



The City of Fredericton's Action Plan on Anti-Racism was finalized in June 2024. We're pleased to share the hard work and efforts that have been put forth in the past year that reflect our commitment to implementing the Action Plan and to ensuring that Fredericton is a vibrant, inclusive city that promotes equity, diversity and belonging.

The 14 recommendations put forward by the Anti-Racism Task Force cover a variety of issues and addressing them all requires a concerted effort by both internal champions and external partners who are keen to assist with this important work. Many departments within the City of Fredericton are dedicated to making this city a wonderful place to live and because of that, are leaders in inclusion and anti-racism work.

This past year has been full of successes, but much of the work is ongoing and will continue to be part of the City of Fredericton's inclusive vision. Creating a sense of belonging within our community is an exciting journey that can only be achieved by thoughtful planning, concerted effort, and widespread collaboration.

Please note, this report will address each recommendation and its proposed actions in numerical order. Any recommendation that does not have a proposed action will be included in the attached appendix.

Recommendation 1

The city shall continue to actively facilitate, support, and promote opportunities for building relationships and increasing the visibility of all ethnocultural communities, ensuring representation that reflects the demographic composition of the city's population. This can include sponsoring, organizing, and partnering cultural events, festivals, and community dialogues that encourage interaction and understanding among diverse groups and post community happenings through the City's communication department.

Proposed Actions 2024-2025

The city will continue to build and grow relationships with all ethno-cultural communities and continue to promote/support their initiatives through activities like proclamations, flag raising, ethno-cultural grants, social media, assisting with meeting

space when possible, encouraging different sports initiatives, participating in anti-racism panels, supporting cultural events, etc.

What's happened over the last year:

The City of Fredericton works hard to nurture and grow relationships with the Indigenous and ethno-cultural communities in Fredericton, especially in the areas of arts and culture, and sports and recreation. Some of the initiatives that have taken place over the last year are:

- Multiple cultural events, festivals, and groups were sponsored by the City of Fredericton, both through financial grants of over \$66,000 and through promotions on social media and the City's events calendar. Some events included Indigenous Peoples Day, the Cultural Expressions Festival, and Summer Soulsa.
- Diversity is a core value of programming and is reflected in all City-run events within the Garrison, including Canada Day events and the City of Fredericton concert series.
- The Garrison Night Market is diversity at its best. The market features local and imported handmade products, unique goods from local artisans, culinary delights from around the world, and a wide variety of musical talent.
- The Community Inclusion Grant dispersed \$15,000 over the past year to support small, inclusive initiatives that bring people together to learn and participate in their community.
- Recreation worked with the multi-cultural community to support new sports initiatives within the city, such as Futsal.
- The Community Inclusion Office moderated the anti-racism panel as part of the Cultural Expressions festival.
- There were fifteen flag raisings for ethno-cultural and minority groups and nine proclamations relating to ethno-cultural and minority groups.
- The City of Fredericton is currently partnering with the Fredericton Public Library to showcase the Refuge Tent exhibit in 2025.

Proposed Actions 2026+

In partnership with other key groups, the City will develop a DEIB and anti-racism education campaign to provide information to the public.

What's planned for 2026:

The City of Fredericton will be working with Promise of Home <https://wp.stu.ca/promiseofhome/> on an Anti-racism and Decolonization Education campaign with a focus on inclusion. It is expected that other external organizations will be part of this work.

Recommendation 2

The City shall allocate resources and support the establishment of a permanent physically and financially accessible cultural space/facility where all ethnocultural communities can showcase their history, culture, and contributions to the city. This space should be designed in consultation with the communities it serves, ensuring it meets their specific needs and provides a safe environment for expression and celebration. At present, many multicultural programs/exhibits are held at numerous venues in the city (e.g., the Playhouse, the museum, the Beaverbrook Art Gallery, places of worship, and university campuses), where accessibility is difficult, parking and available space is insufficient, and bookings are difficult depending on season and timing. Allocating a permanent central city space for ethnocultural communities would allow flexibility for scheduling exhibits/programs and enhance accessibility.

Proposed Actions 2024-2025

As a starting point, we are engaging with GFSI to create a map of all available public spaces to gather, including pricing, accessibility, indoors/outdoors, capacity, etc. The work is currently underway.

