



Anti-Racism **Action Plan**

Fredericton



City of Fredericton Anti-Racism Action Plan Year Two Update Report

Introduction

The City of Fredericton's Action Plan on Anti-Racism was finalized in June 2024. This Year Two update reflects the continued commitment of the City of Fredericton and its partners to fostering a community rooted in equity, diversity, inclusion, and belonging.

Over the past year, work has continued across departments, advisory committees, community organizations, and external partners to advance the recommendations of the Anti-Racism Task Force. While many initiatives remain ongoing, Year Two has demonstrated meaningful progress in moving from foundational planning toward implementation, collaboration, and systems development.

The City recognizes that building an inclusive community requires sustained effort, meaningful partnerships, and ongoing learning. Much of this work is long-term in nature and will continue to evolve as relationships strengthen and community needs emerge.

This report provides updates on the recommendations put forward by the Anti-Racism Task Force and highlights progress made over the past year.

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 2025–2026

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. 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 happened over the last year

The City continued its support for ethnocultural organizations and multicultural celebrations through the Community Grants, Arts and Culture Grant, and Community Inclusion Grant programs.

Through the Community Grants and Arts and Culture Grant programs, several ethnocultural organizations received a combined \$31,500 to support cultural festivals, heritage celebrations, and community initiatives that promote intercultural understanding, celebrate cultural diversity, and strengthen community connections.

Through the Community Inclusion Grant Program, the City invested an additional \$4,201.50 in community-led initiatives supporting ethnocultural communities, newcomers, youth leadership, cultural expression, and anti-racism education. In addition to financial support, the City promoted these initiatives through its social media channels and events calendar.

Beyond financial investment, the City created opportunities for learning, celebration, and community connection through partnerships, public events, and inclusive programming. One example was the City's sponsorship of the *Promise of Home: Bridging Diversity* conference, which brought together community members, researchers, practitioners, and organizations to explore diversity, belonging, and inclusive community development.

The swearing-in ceremony for the newly elected City Council incorporated Indigenous and multicultural elements, including performances by the Muskrat Singers and Sitansisk Dancers, the singing of O Canada in three languages, including Wolastoqey, and a pipe ceremony led by Dr. Elder Imelda Perley.

The First Nations Relations Manager also continued strengthening relationships with Indigenous communities through partnerships, cultural events, and community-led initiatives. Throughout the year, the City provided financial support for the Wolastoqey Tribal Council Inc. (WTCI) Youth Golf Tournament, sponsored ice time to encourage First Nations youth participation in hockey, supported the Sitansisk Powwow through the rental of Willie O'Ree Place, sponsored the Fredericton High School Powwow, and supported the Bilijk Powwow hosted by Kingsclear First Nation. The City also funded the replacement of six Indigenous community flags and supported Indigenous protocols by providing an Elder to conduct a blessing as part of a municipal infrastructure project(s).

In addition, the City hosted the annual Missing and Murdered Indigenous Women, Girls and Two-Spirit People (MMIWG2S+) Walk and co-hosted both National Indigenous Peoples Day and the National Day for Truth and Reconciliation community events at Officers' Square. These initiatives demonstrate the City's ongoing commitment to reconciliation, strengthening relationships with Indigenous communities, and supporting Indigenous-led cultural celebration, education, and community well-being.

Since July 2025, the City has hosted 14 ethnocultural flag raising ceremonies recognizing diverse cultural communities and heritage, including Pan-African, Ghanaian, Filipino, Nigerian, Pakistani, Vietnamese, Persian, Irish, Scottish, Welsh, Acadian, Haitian, and Palestinian commemorations.

Fredericton Tourism partnered with and promoted a number of community-led festivals and events held in the Historic Garrison District, including AfroFest, the Cultural Expressions Festival, the Emancipation Day Festival, Fredericton Pride, and the Summer Soulsa Festival.

Diversity and inclusion also continued to be reflected in City-run programming, including the City of Fredericton Concert Series, the Garrison Night Market, and Canada Day celebrations, ensuring programming celebrates and reflects the diversity of Fredericton's communities.

Fredericton Tourism also maintained its Rainbow Registered designation through Canada's 2SLGBTQI+ Chamber of Commerce, demonstrating the City's ongoing commitment to creating welcoming and inclusive experiences for 2SLGBTQIA+ visitors and residents. City Councillors and staff also participated in the Pride Parade and related Pride activities as an expression of allyship and the City's commitment to fostering an inclusive, respectful, and welcoming workplace and community.

