

# International Decade for People of African Descent (IDPAD) Action Plan for BC

GOAL • OBJECTIVE • MEASURE

# COMMUNITY SAFETY

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS IN COMMUNITY SAFETY

RECOGNITION



Publicly admit and acknowledge the long-lasting impact of colonialism on PADs



Improve cultural sensitivity programs and anti-Black racism training



Enable data collection to measure and report progress in equity and diversity

The Minister of Public Safety and Solicitor General should lead the way in providing genuine, unequivocal, and public admission and acknowledgment that province-wide police forces, as institutions, have historically been characterized by colonial procedures that have led to discrimination and oppression towards PADs and other minorities. Similar statements should also be expected from police chiefs across the province as a foundational act in restoring trust with the PAD community.

The Minister of Public Safety and Solicitor General, and the Minister of Municipal Affairs should work with the RCMP and local police to reform cultural sensitivity programs and other training to improve their anti-Black racism components. It is critical that specific anti-black modules or courses be established in such training to prioritize inter-cultural communication and sensitivities, and to promote effective relationships and trust building with the PAD communities. It is also critical that anti-black racism training be made mandatory, under legislative/regulatory authority, for police forces and their leadership.

The Minister of Public Safety and Solicitor General should ensure that sufficient authority is provided under the “Race-based” data legislation for the collection, access and use of race-based data to assess the progress of diversity measures undertaken by the Province in terms of PAD membership of police forces and their leadership; and to assess operational activities such as street checks, arrests and detentions. Methodologies and data points used in public reports and engagements such as that of the Vancouver Police Department on this matter could be used as models and referents in drafting regulations.

# DEEPENING PAD'S REPRESENTATION IN COMMUNITY SAFETY

JUSTICE



Implement policy  
and legislative  
safeguards for PADS



Increase the  
recruitment of PADS

The Minister of Public Safety and Solicitor General should ensure that the anti-racism legislation is intentional about promoting the wellbeing of Black officers and removing all anti-Black racism they face within the police services.

The Minister of Public Safety and Solicitor General and the BC Public Service Agency should actively promote and support the recruitment of People of African Descent as police officers to have a force that better reflects the rich cultural diversity of BC. It is important that this recruitment be intentional, genuine, and underpinned by continuous efforts to understand and amend traditional barriers such as exclusionary application requirements. As it is understood that the Provincial government has limited levers in influencing local police recruitment, it's also recommended that a program similar to the Aboriginal Youth Program be established that would provide funding for the recruitment of determined numbers of PAD officers by local police. The Minister of Public Safety and Solicitor General should prioritize and support the appointment of People of African Descent to police boards and other oversight and complaint structures and committees to improve their impartiality, inclusiveness, and adequacy in reflecting BC's diversity in terms of race, gender, age, and income levels.

# IMPROVING COMMUNITY SAFETY AND ACCESS TO POLICING SERVICES FOR PADS

DEVELOPMENT



Increase the recruitment of PADS



Enable data collection to measure and report progress in equity and diversity



Support collaboration between PAD professionals

The Multiculturalism and Anti-Racism Division at the Ministry of Attorney General plans to deploy an anti-racism non-police hotline must include unambiguous mechanisms to achieve adequate diversity of responders from minority communities and People of African Descent. It is also critical that all responders be trained to apply culturally sensitive practices, when interacting with PADS, that involve empathy and contextual understanding of their unique situations.

The ministry of Public Safety should work with major police forces around the province to fund a study of underlying causes of apprehensions of People of African Descent towards joining the police services, and how to mitigate them.

The ministry of public safety should fund efforts by officers of African Descent to build solidarity amongst themselves and establish a PAD community of practice for law enforcers. This is critical in leveraging PAD's agency in understanding and restoring trust and confidence in policing for the PAD community at large. The Association of Black Law Enforcers provides a useful model for promoting justice and equity in policing.

# WORKPLACE

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS AT THE WORKPLACE

RECOGNITION



Implement policy and legislative safeguards for PADS



Improve cultural sensitivity programs and anti-Black racism training



Enable data collection to measure and report progress in equity and diversity

The Ministry of Labour should ensure that there is an Anti-racism legislation that provides explicit levers against racism in employment and at the workplace. Amongst these levers, the Minister should be empowered to monitor and address the use of algorithms in sorting job applicants as they are most likely to extend human and historical biases against PADS. It is also recommended that the legislation supports the establishment of a dedicated office for advising People of African Descent, and other minorities, on best practices in navigating labour relations in areas such as negotiating employment contracts or severance packages.