What's happened over the last year:

GFSI and the City of Fredericton have created websites called FrederictonVenues.ca and LieuxFredericton.ca. These websites map all available public spaces to gather, including information on budget, accessibility, indoors/outdoors, capacity, etc. The websites will be updated regularly.

In addition, the Cultural Centre and the Multicultural Association of Fredericton are both working with the City to explore options related to a new location and/or the expansion of the current location.

Proposed Actions 2026+

The City will work in collaboration with all involved groups to explore a new and larger location for an accessible cultural space/facility in the Fredericton region. The current Cultural Centre is at maximum capacity and doesn't meet the needs of all of the ethnocultural groups and organizations.

What's planned for 2026:

The City of Fredericton will continue to work with the Cultural Centre and the Multicultural Association of Fredericton to explore options related to a new location and/or the expansion of the current location.

Recommendation 3a

The City shall implement comprehensive anti-racism and cultural competency training programs for City law enforcement, City staff, and all City volunteers working in the public sector. These training programs should cover topics such as: unconscious bias, micro- and macro-aggressions, systemic racism and strategies for promoting inclusivity and addressing discrimination. Specific to City law enforcement, topics should also include defining, identifying, responding to and preventing hate incidents using community-oriented approaches. These training programs must be delivered by content experts, with special consideration given to those who belong to marginalized communities. Training shall be both regular and mandatory so as to remain current with evolving trends and challenges, being conscious of the negative impacts of social profiling on Indigenous (First Nations, Métis and Inuit) and Black communities.

Proposed Actions 2024-2025

Currently, the Fredericton Police Force uses a Learning Management System to track the training of officers. A Learning Management System is being developed for the City's corporate training and development.

The City will hire external experts to deliver anti-racism and cultural competency training programs to City of Fredericton senior leadership, city staff, and city law enforcement. Planning is currently underway to outline upcoming trainings focused on anti-racism and cultural competency.

The City will work with an external consultant to develop a DEIB Strategic Plan that will frame the steps and initiatives to embed DEIB in the City of Fredericton organization.

The DEIB Strategic Plan is projected to be implemented in early 2025.

What's happened over the last year:

Training:

The Fredericton Police Force participated in a variety of training over the past year including:

- Hate crimes and incidents report from the RCMP - all members
- Training on Hate Crimes and Incidents for Frontline Police, CPKN – all members
- Building a Case Against Hate - 4 members
- Hate Crime conference - 2 members
- Voices of Resilience – 2 members
- VTRA Indigenous - 2 members
- Blanket Exercise - 6 members
- Newcomer Summit – 1 member

The HR team provides ongoing respectful workplace training to new and current employees during their onboarding process and refreshers as needed.

Recreation, Culture and Tourism held two anti-racism sessions with Ivan Okello of OCAN Consulting – one with 15 participants and one with 23 participants. Five Tourism staff participated in the Blanket Exercise and in addition, Fredericton Tourism has been Rainbow Registered since February 2024, <https://www.frederictoncapitalregion.ca/rainbow-registered>

Twenty-four members of the Inclusion Champion Team and the Social Inclusion Committee received anti-racism training from OCAN Consulting. The Building Services team completed Inclusion/Unconscious Bias training. The Environmental Strategist participated in Equity in climate adaptation planning and a Steering group that reviewed and provided input to a standards document for an EDIA lens on climate ready infrastructure. The Community Inclusion Office took part in cultural sensitivity training and Anti-Racism toolkit training by Dr. Manju Varma.

In addition, the Senior Leadership Team participated in multiple sessions with DEI consultant, April Howe from Crayon Strategies, which concluded with the development of a City of Fredericton DEIB Framework. Crayon Strategies is conducting ongoing training with departments in the City.

DEIB Strategic Plan:

The DEIB framework has been completed in partnership with external consultant, Crayon Strategies, and is part of the internal Human Resources hub. Based on the framework and the results of the Demographic and Sentiment Survey that was conducted in November, the consultant crafted a draft Strategic Action Plan. After reviewing the results of the survey, priorities from the plan will be identified that will be implemented in 2026 during the City's Culture Pillar year.