Recreation and Tourism continued expanding inclusive recreation opportunities through partnerships with community organizations. In partnership with the Capital Region Integration Network (CRIN), Recreation supported inclusive sport initiatives, including FIFA World Cup watch parties that celebrated the diversity of Fredericton's communities through sport.

Recreation and Tourism also introduced several initiatives designed to reduce barriers to participation and create more welcoming recreational opportunities. These included the Black Girls in Tennis community series delivered in partnership with Tennis Canada, a Wolastoqey Tribal Council Learn to Skate Program, and a free Learn to Skate Program delivered in partnership with the Fredericton Amateur Speed Skating Association, which welcomed more than 130 participants, the majority of whom were newcomers to Canada. These initiatives helped reduce barriers to participation while creating opportunities for skill development, community connection, and belonging.

To further advance equitable access to recreation, Recreation and Tourism introduced a new facility allocation approach that reserves 5% of prime-time facility bookings for new, emerging, and equity-deserving groups. During the 2025–2026 season, this approach contributed to achieving equal prime-time ice allocation for female sport organizations while continuing to improve access for para sport organizations.

The Community Inclusion Office partnered with the Multicultural Association of Fredericton (MCAF), the Capital Region Integration Network (CRIN), and Ignite to organize the annual anti-racism community conversation as part of the Cultural Expressions Festival. This year's event, *Conversations on Anti-Racism in Schools: Building Unity in Diversity*, brought together students, educators, parents and caregivers, policymakers, and community organizations for facilitated

roundtable discussions on lived experiences, barriers, and opportunities to create more inclusive learning environments.

❖ What's planned for 2027+

The City will continue identifying opportunities for community partnerships that advance anti-racism, reconciliation, and intercultural understanding. The City will also collaborate with community organizations and partners to support the development of a public anti-racism education campaign that promotes awareness, inclusion, and belonging across Fredericton.

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 2025–2026

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 ethno-cultural groups and organizations.

❖ What's happened over the last year

The City remained engaged with community partners regarding opportunities to support accessible and inclusive community spaces. While no significant developments occurred related to the exploration of a new or expanded location for the Cultural Centre or the Multicultural Association of Fredericton, the City continued promoting equitable access to community spaces through FrederictonVenues.ca and LieuxFredericton.ca. The directories continue to provide residents and organizations with information about accessible community venues, including accessibility features, amenities, and rental information, helping organizations identify spaces that meet the needs of diverse participants.

❖ What's planned for 2027+

The City will continue monitoring and updating FrederictonVenues.ca and LieuxFredericton.ca to ensure information remains accurate and relevant. Staff will continue promoting the directory through City communications and community partnerships while maintaining discussions with ethno-cultural community groups regarding future opportunities related to community space needs as they arise.

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 2025–2026

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 happened over the last year

The City continued to expand learning opportunities for staff and law enforcement related to Indigenous reconciliation, anti-racism, equity, diversity, inclusion, and belonging.

The Human Resources team continued to provide Respectful Workplace training to new and current employees while also participating in professional development related to Cultural Competency and Islamophobia.

City staff were invited to participate in one of five Kairos Blanket Exercise sessions offered by the Wolastoq Grand Council. These sessions provided opportunities to learn about the historical and ongoing impacts of colonization while strengthening understanding of Indigenous histories, relationships, and reconciliation. The City also partnered with Black Lives Matter New Brunswick to deliver anti-racism learning opportunities for staff.

Throughout the year, the Office of Community Inclusion participated in a range of professional learning opportunities to strengthen organizational capacity in anti-racism, equity, diversity, inclusion, and belonging. These included Islamophobia awareness training, the Promise of Home: *Bridging Diversity* conference, Dr. Robin DiAngelo's *Racism in a Culture of Niceness* session, *Reimagining Black Futures*, Understanding Ramadan, and a multi-session Cultural Competency Training Series. Staff also moderated the panel discussion *From History to Community: Building Newcomer Youth Belonging* through Black History Month Activities, contributing to community dialogue and knowledge sharing.

As part of the Youth Anti-Racism Microgrants Program, the Office of Community Inclusion delivered a capacity-building workshop for selected youth participants and their community mentors. The workshop focused on creating brave spaces, strengthening leadership skills,

fostering community partnerships, and equipping participants with the knowledge and confidence to design and implement community-based anti-racism initiatives.

