

Top 5 Priorities

1. Town of Shelburne to develop an action plan to implement the changes identified in the recommendations, which may include the creation of an ongoing committee.
2. Town of Shelburne to develop a work plan on the Town website and document the progress of all the recommendations that have been submitted to Council by the Task Force.
3. Establish a safe space for marginalized groups to come together i.e. utilizing Grace Tipling Hall, Mel Lloyd Community Center, Library etc. for social gatherings, secular or cultural group events.
4. Town to put the links for all established formal complaints processes on the Town Website and establish a Liaison Person from the Town who could help navigate citizens to the appropriate contact/resource i.e. a link to the Integrity Commissioner. Number of complaints to be tracked and shared with council.
5. The Town to establish a Diversity, Equity & Inclusion position to focus on the ongoing work of Diversity, Equity and Inclusion work in our community.

3 – 6 Month Recommendations

1. Town of Shelburne to participate in the coalition of municipalities against racism and racial discrimination, and for the town to join the declaration of the Canadian Coalition of Municipalities Against Racism and Discrimination.
2. Town of Shelburne to develop an action plan to implement the changes identified in the Recommendations, which may include the creation of an ongoing committee.
3. Town of Shelburne to develop a work plan on the Town website and document the progress of all the recommendations that have been submitted to Council by the Task Force.
4. The Town adopts an Anti-Racism/Anti-Oppression policy statement that is posted publicly at all town-owned properties, and on the Town's website, and practices what is outlined in the policy.
5. Town website content will be more reflective of the diverse community.
6. Town of Shelburne to encourage and support its partners such as the library, faith groups, CDRC and service clubs to provide programs, offerings and event that reflects the diversity of the community.
7. Town website will add a feature to allow visitors to have content translated into languages reflective of our community i.e. to have text read aloud to them.
8. Town to utilize existing space for art to be displaced, ex. town hall, that is representative of our diverse community.
9. Town to support diversity initiatives in our community, via a Multicultural Calendar, utilizing existing avenues and resources. This will include acknowledgment on significant days/dates/events, i.e.. important religious and cultural celebrations, such as but not limited to Black History Month, Indigenous Peoples Month & Day, Eid, Diwali, Pride Month, etc.
10. Establish a safe space for marginalized groups to come together i.e. utilizing Grace Tipling Hall, Mel Llyod Community Center, Library etc. for social gatherings, secular or cultural group events.
11. Town to resume the Arts and Cultural entertainment committee.
12. Quarterly newsletters from Council highlighting important events, celebrations etc.

6 – 12 Month Recommendations

1. Town to work with BIA & EDC to provide mentoring, support and or grant funds to support potential, new, BIPOC-owned startups within the community. Ex. Signage cost and permit fee relief, etc.
2. Town to set aside Community Grant funding (approx. \$5,000 - \$10,000) for our BIPOC youths who may be interested in putting on programs and events etc. that will be beneficial to the community.
3. Town to provide a mentor, resource or support staff to help youth with initial questions or completing the application.
4. Share Task Force recommendations with Police Services Board to begin working with our incoming OPP service.
5. Town to ensure that all town sponsored events promote the values of diversity and inclusion. The Town to encourage event organizers hosting all other public events held within the Town to promote and uphold the values of diversity and inclusion.
6. Town to put the links for all established formal complaints processes on the Town Website and establish a Liaison Person from the Town who could help navigate citizens to the appropriate contact/resource i.e. a link to the Integrity Commissioner. Number of complaints to be tracked and shared with council.
7. Town council/staff need to engage in Diversity Equity & Inclusion or (Gender Based Analysis Plus) training particularly as it relates to race. This training should be ongoing and should be a mandatory HR training for all staff.
8. Town to ensure that hiring practices have a diversity and equity lens - ensuring that staff is reflective of the diverse community.
9. Complete an Equity Audit every 2 years. This should be completed by a third-party agency. This regularly scheduled audit would help to keep the town accountable.
10. Review Town policies, through a diversity, equity, and inclusion (DEI) lens, to ensure that they do not act as barriers to access and opportunity.
11. Town to work with the BIA and Dufferin Board of Trade to create an info- brochure that illustrates to businesses how DEI work impacts their bottom line, plus a slogan sticker and an education booklet promoting diversity and inclusion.

12 – 24 Month Recommendations

1. The Town to work with local faith groups to secure spaces where they can meet.
2. The Town to establish a Diversity, Equity & Inclusion position to focus on the ongoing work of Diversity, Equity and Inclusion work in our community.
3. Establish a process/policy to ensure that BIPOC individuals are given recognition for their contributions to our community i.e. naming of buildings, street signs, lanes, monuments. For example, including our history of the Gant family.
4. Enhance the existing walking trails with markers of our history/culture that is representative of our diverse community. This is a great community engagement activity for all and also a great tourist attraction.
5. Sponsor or develop scholarships highlighting diversity and inclusion (i.e. students who emulate leadership behavior).
6. Town to support local cultural social, sport clubs and/or events.
7. Host a quarterly Town Hall open forum meeting with community members.
8. Town to appoint an individual as an honorary member of council to represent the needs of the diverse community if not elected with non-voting rights.

Other

Businesses and General Community

1. Local businesses and organizations should complete training (via workshops) on anti-racism, diversity, and inclusion in business practices
2. Event organizers should re-evaluate their practice to include vendors/businesses owned by people from different ethnic and cultural backgrounds in events in the town
3. Individuals in general within our community need to look within and broaden their horizons.
4. Individuals need to meet people as people and not judge based on race, background or other. Just meet people as people.

Upper Grand District School Board

1. A more transparent and accountable formal complaint process for the local schools that is audited.
2. Teachers/staff who reflect the community diversity.
3. Program that encourages cultural foods and events into the schools.
4. Staff will create monitored, safe space for children in the school - feel safe talking, sharing their stories and connecting to others.
5. Students have expressed a need to have a space where they can express and share instances of discrimination. Students have expressed a need to have a space where they can connect for cultural events or any extracurricular activities that are of a diverse nature and caters to a diverse population. Therefore, students need to be afforded such a space.
6. Allow young artists to be able to display their cultural art, on an ongoing basis, in the open space in schools. To be able to have their own central space to have their own exhibit.
7. Schools should ensure that materials (e.g., books, etc.) in curriculum highlight contributions from people of different ethnic backgrounds in science, arts, literature, and sports, etc. and organize events and activities to promote and highlight these contributions.