Proposed Actions 2026+

The City will continue to deliver anti-racism and cultural competency training programs to City of Fredericton senior leadership, city staff, and city law enforcement. In addition, efforts will be made to deliver this training to city volunteers as well. The goal of this training is to educate all staff and those who interact with the City to encourage an inclusive and welcoming culture for all.

What's planned for 2026:

The City of Fredericton is committed to learning about anti-racism and cultural competency.

The Fredericton Police Force is in the process of creating their training plans for 2026. They have reviewed this recommendation and will consider the suggestions as they create their plans.

There is a working group that is finalizing the Corporate Training Matrix which will identify the different training that will be offered to different levels of the organization. Once this is finalized, future training needs will be prioritized.

In addition, different departments are initiating their own training plans to increase their knowledge about anti-racism and cultural competency.

Recommendation 3b

City law enforcement shall establish a centralized data bank to record all reported hate incidents. The data bank will also measure the effectiveness of reporting and training. An external data analyst should analyze this data regularly to identify trends, patterns, and areas of concern. The findings should inform of targeted strategies and interventions to effectively prevent and address hate incidents.

Proposed Actions 2024-2025

The Fredericton Police Force will continue to record all reported hate crimes and send the data to the Canadian Centre Justice Statistics (CCJS). Research will begin to determine what other municipalities and provinces are doing in regard to reporting hate incidents and consideration will be given to ways to analyze and use this data to improve relations across the City.

What's happened over the last year:

The Fredericton Police Force continues to record all reported hate crimes and send the data to the Canadian Centre Justice Statistics (CCJS).

Greater Fredericton Social Innovation, members of the City of Fredericton Social Inclusion Committee, and the Office of Community Inclusion have begun an environmental scan of other municipalities and provinces. Five organizations in Canada have been identified that receive hate incident reports through a variety of processes. We are still gathering information, but the question has arisen regarding whether this should be a municipal undertaking or a provincial undertaking. We have spoken to the Province of NB and are awaiting their Action Plan for the Systemic Racism Commissioner's report that will be out in the Fall of 2025. Data collection will be a key part of their upcoming Action Plan.

Proposed Actions 2026+

The Fredericton Police Force will continue to record all reported hate crimes. A feasibility study on the establishment of a centralized database reviewed by an external data analyst will need to be conducted before the creation of such a database.

What's planned for 2026:

The Fredericton Police Force continues to record all reported hate crimes and send the data to the Canadian Centre Justice Statistics (CCJS).

Work will continue on the feasibility of a hate incident reporting mechanism and a centralized database.

Recommendation 3c

The City shall encourage local businesses and non-governmental entities to engage in anti-racism initiatives and training to create a safer community. In consultation with the City anti-racism advisory committee, recognition should be offered to those from the community who participate by providing "City of Fredericton Safe Space" stickers for window fronts, offices, etc.

Proposed Actions 2024-2025

The City shall reach out to local partners to research and collaborate on a city-wide recognition program that encourages local businesses and non-governmental entities to engage in anti-racism initiatives and trainings, similar to the Rainbow Registered program for the 2SLGBTQIA+ community.

What's happened over the last year:

In partnership with the Capital Region Integration Network (CRIN), the City of Fredericton is working to create a Workplace Inclusion Charter. This program has already been successfully implemented across various communities nationwide.

A Workplace Inclusion Charter (WIC) supports employers in creating more inclusive workplaces for their employees and their clients through:

- A declaration of principles
- A list of commitments
- Tools and resources to support implementation

The Charter commitments are based on local and national research and best practices in fostering diversity, equity, and inclusion in the workplace. The commitments are designed to be flexible for businesses of all sizes, simple to implement, and cost effective. Support for businesses and organizations will be available throughout the implementation process.

CRIN is the leading partner in this effort, and we have gathered a working group of over 25 local businesses and organizations to ensure that we meet the needs of the local community.

Proposed Actions 2026+

The City shall reach out to local partners to research and collaborate on a city-wide recognition program that encourages local businesses and non-governmental entities to engage in anti-racism initiatives and trainings, similar to the Rainbow Registered program for the 2SLGBTQIA+ community.

What's planned for 2026:

The launch of the Capital Region Workplace Inclusion Charter is scheduled for March 2026.

