



Ajax **Anti-Racism** Task Force

Ajax Anti-Racism Task Force (AARTF) Final 2025 Work Plan

Date: January 20th, 2024

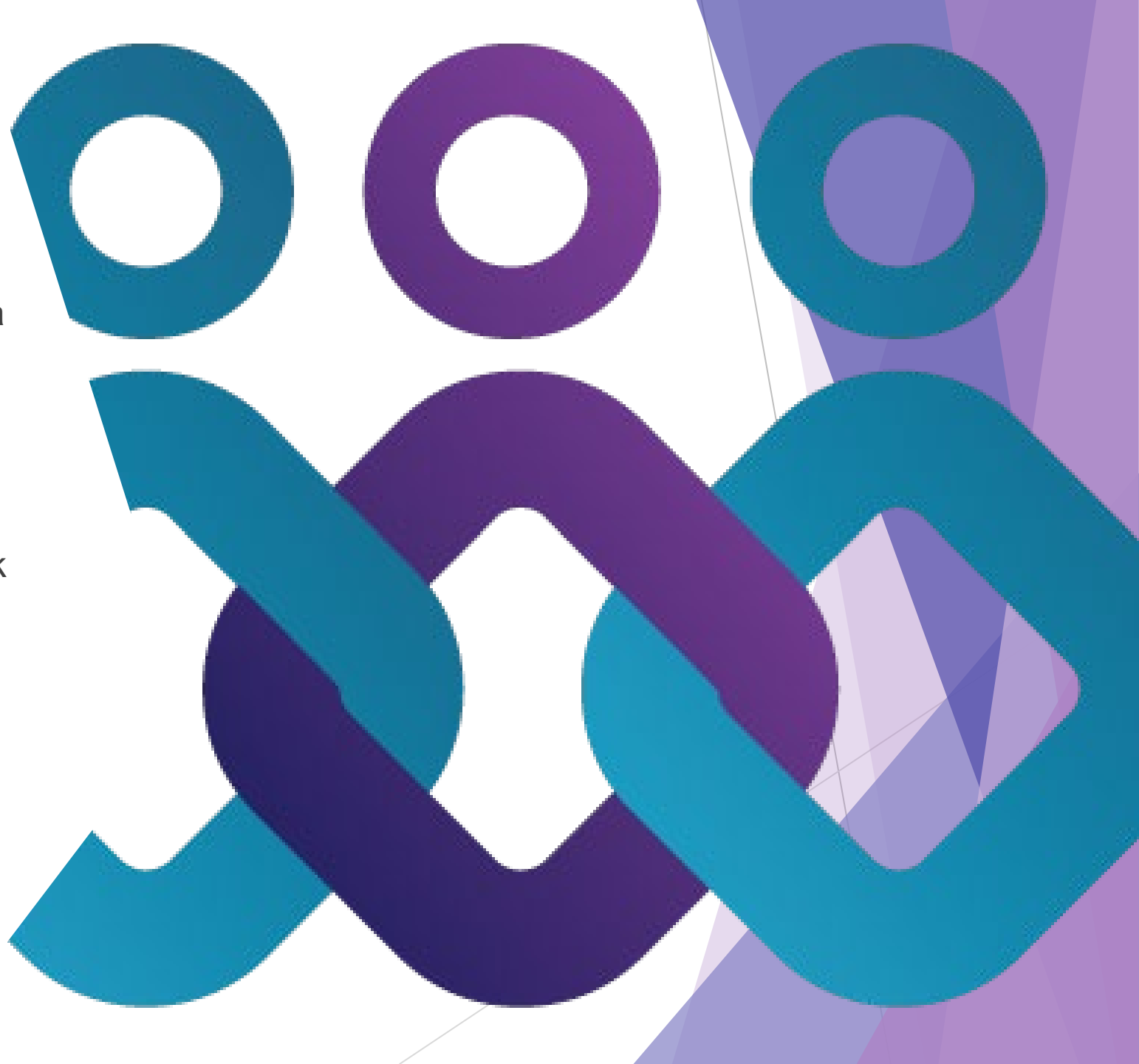


Purpose

- ▶ The Ajax Anti-Racism Task Force (AARTF) aims to address systemic racism and hate experienced by various groups in the Town through a hub and spoke model, with identified working groups addressing disparities in racialized and underrepresented communities. Through the hub and spoke model, the AARTF can focus on anti-racism through multiple lenses, such as anti-Black racism, Indigenous truth and reconciliation, Anti-Islamophobia and Jewish Heritage while building simultaneously in accordance with the work plan.
- ▶ The AARTF will collaborate with the Town's Diversity, Equity and Inclusion team, community stakeholders, and other relevant partners to ensure consistent implementation of the Town's anti-racism framework aligned with the Ontario Human Rights Code principles.
- ▶ Ajax plans to combat systemic and institutionalized racism by creating the AARTF with members who have lived experiences of racism and come from underrepresented communities such as Indigenous, Black, Jewish, Person of Colour, and 2SLGBTIA+. The aim is to center these voices as advocates for progressive change and awareness in Ajax.

Mandate

- ▶ The Ajax Anti-Racism Task Force is a committee of the Council in accordance with the Terms of Reference.
- ▶ The role of the Ajax Anti-Racism Task Force is to advise and create a work plan detailing recommendations to raise awareness and combat issues related to structural, systemic, and interpersonal racism and hate.