The Ministry of Labour and the Public Service Agency should promote and implement anti-Black racism training for human resource managers and recruiters, both in the public and private sectors. This is particularly critical considering concerns of lack of racial diversity on hiring committees. It is recommended that the PSA introduce specific anti-black racism modules or courses alongside its current diversity and inclusion training.

The Ministry of Labour should ensure that the race-based data legislation provides sufficient authority to collect, share and use data to evaluate fairness and equity in the wages provided to workers of African descent. This is critical to promote genuine, fair and accountable anti-racism mechanisms, both in the private and public sectors, that have been identified as non-negotiable prerequisites in contextualizing anti-racism complaints.

The PSA should be provided with adequate authority under the race-based data legislation to collect, analyze and publish periodic reports on the number of People of African Descent across the public service and their relative distribution in leadership and strategic positions.

# DEEPENING BLACK REPRESENTATION AT THE WORKPLACE

JUSTICE



Increase the recruitment of PADs

The Ministry of Labour and the BC Public Service Agency should embrace and champion equitable hiring practices such as blind hiring and interviewing to further increase fairness in recruitment. This is particularly critical for the PSA whose hiring practices have been strongly criticized by respondents and participants.

The Public Service Agency should commit to hiring more employees of African descent. At the very minimum, it is imperative that a PAD youth internship program be implemented before the end of the Decade to recruit future PAD graduates and undergraduates in jobs showing high demands for qualified workers at all skills levels. The PSA should also commit to support and establish a PAD Leadership program that will provide dedicated mentoring, coaching and career development services to employees of African descent in middle-management positions.

# IMPROVING SKILLS DEVELOPMENT AND ACCESS TO EMPLOYMENT FOR PADS

DEVELOPMENT



Increase the recruitment of PADS



Support PAD professional development

The Ministry of Labour, The Ministry of Advanced Education, the Ministry of Education, and the Ministry of Jobs, Economic Recovery should work with employers, particularly those of African Descent, to provide dedicated employment, internship, volunteer and on the job training opportunities. This should include, but not be limited, to subsidized work placements opportunities for youth at risk.

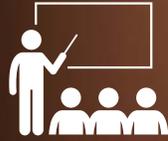
The Ministry of Labour should collaborate with PAD community organizations to promote and fund PAD-led mentorship, skills development, and leadership training programs for PAD professionals and youth.

# HEALTHCARE

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS IN HEALTHCARE

RECOGNITION



Improve cultural sensitivity programs and anti-Black racism training



Enable data collection to measure and report progress in equity and diversity

The Ministry of Health should work with regional health services, and professional the College of Physicians and Surgeons of BC, and The BC Nurses association to make reflective anti-Black racism and inter-cultural sensitivity training compulsory for all health professionals and students in health-related programmes.

The Ministry of Health should ensure that the race-based data legislation provides sufficient authority to regional health services, professional healthcare practitioners bodies, and other health services providers to collect data on the number of People of African Descent in various health professions across BC to better understand existing gaps and deficits.

# DEEPENING REPRESENTATION IN HEALTH SERVICES

JUSTICE



Increase the recruitment of PADs

The Ministry of Health and the Ministry of Advanced Education should work with healthcare professionals of African descent and professional bodies to reform credential recognition and licensure systems to better accommodate seasoned healthcare professionals of African descent immigrating to Canada.

The Province, through responsible ministries, should provide dedicated funding to establish scholarships and mentorship programs to attract more People of African Descent to BC's healthcare industry as well as studies in health-related fields. It is crucial that admission barriers for Black students are replaced with a reflexive system of admissions and support that accounts for the structural challenges faced by Black and People of African Descent in BC.

# IMPROVING PAD ACCESS TO HEALTH SERVICES

DEVELOPMENT



Deepen equity in service delivery by and to PADs



Support PAD-led models and community collaboration

The Ministry of Health should collaborate with PAD organizations to ensure adequate healthcare coverage bridging is available to newcomers awaiting MSP and to non-landed immigrants such as refugees and international students. It is particularly recommended that the province consider eliminating MSP premiums for international students in BC.

The Ministry of Health should work to expand MSP coverage to mental health care and support. This should include the creation and funding of health advocates and patient navigators services focused on making the hospital experience of People of African Descent safer.

The Ministry of Health should promote and fund an advocacy mechanism dedicated to the promotion of the health and mental wellbeing of Peoples of African Descent in BC. It is particularly recommended to prioritize the physical, mental and emotional wellbeing of health professionals of African descent in BC. This care of health care professionals of African descent should be implemented along other incentives designed to retain them in BC.