Recommendation 3d

The City shall advocate for Provincial and Federal law enforcement agencies to receive training that covers topics such as: unconscious bias, micro- and macro-aggressions, systemic racism, and strategies for promoting inclusivity and addressing discrimination. Topics should also include defining, identifying, responding to, and preventing hate incidents using community-oriented approaches. These training programs must be delivered by content experts, with special consideration given to those who belong to marginalized communities. Training shall be both regular and mandatory to remain current with evolving trends and challenges, being conscious of the negative impacts of social profiling on Indigenous (First Nations, Métis and Inuit) and Black communities.

Proposed Actions 2024-2025

Once the City has their formalized DEIB training plans in place, the City shall send a letter to advocate for Provincial and Federal law enforcement agencies to receive anti-racism and cultural competency training.

What's happened over the last year:

DEIB initiatives and training are still in the process of being formalized. Once we have a more defined plan in place, we will send a letter to the Provincial and Federal law enforcement agencies advocating for them to do the same. This may not happen until 2026.

Recommendation 4

The City shall adopt the International Holocaust Remembrance Alliance (IHRA) working definition of anti-Semitism. Although legally nonbinding, it is the standard to define antisemitism globally. Canada and eight Canadian provinces, including New Brunswick, and several Canadian municipalities in British Columbia, Ontario, and Quebec have adopted it. Over 116 entities including businesses and universities worldwide have adopted IHRA. The working definition of anti-Semitism was formally adopted by the IHRA Plenary (representatives from thirty-one countries) in 2016 in Bucharest, Romania. The statement reads: "Antisemitism is a certain perception of Jews, which may be expressed as hatred

toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

Proposed Actions 2024-2025

The City shall work with local community organizations to understand the recommended antisemitism definition and take necessary action based on the feedback received.

What’s happened over the last year:

The City of Fredericton has met with many local groups and organizations over the past year. As multiple groups experience racism, we acknowledge and follow the key piece of legislation that helps folks in New Brunswick to address some of these issues - the New Brunswick Human Rights Act. “The New Brunswick Human Rights Act is the provincial law that prohibits discrimination and harassment based on 16 protected grounds of discrimination.”
<https://www2.gnb.ca/content/gnb/en/departments/nbhrc/human-rights-act/act-explained.html>

Recommendation 5a

The City shall continue conducting its comprehensive review of City employee hiring practices to identify and eliminate barriers to equitable employment opportunities for all individuals.

Proposed Actions 2024-2025

The City has hired an external Diversity, Equity, Inclusion and Belonging (DEIB) consultant to create an internal framework that will inform a new internal DEIB strategy. In addition, they will continue to develop a new recruitment model which reduces unconscious bias and systemic barriers in the hiring process.

What’s happened over the last year:

The DEIB framework has been completed and is live on the HR Hub.

In 2024, the City engaged P4G and Marg Conscious Communication to help build inclusive and accessible job descriptions and postings, P4G conducted the recruitment and selection process for a Community Inclusion position and Crayon Strategies is in the process of conducting a thorough review of the City of Fredericton’s HR policies and procedures with a DEI lens.

The City also developed an Employee Code of Conduct and a procedure for reporting and investigating workplace misconduct to ensure our workplace is one where all employees are valued, treated with respect, and accountable.

Proposed Actions 2026+

The City has hired an external Diversity, Equity, Inclusion and Belonging (DEIB) consultant to create an internal framework that will inform a new internal DEIB strategy. In addition, they will continue to develop a new recruitment model which reduces unconscious bias and systemic barriers in the hiring process.

What's planned for 2026:

This work is ongoing and will continue to be an important part of HR's work and the recruitment process.

Recommendation 5b

The City shall engage an experienced external consultancy firm to objectively review hiring processes, identify any biases or systemic barriers, and propose strategies to promote equity, diversity, and inclusivity.

Proposed Actions 2024-2025

The City has hired an external Diversity, Equity, Inclusion and Belonging (DEIB) consultant to create an internal framework that will inform a new internal DEIB strategy. In addition, they will continue to develop a new recruitment model which reduces unconscious bias and systemic barriers in the hiring process.