The Fredericton Police Force also expanded learning opportunities for its members. Approximately 30 members participated in the Kairos Blanket Exercise, while six members completed the online Indigenous Canada course. Members also received training related to updated cell block procedures and 2SLGBTQIA+ inclusion, and the Fredericton Police Force supported professional development through participation in the Canadian Hate Crimes Conference.

Recreation and Tourism also incorporated an anti-racism component into its annual orientation for new summer staff working in aquatics, the Northside Youth Centre, and playground programs. The training emphasized creating inclusive, respectful, and welcoming environments for both staff and program participants.

❖ **What's planned for 2027+**

The City has identified Equity, Accessibility, and Inclusion as a priority area for future staff learning and will engage subject matter experts to support the development of an internal training program.

The Fredericton Police Force will continue working with Sitsansik First Nation to develop community-specific cultural competency training for all members of the organization, with implementation planned for 2027.

The City will also continue investing in external learning opportunities and community partnerships that strengthen staff knowledge and capacity in anti-racism, reconciliation, intercultural understanding, and inclusive service delivery.

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 2025–2026**

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 happened over the last year**

The Fredericton Police Force continues to use its Records Management System to collect and track information relating to hate crimes and hate incidents. As part of ongoing efforts to strengthen reporting practices, the Fredericton Police Force has begun outreach to other police agencies to better understand how hate-related information is captured, analyzed, and utilized within their respective Records Management Systems.

This environmental scan will help inform future discussions regarding standardized procedures, data collection practices, and potential opportunities for collaboration. At this time, the Fredericton Police Force is not in a position to develop an external reporting process; however, research and inter-agency discussions are ongoing.

The City is also maintaining regular communication with the Government of New Brunswick's Office of Anti-Racism to stay informed of emerging provincial initiatives and action plans that may help inform future municipal approaches.

❖ **What’s planned for 2027+**

The Fredericton Police Force will continue engaging with other police agencies and partners to better understand best practices related to hate incident reporting, response procedures, and data collection methodologies.

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 2025–2026

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 happened over the last year

In 2025, the City of Fredericton partnered with the Capital Region Integration Network (CRIN) and community partners and local employers to develop the Workplace Inclusion Charter.

The Workplace Inclusion Charter supports employers in creating more inclusive workplaces for employees and clients through:

- a declaration of principles;
- a list of commitments; and
- tools and resources to support implementation.

The Charter commitments are based on local and national research and best practices related to diversity, equity, inclusion, and belonging in workplaces. CRIN is leading the initiative in collaboration with the City and a working group made up of local businesses and organizations representing a variety of sectors and workplace sizes.

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 2025–2026**

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**

The City continued expanding internal learning opportunities related to anti-racism, cultural competency, reconciliation, and inclusion. While formal advocacy with Provincial and Federal law enforcement agencies has not yet taken place, the City continues to strengthen relationships with policing partners and the Office of Anti-Racism to support future collaboration on anti-racism and hate incident training.

❖ **What's planned for 2027+**

As implementation of the City's DEIB Framework and training initiatives continues, the City will explore opportunities to formally advocate for Provincial and Federal law enforcement agencies to strengthen anti-racism, cultural competency, and hate incident training through ongoing collaboration and correspondence.

 Recommendation 5

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.

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 2025–2026**

The City 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, the City 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 City continued advancing organizational practices that support diversity, equity, inclusion, and belonging across policies, recruitment, onboarding, and decision-making.

The City engaged external consultants, Crayon Strategies, to conduct a comprehensive review of Human Resources policies, procedures, and practices. Human Resources is currently refining and finalizing documentation to ensure consistency, clarity, and alignment with best practices.

Building on this work, the City completed a Diversity, Equity, Inclusion, and Belonging (DEIB) Framework, establishing a foundation for embedding DEIB principles across the organization. Human Resources has also begun developing a DEIB Implementation Plan to guide future priorities, actions, and continuous improvement.

Recognizing that diversity, equity, inclusion, and belonging require ongoing organizational commitment, Human Resources developed a standardized recruitment and selection training program for hiring team members. The training addresses unconscious bias, employment equity, human rights obligations, and inclusive hiring practices. Upon final approval, it will become a required component of recruitment processes across the organization.

Human Resources also continued updating the City's onboarding and orientation program to ensure new employees experience an inclusive, equitable, and supportive introduction to the organization.

❖ **What's planned for 2027+**

Human Resources will finalize and begin implementing the DEIB Implementation Plan while continuing to advance initiatives related to equitable recruitment, inclusive onboarding, employee support, and workplace inclusion.