The Ministry of Health should fund and promote the creation of mental health hubs and free PAD-led counseling and clinical mental health sessions that are easily accessible for Peoples of African descent across the Province.

# LEGAL & JUSTICE

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS IN THE JUSTICE SYSTEM

RECOGNITION



Deepen equity in service delivery by and to PADs



Enable data collection to measure and report progress in equity and diversity

The Ministry of Attorney General should provide support to the judicial council and law society for conducting studies to understand, capture, and prioritize concerns and recommendations of judges and lawyers of African descent in terms of these bodies' capacity in attracting PAD to the profession, and of potential avenues in reforming legal practice and the justice system in BC.

The Ministry of Attorney General should ensure that sufficient authority is awarded to the BC Law society and the BC Judicial Council, under the "Race-based" data legislation for the collection, access and use of race-based data on the number of Black judges and lawyers in BC, to enhance their ability to monitor and address representational disparities.

# DEEPENING PAD REPRESENTATION IN LEGAL AND JUSTICE SERVICES

JUSTICE



Increase the recruitment of PADs



Support collaboration between PAD professionals

The Minister of Justice and Attorney General, the Minister of Education, and the Minister of Advanced Education should collaborate to make dedicated funding and bursaries available to students of African descent interested in Law School. These ministers should model such funding on the UBC fund to support students of African descent established in partnership with two Black judges — retired Supreme Court Justice Selwyn Romilly and current Provincial Court Judge David St. Pierre - as they exemplify the power of leveraging PAD agency in amplifying success of PAD oriented initiatives.

The Ministry of Advanced education should perform a contextualized review of admission processes and criteria that constitute systemic barriers to admissions to Law School for students of African descent.

The Ministry of Justice in collaboration with the Ministry of Advanced Education should make funding available for law practitioners of African descent to provide mentoring and coaching services to youth and newcomers of African descent as it will ensure a greater holistic orientation on societal expectations.

# IMPROVING ACCESS TO LEGAL SERVICES

DEVELOPMENT



Support PAD-led models and community collaboration

The Ministry of Attorney General should collaborate with community organizations and leaders to promote and deepen PAD communities' understanding of new legislations as they come into force. This will be particularly critical for the anti-racism legislation that requires simultaneous investments in accessible outlets to provide the PAD community with competent education on their rights, privileges, freedoms and legal options.

The Ministry of Attorney General should provide funding for the Law Society and PAD community organizations to run legal clinics and legal aid programs for PADs, predominantly led and designed by law practitioners of African descent. These programs must be accessible from anywhere within the province and run with an anti-Black racism lens and with a clear legal advocacy strategy. The Black Legal Action Centre in Ontario is a good example of a community legal aid program for the PAD community.

# ENTREPRENEURSHIP

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS IN ENTREPRENEURSHIP

RECOGNITION



Deepen equity in service delivery by and to PADs



Enable data collection to measure and report progress in equity and diversity

The Ministry of Jobs, Economic Recovery and Innovation should work with PAD business organizations to establish a permanent mechanism to understand the peculiar profiles, models, challenges, concerns, and opportunities of PAD-led businesses. Using the Knowledge Hub component of the national Black Entrepreneurship Program, this mechanism would foster and enhance understanding of PADs businesses contributions to the advancement of the Province.

The Ministry of Jobs, Economic Recovery and Innovation should ensure that the “Race-based” data legislation provides sufficient levers for business associations and chambers of commerce to collect and use data to evaluate equity of awarding decisions of existing funding schemes along the lines of gender, race, and economic background.

# DEEPENING PAD PARTICIPATION IN ENTREPRENEURSHIP

JUSTICE



Deepen equity in service delivery by and to PADs

The Ministry of Citizens' Services should establish governmental desks or offices that are competently staffed to support PAD businesses and facilitate their relations with the Government.

The Ministry of Jobs, Economic Recovery and Innovation in collaboration with the Ministry of labour should unequivocally support entrepreneurs of African descent through dedicated avenues for skills, products and business promotions. Amongst key measures recommended, the Government should commit to sourcing a reasonable proportion of governmental purchases and contracts from PAD businesses.