What's happened over the last year:

Crayon Strategies is in the process of conducting a thorough review of our HR policies and procedures with a DEI lens.

In 2024 City of Fredericton hiring managers participated in an Equitable Recruitment Workshop provided by P4G. The Five Key Areas covered were:

- Understanding bias in recruitment
- Building inclusive and accessible job descriptions
- Diverse sourcing strategies
- Inclusive and "Positive" interviewing techniques
- Evaluation and improving inclusive metrics

Proposed Actions 2026+

The City has hired an external Diversity, Equity, Inclusion and Belonging (DEIB) consultant to create an internal framework that will inform a new internal DEIB strategy. In addition, they will continue to develop a new recruitment model which reduces unconscious bias and systemic barriers in the hiring process.

What's planned for 2026:

This work is ongoing and will continue to be an important part of HR's work and the recruitment process.

Recommendation 6a

Increase awareness, education, and transparency around the City's governance, structures, appointments, and election processes. Develop and disseminate a comprehensive governance guide that explains the functioning of the local government and the electoral process. Ensure this guide is accessible and shared with marginalized communities in their spoken language.

Proposed Actions 2024-2025

The City shall develop a Civic Engagement plan that will include educational materials on the city's governance, structures, and appointments. This plan is to increase awareness, education, and transparency for all, including marginalized communities. This Civic Engagement plan will be accessible.

What's happened over the last year:

A new City of Fredericton webpage is being finalized which provides information on:

- How Municipal Government works
- The Responsibilities of Federal, Provincial and Municipal governments
- Information on Standing committees and Council meetings
- Ideas on how to stay informed, get involved, and learning opportunities
- Information on the election process and the criteria to run in the election

In addition, a formal communications plan on Civic Engagement is currently in development and the Social Inclusion Committee and Youth Advisory Committee will assist with an information campaign on Civic Engagement.

Proposed Actions 2026+

The City shall share the Civic Engagement plan that will include educational materials on the city's governance, structures, and appointments.

What's planned for 2026:

The Communications plan on Civic Engagement will determine educational materials and methods of distribution.

Recommendation 6b

The City shall appoint an individual sensitive to the concerns of marginalized communities from outside the Office of Social Inclusion to receive complaints about incidents of racism occurring in public spaces. The City shall guarantee the safety and protection of individuals reporting such incidents, freeing them from reprisals. To best support this individual, the City will provide the role with the support from an advisory committee. The individual shall analyze and categorize complaints (e.g., microaggressions vs. hate crimes), maintain a database of incidents, and provide regular reports on the resolution of complaints to track progress and identify systemic issues.

Proposed Actions 2024-2025

The City will research how other communities in Canada are receiving complaints about racism to determine if there are opportunities to collaborate. The City will work with local partners to discuss options related to implementation. Once a method of receiving complaints is implemented, the data will need to be analyzed and categorized.

What's happened over the last year:

Greater Fredericton Social Innovation, members of the City of Fredericton Social Inclusion Committee and the Office of Community Inclusion have begun an environmental scan of other municipalities and provinces. Five organizations in Canada have been identified that receive hate incident reports through a variety of methods. We are still gathering information, but the question has arisen regarding whether this should be a municipal undertaking or a provincial undertaking. We have spoken to the Province of NB and are awaiting their Action Plan for the Systemic Racism Commissioner's report that will be out in the Fall of 2025. Data collection will be a key part of their upcoming Action Plan.

Proposed Actions 2026+

The City will research how other communities in Canada are receiving complaints about racism to determine if there are opportunities to collaborate. The City will work with local partners to discuss options related to implementation. Once a method of receiving complaints is implemented, the data will need to be analyzed and categorized.

What's planned for 2026:

Work will continue on the feasibility of a hate incident reporting mechanism and a centralized database.

Recommendation 6c

The appointee 6 (b) shall follow up on implementing the ARTFF recommendations.

Proposed Actions 2024-2025

Recommendation 6b will need to be considered before 6c can be considered.

What's happened over the last year:

Based on initial research related to Recommendation 6b, it is unlikely that one person will be appointed to receive complaints about incidents of racism occurring in public spaces. This project is a much larger initiative and will involve many community partners.