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 2025–2026

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

❖ What's happened over the last year

The Office of Community Inclusion, City Clerk's Office, and Communications team collaborated on the development of a Civic Engagement and Communications Plan focused on increasing awareness of municipal governance and encouraging participation from underrepresented groups.

Throughout the year, the City also developed a series of civic engagement resources, including new webpages, brochures, videos, and updated committee recruitment materials to help residents better understand municipal government and opportunities to participate.

The initiative also included public engagement resources, stakeholder outreach, and communications campaigns supporting the 2026 municipal election.

❖ What's planned for 2027+

The City will continue implementing the Civic Engagement and Communications Plan while identifying new opportunities to improve access to civic information and participation.

The City will continue working with schools, advisory committees, community organizations, and residents to increase awareness of local government and encourage civic participation. In partnership with the Communications team, the City will also develop educational resources for teachers and students that explain how municipal government works and highlight opportunities for residents to get involved.

Building on the Civic Engagement and Communications Plan, the City will strengthen public participation by:

- improving the accessibility and consistency of committee recruitment processes;
- increasing outreach to residents and communities that have historically faced barriers to participation;
- offering presentations to community organizations;
- strengthening engagement with the francophone community; and
- creating more informal opportunities for residents to connect with Council through initiatives such as coffee chats and community meet-and-greet events.

The City will also explore opportunities to engage post-secondary students in municipal projects and initiatives as part of the development of a Youth Engagement Strategy. Staff will investigate potential funding opportunities and partnerships that support student involvement in civic engagement, community development, and municipal projects while strengthening connections between local government and post-secondary institutions.

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 2025–2026

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 happened over the last year

The Community Inclusion Office, in partnership with Greater Fredericton Social Innovation (GFSI) and the Social Inclusion Committee, completed an environmental scan of complaint processes in New Brunswick and across Canada to better understand existing approaches to receiving and responding to reports of racism. The findings were shared with the Fredericton Police Force to inform its ongoing review of hate incident reporting, response procedures, and data collection practices.

The Fredericton Police Force has designated a member within its ICS team to serve as a multicultural lens point person for diverse communities, while Special Crimes investigators continue to act as dedicated investigators for hate crimes. Building on the environmental scan, the Fredericton Police Force is reviewing practices from other agencies and jurisdictions to inform the development of more structured approaches to hate incident response, reporting, and data collection. This work will help support future discussions on the feasibility of formal reporting mechanisms and centralized data collection processes.

❖ What's planned for 2027+

The Fredericton Police Force will continue reviewing best practices from other agencies with the goal of developing more structured procedures related to hate incident response, reporting, and data collection.

Recommendation 6c

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

❖ Proposed Actions 2025–2026

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

❖ What's happened over the last year

The City continued advancing the preliminary work required to support implementation of this recommendation. Building on the environmental scan initiated under Recommendation 6b, the Fredericton Police Force continued reviewing reporting models, complaint processes, and governance approaches used by other jurisdictions.

The City also maintained communication with the Province's Office of Anti-Racism to remain informed of emerging provincial initiatives that may help shape future municipal approaches.

❖ What's planned for 2027+

The City will continue monitoring developments related to Recommendation 6b and work collaboratively with policing partners, the Province's Office of Anti-Racism, and community organizations to identify opportunities for coordinated implementation of the Anti-Racism Task Force recommendations.

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 2025-2026

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 happened over the last year**

The City continued supporting community-wide opportunities for dialogue and learning on equity, diversity, inclusion, belonging, and anti-racism. On March 20, 2026, the Office of Community Inclusion partnered with Greater Fredericton Social Innovation (GFSI) and community organizations to deliver the annual DEIB Symposium. The symposium brought together community organizations, businesses, educators, government representatives, and residents to explore current issues, share promising practices, and strengthen collaboration across sectors. The symposium featured community discussions, interactive workshops, panel presentations, and youth-led sessions that explored anti-racism, accessibility, equity, and inclusive community development. Evaluation results demonstrated the event's continued impact, with 88.6% of participants indicating that the information presented was very relevant to their work and 95.2% reporting that the symposium format was effective.

Participants shared positive feedback on the event, noting:

- "It was a fantastic day."
- "I felt more connected to community."
- "In a world where DEIB is being continually attacked from all sides, it was so fueling and inspiring to see so many compassionate and engaged people with a common goal gathered in one place."

The City also continued supporting community organizations and initiatives that promote intercultural understanding, equity, inclusion, and belonging throughout the year.