# IMPROVING SUPPORT FOR BLACK BUSINESSES AND OWNERS

DEVELOPMENT



Deepen equity in service delivery by and to PADs

The Ministry of Jobs, Economic Recovery and Innovation must commit to creating dedicated and adequate funding pathways, including grants and concessionary loans for business owners of African descent, that are less complex to access and have clearer criteria than the federal-level Black Entrepreneurship Loan Fund under the Black Entrepreneurship Program. Considering historical and structural risks and biases PAD businesses have to contend with, It is also critical for these programs to reduce or attenuate emphasis on collaterals by Banks.

The Ministry of Jobs, Economic Recovery and Innovation should invest in advisory, consulting, and mentoring services for PAD businesses accessing loan programs. This should come through both a centralized funding stream through PAD business organizations and a separate stream directly accessible by PAD business owners.

The Multiculturalism and Anti-Racism Division at the Ministry of Attorney General should provide dedicated funding to social entrepreneurs and not-for-profit businesses of African descent to enhance market diversity using the National Ecosystem Fund of the Black Entrepreneurship Program as a model. This is critical in promoting micro-businesses participation in the economic life of BC and to foster their growth.

# K-12 EDUCATION

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS IN K-12 EDUCATION

RECOGNITION



Implement policy and legislative safeguards for PADS

It is crucial that the K-12 Education Anti-Racism Action Plan is backed by explicit accountability systems such that following its provisions is not a matter of choice for schools and educators. Such accountability systems can include instituting associated systems for feedback, and complaints by students and educators as well as periodic reporting and implementation assessments by schools and the Ministry of Education, respectively.

The Ministry of Education must actively design and implement programming to actively inform and engage students/parents on redress mechanisms independent of the education system (e.g. Human Rights Commission). The Anti-racism legislation must consider legislating an independent complaint process for racialized students and their families.

The Ministry of Education must boost access to advocacy services for students/families of African Descent. Such dedicated advocacy services must be backed by strategic policy that emphasizes implementation by teams with the necessary cultural humility and lived experience. This can be mandated either under the Representative for Children and Youth Act or under the pending Anti-racism legislation.

The Ministry of Education must develop, in conjunction with educators and psychologists of African Descent, the necessary competencies and toolkits for contextually interpreting the evaluations and assessments of educators and principals of African Descent by students and reviewers, respectively. This is critical as a de-contextualized review system could reflect anti-Black racism and discrimination that in turn affects the professional and career chances of educators of African Descent.

The Ministry of Education must ensure that the eventual K-12 Education Anti-Racism Action Plan recognizes the peculiarity of anti-Black racism and its implications. It is critical that the Ministry of Education pursues an implementation strategy that supports collaboration with Black-focused organizations and educators of African Descent to promote the action plan within the Black community. The associated oversight and implementation committees must include students, educators and community leaders of African Descent.

# DEEPENING REPRESENTATION IN SCHOOLS

JUSTICE



Increase the recruitment of PADs



Deepen equity in service delivery by and to PADs



Support PAD professional development

The Ministry of Education must prioritize the training, recruitment and retention of more mental health and career counselors of African Descent for BC schools.

The Province must support and require BC schools to prioritize the recruitment of Black educators, principals, and administrators. It is critical to design and implement teacher education programmes that target students of African Descent and attract them to the teaching profession in BC. Programs such as UBC's Indigenous Teacher Education Program can be adapted to suit the needed contextualized training for future educators of African Descent. Implement targeted incentives to attract Black students to teaching such as grants, tuition reimbursement and Black-centred mentorship and skill development programmes.

To meet the Black-educator deficit in BC schools, the Province must design a credential recognition system that recognizes and allows qualified Black educators who have immigrated to BC to more easily practice their teaching in BC. A supplementary approach is to encourage and support opportunities for part-time teaching, talks and sessions for Black professionals including interested retirees. The education Ministries can maintain a list of willing participants.

The Ministry of Education must provide educators of African Descent with the needed emotional and material support as they face navigate racist structures and institutions. This includes dedicated support to Black professionals within BC's education sector to run their solidarity and mentorship programming. Also, it is critical for the Province to design and support training programs for educators of African Descent on how to effectively deal with the racism they will encounter from students and peers. The program must be led in design and implementation by educators with lived anti-Black racism experiences as an unreflective program can be retraumatizing

The Ministry of Education must Support the professional growth and retention of educators of African Descent through dedicated training on leadership, career advancement and succession planning.

# IMPROVING K-12 CURRICULUM, TRAINING AND SOCIALIZATION

DEVELOPMENT



Improve cultural sensitivity programs and anti-Black racism trainings



Reform and promote accurate representation of PADs



Support PAD-led models and community collaboration

The Ministry of Education must fund and support anti-Black racism education and training programs in schools for all students, educators and other staff across BC. These programs must be designed by persons with lived experiences and aim to re-socialize non-PADs while providing PADs with resources to navigate concerns with expected and real incidents of anti-Black racism.