Recommendation 7

The City shall recognize and actively promote the United Nations International Day for the Elimination of Racial Discrimination (March 21st) in the City's communication department. The City shall engage various institutions, organizations, and businesses to participate and actively reflect on and acknowledge the implications of racism within our community.

Proposed Actions 2024-2025

The City actively promotes the United Nations International Day for the Elimination of Racial Discrimination through activities like proclamations and encouraging businesses and organizations to participate in the day.

What's happened over the last year:

On United Nations International Day for the Elimination of Racial Discrimination (March 21, 2025), the annual DEIB Symposium was held in Fredericton, NB in partnership with Greater Fredericton Social Innovation. The City funded and promoted the event, helped to set the agenda, participated in a panel, coordinated the youth session, and emceed the event. There were over 90 attendees and the feedback surrounding the event was extremely positive.

Proposed Actions 2026+

The City actively promotes the United Nations International Day for the Elimination of Racial Discrimination through activities like proclamations and encouraging businesses and organizations to participate in the day.

What's planned for 2026:

Plans are in place to host the DEIB Symposium again in 2026 and to make a proclamation about the day.

Recommendation 8a

The City shall implement “The Leaders of Tomorrow Initiative,” where the Mayor, City Councilors and other community leaders visit local schools to educate students about civic responsibilities, citizenship, and the democratic election process. Provide insights into the roles and responsibilities of municipal representatives, the development of political platforms, and the importance of representation and participation through voting.

Proposed Actions 2024-2025

The City shall work with local schools to offer unique educational opportunities that will enhance their Civics related classes – for example guest speakers who can share information on topics like citizenship, civic responsibilities, the roles and responsibilities of municipal representatives, the importance of representation, and participation through voting.

What’s happened over the last year:

Several schools and organizations visited City Hall or invited the Mayor or Council members to participate in activities:

- Ignite Economic Empowerment Program Visit to City Hall, May 23rd, 2024
- George Street Middle School Visit to City Hall, June 12th, 2024
- International Students from Oromocto High School Visit to City Hall, October 8th, 2024
- MCAF Skills Launch Visit to City Hall, November 20th, 2024
- Royal Road Elementary School Mayor Presentation at School, February 26th, 2025
- MCAF Skills Launch Visit to City Hall, February 28th, 2025
- Royal Road Elementary School City Hall Tour, April 10th, 2025
- George Street Middle School Career Day, April 15th, 2025
- Fredericton Montessori Academy Students City Hall Tour, May 28th, 2025
- East Coast Leadership Academy Civic Leadership Panel, June 6th, 2025

In addition, the Youth Advisory Committee will assist with an information campaign on Civic Engagement prior to the Municipal election in May 2026.

Proposed Actions 2026+

The City shall work with local schools to offer unique educational opportunities that will enhance their Civics related classes – for example guest speakers who can share information on topics like citizenship, civic responsibilities, the roles and responsibilities of municipal representatives, the importance of representation, and participation through voting.

What's planned for 2026:

The City will continue to offer tours of City Hall and educational opportunities to youth and schools.

Recommendation 8b

The City shall continue to empower the City's Youth Advisory Council to ensure our younger generations' voices are heard. The City should establish a student ambassador program where selected students from different schools can be part of the Youth Advisory Council. These ambassadors would act as liaisons between their schools and the City's Youth Advisory Council, helping to facilitate communication and collaboration.

Proposed Actions 2024-2025

The City will continue to build on relationships with local schools to ensure the continuation of its Youth Advisory Committee. This will include connecting with the Council of Student Leaders program through ASD-W and the Conseil de Jeunesse in the local francophone schools.

What's happened over the last year:

The Youth Advisory Committee has representation from each of the three public High Schools in Fredericton and representation from UNB. We continue to eliminate as many barriers as possible to enable active participation by all members.

Proposed Actions 2026+

The City will continue to build on relationships with local schools to ensure the continuation of its Youth Advisory Committee. This will include connecting with the Council of Student Leaders program through ASD-W and the Conseil de Jeunesse in the local francophone schools.

What's planned for 2026:

The City of Fredericton will continue to recruit students from all local schools and post-secondary institutions with the intention to eliminate as many barriers as possible to enable active participation by all members.

