with Policy ADM 040.

Chairs and Sub-committee chairs will be nominated by a member of the Taskforce and receive a majority vote to hold the position.

Chairs will hold a term of no more than 12 months. Should a Chair not be able to attend a meeting, they will assign chair duties to a second member of the Taskforce. Should another member not be available, they can also request the staff liaisons to lead the meeting.

The Chair will manage the activities of the meeting, develop agendas, and follow up on action items with Taskforce members and staff liaisons.

The Executive positions are as follows:

1. Chair – Staff/Government Liaison
2. Vice Chair – Action Plan Development Tracking/Presentations
3. Secretary – Committee Administration, Advocacy, Compliance, Accountability, Ethics, Community Hub Liaison, Mediation
4. Treasurer – Budget Tracking and Reporting

Subcommittee Co-chairs will report to the Taskforce during regular meetings, and results will be recorded as part of the meeting minutes. Subcommittee chairs will be responsible for the recruitment of subcommittee members and organizing activities of the subcommittee in line with the work plan and approval of the Taskforce. Subcommittee chairs will manage their own administrative practice

including meeting schedules, meeting platform, minutes, agendas, tracking and reporting. Reports to Council regarding subcommittee work will be presented by the Taskforce.

## **8.0 Budget**

The Taskforce activities will be paid from the Public Affairs and Corporate Communications account. Remuneration for appointed Taskforce Members will be paid from the Public Affairs and Corporate Communications account.

A stipend shall be paid to Members of the Taskforce in accordance with Section 20 of Policy ADM 040. Members shall receive remuneration as follows:

### **Attending Taskforce Meetings**

Chair/Executive Position:	\$75.00 per meeting
Subcommittee Chair:	\$75.00 per meeting
Member:	\$65.00 per meeting

### **Taskforce Work**

Members will be compensated for work that has been pre-approved by the Taskforce in a Motion and recorded in the Minutes. Motions should include the Member the work is assigned to.

\$25.00 per hour

The maximum yearly income per Taskforce Member is \$1,000.00. A T4 will be issued at the conclusion of the year, or the service of the Taskforce Member.

**Approved by Council Resolution #366/23  
December 11, 2023**