The Ministry of Education must promote the use of an anti-Black racism lens in curriculum development and content delivery in schools. It is important to draw on educators, students and experts of African Descent in the development of such an anti-Black racism curriculum. The study of Black cultures and histories in BC schools must center the excellence, science, arts and innovations of PADs and does not emphasize PADs as victims or as perpetrators.

The Ministry of Education must fund the implementation of after-school and vacation programmes that centre Black histories, experiences and realities. These programs must be developed in conjunction with educators of African Descent and Black-focused community organizations. To this end, Black-focused community organizations undertaking after-school and vacation programmes for students must be supported with funding and resources for capacity building.

# POST SECONDARY EDUCATION

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS IN POST-SECONDARY EDUCATION

RECOGNITION



Implement policy and legislative safeguards for PADS



Deepen equity in service delivery by and to PADS

The Ministry of Advanced Education and Skills Training must promote transparent and responsive anti-Black racism reporting and accountability mechanisms in BC's post-secondary schools. These mechanisms must be overseen by responders, investigators and counselors with the necessary anti-Black racism training and lived experience.

Together with post-secondary schools in BC, the Ministry of Advanced Education and Skills Training must develop a dedicated anti-racism action plan with concrete measures to protect PADS and members of other racialized groups partaking in BC's higher education. The plan must be based on genuine and broad multi-actor consultations. The process for the Ministry of Education's K-12 anti-racism action plan as well as the content of the Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education can be sources of valuable insights.

The Ministry of Advanced Education and Skills Training must require analysis on anti-racism, anti-discrimination, equity, equality, and diversity measures as part of the reporting by schools and other bodies that receive funding from the Ministry. The Ministry of Advanced Education and Skills Training must work with post-secondary schools to avert the ever-increasing tuition fee disparity between international students and domestic students.

# DEEPENING PAD REPRESENTATION IN POST-SECONDARY EDUCATION

JUSTICE



Implement policy and legislative safeguards for PADS



Increase the recruitment of PADS



Deepen equity in service delivery by and to PADS



Support PAD professional development

It is important that any dedicated anti-racism action plan emphasizes the need for evaluation and assessment systems that consider and account for conscious and unconscious biases. Such biases on the part of students and members of review committees tend to work against the career advancement of academics and administrators of African Descent, and of other racialized groups. Of course, even in the absence of an action-plan, the Ministry must pursue the aforesaid recommendation.

The Ministry of Advanced Education and Skills Training must collect data on the number of academics, counselors and administrators of African Descent in BC's post-secondary education sector. This mandate can be backed by the Anti-racism data legislation.

The Ministry of Advanced Education and Skills Training must encourage BC's post-secondary schools to have complaint, recruitment, award, leadership, admission, and promotion committees that have racially and gender diverse membership.

The Ministry of Advanced Education and Skills Training must support and encourage the training, recruitment and retention of more mental health and career counselors of African Descent for BC's post-secondary schools.

The Ministry of Advanced Education and Skills Training must work with post-secondary schools in BC to design and implement recruitment strategies that center diversity, inclusiveness and equity. These strategies must seek to increase the number of PADS and members of other racialized groups across all ranks of BC's higher education.

Considering the nature of student recruitment at the graduate school level, the Ministry of Advanced Education and Skills Training must fund and promote research on the histories, cultures, conditions and realities of PADS. Additionally, where the Ministry and the Province are funding research, it is important to emphasize the need for genuine diversity in research teams.

The Ministry of Advanced Education and Skills Training must encourage and fund dedicated scholarship programs for students of African Descent at the post-secondary level.

# IMPROVING POST-SECONDARY CURRICULUM, TRAINING AND SOCIALIZATION

DEVELOPMENT



Improve cultural sensitivity Programs and anti-Black racism training



Deepen equity in service delivery by and to PADs



Reform and promote accurate representation of PADs

The Ministry of Advanced Education and Skills Training must fund and support anti-Black racism education and training programmes in post-secondary schools for all students, educators and non-teaching staff across BC. For example, UBC and UVic have put in place relevant anti-racism training programmes that can be adapted and scaled across the province. The cost of such a program can be reduced by utilizing virtual and asynchronous learning technologies.