Recommendation 8c

The City shall sponsor/partner annual oratorical contests at elementary, middle, and high schools, focusing on topics related to anti-racism. Recognize and reward winners with engraved plaques displaying their name, school, and year. Display the plaque at the winning school for the year, with the opportunity for it to move to the next winning school each successive year.

Proposed Actions 2024-2025

After discussions with ASD-W, their schools no longer promote oratorical contests, however, École Sainte-Anne does host oratorical contests during Spirit Week and are willing to submit anti-racism as a theme for one year.

What's happened over the last year:

None of the local public schools hosted an oratorical contest in 2024-2025.

Proposed Actions 2026+

The City will continue to build on relationships with local schools to ensure the continuation of its Youth Advisory Committee. This will include connecting with the Council of Student Leaders program through ASD-W and the Conseil de Jeunesse in the local francophone schools.

What's planned for 2026:

The Youth Advisory Committee is exploring the option of hosting some type of oratorical contest or short video contest related to the topic of anti-racism.

Recommendation 9a

The City of Fredericton shall encourage the offering of collaborative workshops or seminars to be made available to the public:

- **by assisting with the provision of space for the event**
- **by making available access to educational resources (hard copy, digital, human) collected from marginalized communities, such as a compiled list of representatives with expertise on their specific community traditions and ethnocultural needs.**

Proposed Actions 2024-2025

The city continues to build and grow relationships with all ethno-cultural communities and continues to promote/support their initiatives through activities like proclamations, flag raising, ethno-cultural grants, social media, assisting with meeting space when possible, encouraging different sports initiatives, participating in anti-racism panels, supporting cultural events, etc.

The City encourages initiatives that promote education to the public like collaborative workshops, panels and events.

The City will collaborate with local ethno-cultural organizations to compile a list of representatives with expertise on their specific community traditions and ethnocultural resources.

What's happened over the last year:

The City of Fredericton works hard to nurture and grow relationships with the Indigenous and ethno-cultural communities in Fredericton, especially in the areas of arts and culture, and sports and recreation. In addition, we support the offering of collaborative workshops and seminars whenever possible, including promoting them to partners and our Social Inclusion Committee.

The City of Fredericton has offered free meeting space to several non-profit organizations to help them fulfil their inclusive mandates.

The City of Fredericton has created a list of ethno-cultural contacts and resources which will be hosted on the website before the end of August 2025.

Proposed Actions 2026+

The city continues to build and grow relationships with all ethno-cultural communities and continues to promote/support their initiatives through activities like proclamations, flag raising, ethno-cultural grants, social media, assisting with meeting space when possible, encouraging different sports initiatives, participating in anti-racism panels, supporting cultural events, etc.

The City encourages initiatives that promote education to the public like collaborative workshops, panels and events.

In partnership with other key groups, the City will develop a DEIB and anti-racism education campaign to provide information to the public.

What's planned for 2026:

The City of Fredericton works hard to nurture and grow relationships with the Indigenous and ethno-cultural communities in Fredericton, especially in the areas of arts and culture, and sports and recreation. In addition, we support the offering of collaborative workshops and seminars whenever possible, including promoting them to partners and our Social Inclusion Committee. The City of Fredericton will continue to offer free meeting space to non-profit organizations when possible.

The City of Fredericton will be working with Promise of Home <https://wp.stu.ca/promiseofhome/> on an Anti-racism and Decolonization Education campaign with a focus on inclusion. It is expected that other external organizations will be part of this work.

Recommendation 9c

The City should assist with the organization of an annual symposium where educators, students, and Anti-racism Advisory Committee members can come together to discuss best

practices, share success stories, and strategize on future directions for promoting anti-racism in schools.

Proposed Actions 2024-2025

The City of Fredericton will continue to support annual DEI Symposiums in Fredericton and look to expand the event. There are currently discussions considering adding a second day focused on youth.

What's happened over the last year:

On March 21, 2025, the annual DEIB Symposium was held in Fredericton, NB in partnership with Greater Fredericton Social Innovation. The City funded and promoted the event, helped to set the agenda, participated in a panel, coordinated the youth session, and emceed the event. There were over 90 attendees and the feedback surrounding the event was extremely positive.