❖ **What's planned for 2027+**

The City will continue supporting the annual DEIB Symposium and will explore opportunities to further strengthen community participation and cross-sector collaboration.

To respond to growing interest, future symposiums will include an open call for workshop and presentation proposals, creating additional opportunities for community organizations and partners to contribute their expertise and experiences.



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 2025–2026

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 happened over the last year

During the year, the Mayor's Office, City Clerk's Office, Communications team, and Office of Community Inclusion delivered several civic education initiatives that introduced students and residents to municipal government through presentations, tours, and public engagement activities, including:

- September 2025 – City Hall Open House during Municipalities Week;
- February 2026 – Presentation at Liverpool Street Elementary School;
- April 2026 – Council Chambers tour with École Sainte-Anne; and
- May 2026 – Council Chambers tour with Fredericton Montessori Academy.

These activities provided opportunities for participants to learn about municipal government, local decision-making processes, and the role residents play in civic life.

❖ **What's planned for 2027+**

The City will continue working with schools, advisory committees, community organizations, and residents to support civic education initiatives and increase awareness of local government and opportunities for civic engagement.

As part of this work, the City is developing educational resources for teachers and students that explain how municipal government works, increase civic literacy, and encourage youth participation in local democracy.

The City will continue expanding opportunities for students and residents to engage directly with municipal government through school presentations, educational programming, and community outreach initiatives.

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 2025–2026**

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 happened over the last year

The Youth Advisory Committee continued to include representation from local high schools and post-secondary institutions while working to eliminate barriers that may prevent youth participation. Although a formal student ambassador program has not yet been established, the City continued building relationships with local schools, post-secondary institutions, and youth-serving organizations to broaden youth representation and increase awareness of municipal government and civic participation opportunities. The Committee has also prioritized initiatives focused on belonging, leadership, inclusion, and community engagement that reflect the interests and experiences of local youth.

❖ What's planned for 2027+

The City plans to host a post-secondary student intern during Fall 2026 and Winter 2027 to support the development of a Youth Engagement Strategy. The internship will focus on identifying opportunities to strengthen youth participation in municipal initiatives, increase awareness of civic engagement opportunities, and improve communication and collaboration between youth and local government.

The Youth Advisory Committee will continue working with community partners to support meaningful youth participation, reduce barriers to engagement, and provide opportunities for members to develop leadership skills and contribute to municipal decision-making.

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 2025–2026

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.

❖ What's happened over the last year

In October 2025, the City of Fredericton launched the Youth Anti-Racism Microgrant Program to support youth-led initiatives focused on anti-racism, diversity, inclusion, and belonging. During discussions on implementing this recommendation, the Youth Advisory Committee recommended replacing the traditional annual oratorical contest with a more flexible funding program that would empower young people to lead projects reflecting the issues, experiences, and priorities most meaningful to them. Committee members noted that local school districts no longer regularly organize oratorical competitions and identified an opportunity to better support youth leadership through community-based initiatives.

Developed in response to this recommendation, the program reflects the City's commitment to listening to youth voices and creating meaningful opportunities for young people to shape community initiatives. By providing funding, mentorship, and capacity-building support, the program has strengthened relationships between youth, community organizations, and the City while encouraging youth leadership, collaboration, and community action.

During the first year of the program, more than 20 youth individuals and teams submitted applications, demonstrating strong interest in youth-led anti-racism initiatives. Following a review process, 12 projects were selected for funding based on their potential for meaningful community impact. The City partnered with community organizations and mentors to provide ongoing guidance throughout project implementation, while participants also completed a capacity-building workshop focused on creating brave spaces, strengthening leadership skills, building community partnerships, and increasing confidence as anti-racism advocates.

Since its launch, more than \$13,000 has been invested in youth-led projects through partnerships with community organizations and mentors supporting project implementation and leadership development. Funded initiatives explored themes of identity, belonging, cultural expression, anti-racism education and community engagement, and included educational

workshops, cultural showcases, storytelling projects, leadership development activities, and opportunities for dialogue and relationship building across diverse communities.

Youth participants continue to receive mentorship and support throughout project implementation, with each project concluding in a final report that shares outcomes, lessons learned, and community impact.

These initiatives demonstrate the important role young people play in advancing anti-racism education and creating more inclusive communities while strengthening youth leadership, civic engagement, and connections between young people, community organizations, and the City.