The Ministry of Advanced Education and Skills Training must commission a study to understand the challenges and inherent disadvantages experienced by People of African Descent with education credentials as they seek recognition and transition into the workforce.

The Ministry of Advanced Education and Skills Training must fund and promote the teaching of Black Canadian studies in BC's post-secondary schools.

# HOUSING

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS IN HOUSING

RECOGNITION



Implement policy and legislative safeguards for PADS



Enable data collection to measure and report progress in equity and diversity

The Ministry of Attorney General and Minister Responsible for Housing should ensure that the upcoming Anti-racism Legislation provides clear, reliable and empathetic options for reporting anti-Black racism and discrimination in housing. The legislation should also impose adequate punishments for racist and discriminatory landlords.

The Ministry of Attorney General and Minister Responsible for Housing should explicitly regulate against gentrification and ban practices that pigeonhole People of African Descent and families into living in particular residential zones in BC cities. This should include funding and collaboration with PAD organizations to deepen tenants and landlords' awareness of their rights and responsibilities. This is particularly crucial for PAD renters to more easily access information on their options in various scenarios and on how to protect their rights.

The Ministry of Attorney General and Minister Responsible for Housing should ensure that the race-based data legislation incorporate sufficient measures to allow BC Housing and other housing providers to collect, use, and publish data on PAD housing situations in BC that would enable a holistic understanding of the prevailing trends and dynamics as they relate to ownership, accountability, access to credit, share of distributed affordable housing units, homelessness and the general place of anti-Black racism on access to housing.

# DEEPENING REPRESENTATION IN HOUSING

JUSTICE



Deepen equity in  
service delivery by  
and to PADs

BC Housing should increase housing supply for PADs by establishing and funding programs that reserve portions of new affordable housing units for members of the PAD community. In doing this, it is critical to partner with nonprofit developers and developers with the necessary cultural competency and ties to minority communities to prevent the formation of ghetto-like complexes.

The Province should work with financial institutions, municipalities, and PAD community groups and housing experts to support the establishment of land trusts, social enterprise housing corporations, and rent-to-own units that will provide credible alternative approaches to house and land ownership, beyond conventional mortgage financing.

# IMPROVING ACCESS TO HOUSING

DEVELOPMENT



Increase the recruitment of PADs



Deepen equity in service delivery by and to PADs



Support PAD-led models and community collaboration

BC Housing should improve diversity in staffing and include People of African Descent on teams that interview applicants of affordable housing units to support the development of culturally-appropriate housing for the PAD community across the province including having homes that can accommodate bigger families and support communal and co-op living.

The Province should increase funding for PAD organisations and tenant support agencies to provide free advice on housing investments, and rent support programs targeted at People of African Descent in economic precarity.

The Province should commit to working with the Hogan's Alley Working Group to deepen the long term involvement and investment of the Black Community in the future life of the historic 898 Main Street block in Vancouver through the exploration of land trusts, long term leases, or other arrangements as appropriate.

# PUBLIC ENGAGEMENT

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS IN PUBLIC ENGAGEMENT

RECOGNITION



Implement policy and legislative safeguards for PADS



Enable data collection to measure and report progress in equity and diversity

There is the need for an Anti-racism legislation that provides sustainable redress mechanisms for candidates of African Descent, at all levels of politics in BC, facing racism in the form of sabotaged campaigns through inequitable party funding allocations, exploitative tokenism practices, and lack of contextualized supports, including mental health support. To improve equity of such mechanisms, In developing these mechanisms, inputs from current and former candidates of African Descent themselves should be sought to best address exploitative practices of PAD candidates in terms of the constitution of their support team, messaging, media appearances etc.

The Ministry of Citizens' Services and Elections BC must ensure that the Race-based Data Legislation provides sufficient room for all public entities to submit periodic reports on their policies, choices and realities as they relate to diversity of leadership. It will particularly be important to ensure that Political parties can collect, use, and share information on minority participation at all levels of their political work.

# DEEPENING PAD REPRESENTATION IN PUBLIC ENGAGEMENT

JUSTICE



Increase the recruitment of PADs



Deepen equity in service delivery by and to PADs

The Ministry of Municipal Affairs must prioritize active recruitment of People of African Descent on all governmental and public boards and committees in the province to strengthen diversity and even out opportunities to build experiential knowledge in public governance for PADs. It is strongly recommended that representation be equitable across age, gender and levels of experience or income.

The Ministry of Municipal Affairs should invest in initiatives that support and encourage political parties to engage significantly more in the active recruitment of PADs, regardless of gender identity and expression, across all levels of the party from candidature to youth ranks. The Union of Municipalities' dedicated programming to support gender equality and equity is a useful model to build on.

