

The Canadian Council of Business Leaders against Anti-Black Systemic Racism



Statement of Principles

THE CORPORATION OF THE CITY OF BRAMPTON recognizes that diversity and inclusion are multifaceted issues and that we need to continue tackling these subjects holistically to better engage and support all underrepresented groups, including, but not limited to, Black, Asian and other racialized communities in Canada, Indigenous peoples, members of the LGBTQ+ community, persons with disabilities, and women.

Accordingly, the City of Brampton hereby adopts the following Statement of Principles:

- 1. We will continue to implement or expand unconscious bias and anti-racism education.** We all have unconscious biases—that is human nature. Unconscious bias education enables individuals to begin recognizing, acknowledging, and therefore minimizing any potential biases they might have. We will commit to education that addresses unconscious bias and racism, including anti-Black systemic racism within our organizations.
- 2. We will continue to implement a Diversity and Inclusion Strategy.** We will continue to execute and evaluate a Diversity and Inclusion Action Plan including the establishment of employee resource groups and Corporate Workplace Diversity and Inclusion Committee.
- 3. We will create the conditions for success.** We will work to attract, retain, develop and advance talent from the Black community, other groups and genders from our community that are underrepresented within our organization to ensure a pipeline of talent as we build inclusive leadership teams that are representative of the communities we serve.
- 4. We will measure our success.** We are also committed to the maintenance of accountability systems within our organizations, sharing our goals internally and tracking our progress.
- 5. We will share best—and unsuccessful—practices.** We know that many organizations may be still developing programs and initiatives around true diversity and inclusion. We commit to sharing our best practices, which may help them evolve and enhance their current diversity strategies and encourage them, in turn, to share their successes and challenges with others.

We invite other organizations across Canada to join us. Let's come together. By working together toward true diversity and inclusion within our workplaces, industries, and broader business community, we can cultivate meaningful change for our society.

Signed: