



Achievements, milestones and initiatives



Advocating for an anti-racist region:

- Letter of Support – In response to Durham Regional Council's decision to wind down operations of the Region's humanitarian response, DRART prepared a letter to Council urging for the continued support of asylum seekers and refugees.
- Delegation to Pickering City Council – DRART Chair, Nikki Samuel and Vice-Chair, PG Case, presented a delegation to Pickering City Council in support and solidarity with Pickering residents, members of the Pickering Anti-Black Racism Taskforce and Black community members impacted by a local councillor's statements regarding Black History Month. The delegation also included a series of recommendations to address this incident and ensure mechanisms are in place to deter future incidents of racism (including anti-Black racism).
- Statement of Condemnation – To address harmful and inappropriate remarks by a local councillor that ignore the legacies and impacts of slavery, DRART prepared a statement condemning their comments, seeking both accountability and an apology. This statement was shared with the Diversity, Equity and Inclusion Working Group comprised of Regional staff, DEI practitioners at the local area municipalities and community networks.



Collaborating with school boards:

- Compiled a comprehensive list of equity-focused practitioners within all six school boards operating within Durham and invited them to explore potential partnerships.
- Facilitated a meeting with school boards to develop a plan of action for collaborating on joint anti-racism initiatives.
- Created a forum for school board representatives to participate in ongoing dialogue and collaboration regarding approaches, policies, and practices to manage racism and discrimination in school communities.



Engaging with community:

- Partnered with Looking Back Into The Future to host a screening for Durham residents of Subjects of Desire, a documentary exploring beauty standards and the cultural shift toward embracing the esthetics of Black girls and women, followed by a panel discussion.
- Engaged with municipal groups, taskforces and committees focused on diversity, anti-racism, equity and inclusion to host a DEI Municipal Symposium with support from the Diversity, Equity and Inclusion Division.
- Scholarship Application Workshop – In collaboration with the Black Foundation of Community Networks, DRART hosted a workshop for students and their families to learn more about how to search, prepare and apply for scholarships and bursaries.
- Community Dinner – DRART, with the support of Regional staff, staff from local area municipalities and community members, organized a large community dinner to welcome asylum seekers and refugees to the region. Members also prepared care packages that included essential items as well as supportive resources from local community organizations.



Developing an anti-hate framework:

- Conducted research to explore the feasibility of developing and implementing a regional anti-hate by-law.
- Invited Sarah Shafiq, Director of Advocacy, Research and Outreach, from the Coalition of Muslim Women of Kitchener Waterloo to present on their anti-hate reporting system, supports for community members and their advocacy for Region of Waterloo’s anti-hate by-law.



Partnering with Durham Regional Police Service (DRPS):

- Held introductory meetings with representatives from the DRPS Equity and Inclusion Unit and the Strategy, Research and Organizational Performance Unit to discuss internal and external policies and practices that promote equity and anti-racism and assess current data collection practices.
- Collaborated with DRPS representatives from the Equity and Inclusion Unit, the Intelligence Unit and the Communications Unit on a ‘Reporting a Hate Crime’ initiative to create awareness of what hate/bias motivated crimes and incidents are and how community members can report hate activity.
- Met with the third-party consultant hired by DRPS to conduct their Equity and Inclusion Assessment and recommend best practices that create organizational change.