The Ministry of Municipal Affairs should provide candidates of African Descent with the necessary resources, including dedicated mental health and counseling support, to allow them to navigate structural challenges and inequities they historically face during and post electoral campaigns.

# IMPROVING PAD'S CIVIC AND DEMOCRATIC ENGAGEMENT

## DEVELOPMENT



Implement policy and legislative safeguards for PADS



Reform and promote accurate representation of PADS



Support PAD-led models and community collaboration

The Ministry of Municipal Affairs and Elections BC should develop and propose avenues to legislate for persons resident in BC but not citizens to have a vote in provincial and local elections. The contours of this legislation must be arrived at based on deep and reflective consultations with minority community groups, including leaders and experts of African Descent.

The Province should make funding available to civil society organizations, including political parties, to highlight and celebrate PAD leaders across all spheres of society. This should include funding of a PAD leadership conference and youth leadership bootcamp to provide opportunities for various PAD leaders across multiple sectors to interact, share experiences and build solidarities.

The Ministry of Municipal Affairs and Elections BC should work with African Descent groups such as Operation Black Vote Canada to promote political education and strengthen democratic engagement acumen within PAD communities; and to create leadership programs that draw on experienced politicians and leaders of African Descent to prioritize reflective mentorship, internship, volunteer and training opportunities for PADS.

The Province should provide funding to PAD organizations to deepen their capacities to fully undertake their organizational mandates. This is critical to overcome and redress structural impacts of colonialism on PADS organizational trauma. More specifically, this will attenuate the broken trust and strained relationship of PAD grassroots organization with institutional systems that have historically been used as repressive instruments against them. It is particularly recommended that successful models, interventions, and recommendations of PAD organizations be leveraged in implementing measures to improve the conditions of PADS across BC.

# MEDIA & ARTS

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS IN MEDIA AND ARTS

RECOGNITION



Implement policy and legislative safeguards for PADS



Reform and promote accurate representation of PADS

The Ministry of Tourism, Arts, Culture and Sport, the Multiculturalism and Anti-Racism Division at the Ministry of Attorney General, and subject matter experts from the PAD community, including the Canadian Association of Black Journalist, should collaborate to ensure that the anti-racism legislation imposes regulatory and authoritative oversight to seek greater accountability from the Fourth Estate, film, communications, and advertising consortiums by requiring targeted cultural sensitization outreach and structured engagements to encourage best practices in hiring, professional advancement, and minority representation in messaging content.

The Multiculturalism and Anti-Racism Division at the Ministry of Attorney General should acknowledge the multiple PAD identities in BC by clearly emphasizing them in public communication related to the race-based data and the anti-racism legislations. It is also recommended that, in line with the proposed Canadian Institute for People of African Descent (CIPAD), the Province establishes a satellite institute in BC and collaborates with CIPAD, to promote a communal and focused approach to research, advocacy and the setting of priorities for persons and groups of African Descent in BC. This is particularly crucial in ensuring that PAD plurality is adequately represented in diversity training curriculum within public bodies.

The Ministry of Tourism, Arts, Culture and Sport should promote the positive contributions that PADS have made, and continue to make, to the advancement of BC. It's strongly recommended that Black Canadian histories and identities be promoted in schools and across the media through collaborative enhancements of classroom and extracurricular content to promote a reflective, positive immersion into, and familiarization with, PAD histories and cultures. The recent exhibit on BC's pioneers of African Descent organized by the Black History Awareness Society with support from Digital Museums Canada or the commemorative naming of the Henry Houston Scott Park in Cloverdale, Surrey could serve as models.

# DEEPENING PAD ART PRESENCE AND MEDIA REPRESENTATION

JUSTICE



Increase the recruitment of PADs



Support PAD-led models and community collaboration

The Ministry of Tourism, Arts, Culture and Sport should collaboratively develop nuanced guidance to media, arts, and cultural program agencies to promote diverse content, multi-racial decision-making teams, and reliable career paths to liberate the glut of underemployed talent residing within the PAD community.

The Ministry of Tourism, Arts, Culture and Sport and the Gaming Commission should consult with the Canadian Association of Black Journalists alongside other bona-fide actors in this context, to design and provide incentives, targeted grants, and dedicated strategic support, including merit-based grants to Black journalists, content creators and media entrepreneurs to support their critical work of accurately telling PAD stories and creatively highlighting Black issues.