Proposed Actions 2026+

The City of Fredericton will continue to support annual DEI Symposiums in Fredericton and look to expand the event. There are currently discussions considering adding a second day focused on youth.

What's planned for 2026:

Plans are in place to host the event again in 2026 and to continue to have some type of youth representation.

Recommendation 10a

The City shall produce city-branded anti-racism content (i.e., banners, stationary, t-shirts, etc.) featuring an anti-racism logo to distribute to schools. Allocate a certain number of items to each school. This initiative aims to raise awareness and promote anti-racism values within the community.

Proposed Actions 2024-2025

N/A

Proposed Actions 2026+

In partnership with other key groups, the City will develop a DEIB and anti-racism education campaign to provide information to the public.

What's planned for 2026:

The City of Fredericton will be working with Promise of Home <https://wp.stu.ca/promiseofhome/> on an Anti-racism and Decolonization Education campaign

with a focus on inclusion. It is expected that other external organizations will be part of this work.

Recommendation 10b

The City shall engage city buses to install stretcher wraps with the City anti-racism logo and toll-free number. A catchphrase is to be determined at a later date.

Proposed Actions 2024-2025

N/A

Proposed Actions 2026+

In partnership with other key groups, the City will develop a DEIB and anti-racism education campaign to provide information to the public.

What's planned for 2026:

The City of Fredericton will be working with Promise of Home <https://wp.stu.ca/promiseofhome/> on an Anti-racism and Decolonization Education campaign with a focus on inclusion. It is expected that other external organizations will be part of this work.

Recommendation 12

The City shall advocate for establishing a permanent Provincial office for a Commissioner of Anti-Racism and Discrimination, thereby aligning itself with the goals of the Federal Anti-Racism Secretariat and the goals of the Municipality to combat all forms of racial hate.

Proposed Actions 2024-2025

The City shall capture all of the work being done in the municipality and share it in a letter to advocate for establishing a permanent Provincial office for a Commissioner of Anti-Racism and Discrimination, thereby aligning itself with the goals of the Federal Anti-Racism Secretariat and the goals of the Municipality to combat all forms of racial hate.

What's happened over the last year:

Before the end of 2025, the City of Fredericton will capture all of the work being done in the municipality and share it in a letter to advocate for establishing a permanent Provincial office for a Commissioner of Anti-Racism and Discrimination.

Recommendation 13

City Councillors shall be proactive and hold regular public forums with their ward constituents to listen to concerns and discuss ways to resolve race-related issues. Meeting with key community leaders in their ward (e.g., educational, business, religious) is essential to address any arising issues, such as those experienced by the marginalized community.

Proposed Actions 2024-2025

The City will continue to provide opportunities for constituents to be heard by Municipal leaders through activities like community consultations and public forums.

What's happened over the last year:

There has not been significant movement on this recommendation, but City Councillors are always available to discuss issues with constituents. They currently address many issues through letters, email, social media, and in person.

Proposed Actions 2026+

The City will continue to provide opportunities for constituents to be heard by Municipal leaders through activities like community consultations and public forums.

What's planned for 2026:

There will be opportunities during election campaigns and after the election (by the new Council), to meet with ward constituents to listen to concerns and discuss ways to resolve race-related issues.

APPENDIX:

The following recommendations have been reviewed, and it was determined that no further action would take place in relation to these recommendations. In some instances, other organizations or schools are already doing the work and in others, it was determined that the recommendation had little opportunity for success.

Recommendation 8d

The City shall promote a video/multimedia event day for schools focusing on anti-racism and promoting diversity within the Fredericton community while engaging students.

Recommendation 9d

The City should develop and provide schools with a comprehensive resource kit, which may include literature, multimedia content, and activity guidelines. The kit would serve as a guideline for schools, allowing them to incorporate anti-racism teachings in a way that aligns with their current curriculum.

Recommendation 11

Introduce anti-racism Key Performance Indicators (KPIs) as a requirement for businesses operating within the city. These KPIs should be developed collaboratively with relevant stakeholders and the City's appointee (6(b)) to promote diversity, inclusivity, and equal opportunities within the business sector. Monitoring and reporting on the progress of these KPIs should be established to ensure accountability.

Recommendation 14

The ARTFF's recommendations are external to the Office of Community Inclusion.