Members of the Task Force

Ajax Anti-Racism Task Force Members:

- Adrienne Glasgow Harte
- Alexia (Lexi) Brewing
- Ayzha MacLean
- Chantelle Vernon
- Malcolm Barrington
- Naseer Khalid
- Rabia Bhatti
- Sabah Rahmath
- Sterling Lee (Council Liaison)



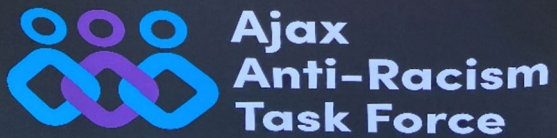
Pan African Flag Raising
February 29, 2024



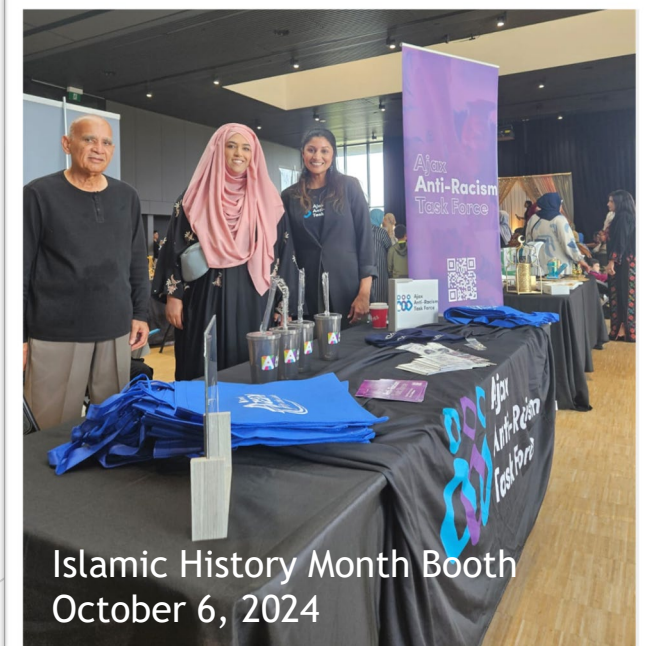
Anti-Islamophobia Workshop



2024 Youth Pride Durham



Community Building



Islamic History Month Booth
October 6, 2024

Proposed Priorities for Community Consultation (Short-Term Goals)

1. Coordinate and partner with organizations within the Town of Ajax (e.g. Ajax Public Library) to develop information and awareness sessions on Anti-Racism, systemic, and institutional racism using multiple modalities (i.e. Living Library, TOA Talks Podcast).

2. Collect information on the “Unpacking Colonialism - Humans of New York” and adapt this to a “Humans of Ajax” series, sharing stories of lived experiences with racism.

3. Identify partnerships available with other Diversity, Equity and Inclusion organizations and Durham Task Force groups to extend Ajax Anti-Racism Task Force’s outreach.

4. Reinvigorate past successful initiatives (e.g. Ajax for All, Diversity X-Change) and increase community presence.

5. Provide recommendations to community partners for the Town’s anti-racism plans by engaging with and influencing relevant community partners and stakeholders.

Proposed Priorities for Community Consultation (Short-Term Goals)

6. Promote funding opportunities to organizations that offer youth engagement and programming to Black, Indigenous, People of Colour and other underrepresented groups.

7. Identify current gaps in workforce census data and make recommendations to improve the hiring policies and practices, and internal promotion processes for Black, Indigenous, People of Colour and other underrepresented groups working at the Town of Ajax.

8. Support the Town's efforts to ensure all employees receive mandatory anti-oppression/anti-racism training.

9. Engage Ajax business leaders to educate them on opportunities to enhance their policies and practices to reduce barriers in hiring, internal promotion practices, leadership development, and workplace skill training for under-represented employees.

10. Work to develop engagement strategies and promotional opportunities for Black, Indigenous, and People of Colour businesses and businesses of other racialized groups.

Proposed Actions for Community Consultation (Long-Term Goals)

1. Advocate to Ajax's Regional Council members for priority areas, including social housing challenges, homelessness, resources for mental health, representation of Racialized and other under-represented individuals in the Regional workforce and programming, and engagement with DRPS, including for appropriate crisis response from police.



2. Recommend funding for grass-roots initiatives in the community to encourage civic engagement among youth who identify as Racialized and for other marginalized individuals and groups in Ajax.



3. Host and attend events with underrepresented communities to listen and celebrate each other's experiences through the arts and culture while also having them focused on reaching new audiences.

Round Table Activity

Objective:

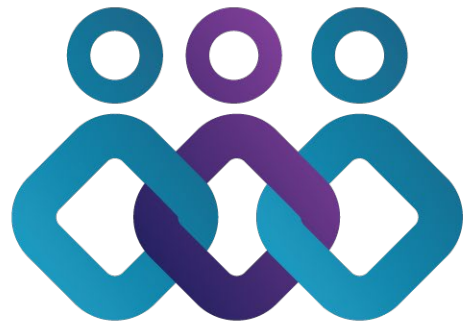
To collaboratively identify the key challenges and barriers faced by different underrepresented communities in addressing systemic racism and hate.

Overview:

This session will provide a platform for participants to share lived experiences and discuss common obstacles encountered in the fight against racism. The insights gained will help inform targeted actions in the workplan.

Activities/Format:

Task Force Members will be stationed at each roundtable to engage in discussion and note feedback and themes from community voices—a roundtable discussion with guided questions (on each table) and note-taking to capture many diverse perspectives.



Ajax Anti-Racism Task Force

Thank You!

Questions/Comments?

Contact Information:

Ajax Anti-Racism Task Force

Email: antiracism@ajax.ca