# IMPROVING PROMOTION AND SUPPORT OF PAD ART, CRAFT AND MEDIA

DEVELOPMENT



Reform and promote accurate representation of PADs



Support PAD-led models and community collaboration

The Multiculturalism and Anti-Racism Division at the Ministry of Attorney General should undertake a collaborative study on the status of Black community representation in mainstream/traditional media within BC to enable evidence-based home-grown solutions.

The Ministry of municipal affairs should work with the City of Vancouver to follow through on the promise, under the Northeast False Creek plan, to construct a Black Cultural Centre as part of the Hogan's Alley Redevelopment project on the 898 Main Street block. In designing this space, the National Museum of African American History & Culture may serve as a great inspirational reference.

The Ministry of Tourism, Arts, Culture and Sport must support and the Multiculturalism and Anti-Racism Division at the Ministry of Attorney General should fund the establishment of major PAD community cultural centres at suitable locations across the province. This strategic support should enhance ongoing community efforts toward establishment of vital cultural spaces through grants, material support, donation of available physical facilities. These physical gathering spaces are critical to serve as hubs for cultural education, migrant settlement services, targeted training, mentorship and mental health support, intra-community dialogue, cathartic social gathering as well as multi-cultural socialization. The Black Cultural Centre for Nova Scotia, opened in September 1983 could serve as a model. The African Descent Society in BC is seeking funds towards an African heritage centre in BC.

# IMMIGRATION

RECOGNITION • JUSTICE • DEVELOPMENT

# IMPROVING ANTI-RACISM ACCOUNTABILITY SYSTEMS IN MIGRATION AND INCLUSION

## RECOGNITION



Implement policy and legislative safeguards for PADS



Enable data collection to measure and report progress in equity and diversity



Support PAD-led models and community collaboration

The Ministry of Municipal Affairs in collaboration with the Multiculturalism and Anti-Racism Division at the Ministry of Attorney General should consider creating a BC Ministry of Immigration to improve its accountability and ability to respond to changes in immigration paradigms. This is particularly critical to provide a more intersectional response in designing and improving settlement services for students, refugees, and other types of PAD immigrants.

The Minister of Municipal Affairs should ensure that the “Race-based” data legislation provides resettlement service providers with sufficient room to collect and use contextual data to understand the number of PAD that come to settle in the province, versus the number that eventually leave because they are not able to find the community or support systems they require to thrive. It is also recommended that the Province commission a study to understand the settlement patterns of PAD in BC to establish clear baselines for assessment of its performance during the last 3 years of the Decade.

The Province should create an advisory council that includes PAD led settlement services organizations to provide continuous learning and growth in addressing the needs of newcomers of African descent.

# DEEPENING PAD PRESENCE IN BC

JUSTICE



Increase the recruitment of PADs



Deepen equity in service delivery by and to PADs

The Ministry of Municipal Affairs should unequivocally establish programs to attract more Peoples of African Descent to British Columbia as part of the Provincial Nominee Program. Here, attention needs to also be paid to the French-speaking Black countries and, more generally, countries that are not adequately represented in BC.

The Ministry of Municipal Affairs in collaboration with the Multiculturalism and Anti-Racism Division at the Ministry of Attorney General should support and fund translations of the BC Newcomer's Guide into the most predominantly spoken languages amongst PAD - Swahili, Amharic, Somali, Igbo, Twi, Zulu, Arabic, and Spanish. This will deepen the needed sense of connection and community for a broad segment of newcomers of African descent and constitute an effective model to expedite their integration into the mainstream. and easing transfer for beneficial information to those experiencing language barriers. It is further recommended that this work be delegated to PAD community organizations to ensure adequate volumes of production and broader reach for each sub-group.

# IMPROVING ACCESS TO RESETTLEMENT SERVICES FOR PAD

DEVELOPMENT



Support PAD-led models and community collaboration

The Ministry of Municipal Affairs in collaboration with the Multiculturalism and Anti-Racism Division at the Ministry of Attorney General should fund advisory services to help grow the capacity of PAD-serving settlement services organizations, so that they can effectively deliver on services including, but not restricted to, employment transition support, language training, mental health services, financial literacy, and youth mentoring programs etc.

The Ministry of Municipal Affairs in collaboration with the Multiculturalism and Anti-Racism Division at the Ministry of Attorney General should fund shared or dedicated cultural spaces for Peoples of African Descent in partnership with PAD-led organizations. These spaces will be used as avenues for building solidarity amongst PAD communities, deepening culture and language exchanges, and offering wellness resources.