❖ **What's planned for 2027+**

The City will continue supporting the Youth Anti-Racism Microgrant Program, with a future intake planned for 2026-2027. The program will continue providing funding, mentorship, and capacity-building opportunities that empower youth to lead projects promoting anti-racism, inclusion, diversity, and belonging within the community.

The City will also continue working with youth-serving organizations and community partners to strengthen mentorship opportunities, support youth leadership development, and identify collaborative initiatives that foster inclusion, civic engagement, and anti-racism education.

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 2025–2026

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

❖ What's happened over the last year

The City continued expanding educational resources that help residents better understand diversity, accessibility, and inclusion. Work included the continued development of the [Ethno-Cultural Group Directory](#), accessibility improvements in public spaces, installation of a PECS communication board at Wilmot Park, and partnerships that increase awareness of community resources and inclusive programming.

❖ What's planned for 2027+

Staff will continue supporting opportunities for workshops, community education, and collaboration while working with Council to revisit policy considerations related to flag raising and proclamations.

The City will continue collaborating with community organizations, cultural groups, and subject matter experts through the development of a public anti-racism education campaign that connects residents with educational resources and community knowledge.

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 2025–2026**

The City of Fredericton will continue to support annual DEI Symposiums in Fredericton and look to expand the event.

❖ **What's happened over the last year**

The City continued supporting collaborative learning opportunities that brought together educators, students, community organizations, and residents to explore approaches to advancing anti-racism in schools and the broader community.

As part of this work, the annual DEIB Symposium continued to create opportunities for educators, community organizations, businesses, government representatives, and residents to exchange knowledge, share promising practices, and strengthen collaboration on equity, diversity, inclusion, and belonging.

Building on these conversations, the Office of Community Inclusion partnered with the Multicultural Association of Fredericton (MCAF), Capital Region Integration Network (CRIN), and Ignite to organize *Conversations on Anti-Racism in Schools: Building Unity in Diversity* as part of the Cultural Expressions Festival. The event brought together students, educators, parents and caregivers, policymakers, advocates, and community organizations for facilitated discussions on experiences of racism within schools, barriers to inclusion, and opportunities to strengthen equitable learning environments. Youth perspectives were centred through video storytelling and intergenerational roundtable discussions designed to encourage dialogue and identify community-driven solutions.

The Office of Community Inclusion also delivered a capacity-building workshop for participants in the Youth Anti-Racism Microgrants Program, bringing youth and community mentors together to strengthen leadership skills, build partnerships, and support the implementation of community-based anti-racism initiatives. Together, these initiatives strengthened opportunities for dialogue, collaboration, and shared learning while building the capacity of educators, youth,

and community organizations to advance anti-racism within schools and the broader community.

❖ **What's planned for 2027+**

The City will continue working with schools, youth, educators, and community organizations to expand opportunities for dialogue, leadership development, and collaborative learning related to anti-racism.

Future initiatives will continue emphasizing youth voices, intergenerational learning, and partnerships that support more inclusive school and community environments.

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 2025–2026**

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

❖ **What's happened over the last year**

The City began laying the foundation for a coordinated public anti-racism education campaign by strengthening relationships with community organizations, equity-focused partners, and individuals with lived experience.

Throughout the year, the City supported educational initiatives, community conversations, and youth engagement activities that increased awareness of anti-racism, inclusion, and belonging across the community.

❖ What's planned for 2027+

The City will establish a working group to guide the development of a public anti-racism education campaign. The working group will include community organizations, subject matter experts, educators, and individuals with lived experience to help shape campaign messaging, educational resources, and community engagement activities.



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 2025–2026

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

❖ What's happened over the last year

The Office of Community Inclusion partnered with Communications, Fredericton Transit, and a local queer graphic designer to develop a Pride-themed transit bus wrap that operated throughout the summer. The initiative increased the visibility of 2SLGBTQIA+ communities in public spaces and demonstrated the City's commitment to fostering an inclusive community where all residents feel seen, valued, and represented. While not an anti-racism campaign, the initiative reflects the broader goals of the Anti-Racism Action Plan by promoting belonging, challenging discrimination, and celebrating the diversity of Fredericton's communities.

❖ What's planned for 2027+

Building on the work of the Anti-Racism Action Plan, the City will explore opportunities to expand inclusive communications and public awareness initiatives through municipal communications channels, public spaces, and future awareness and educational campaigns.

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 2025–2026

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

In 2025, the Province of New Brunswick established the Office of Anti-Racism. The City reached out to congratulate the Province on this important step and express support for the Office's work. The City will continue engaging with the Office to strengthen collaboration, share knowledge, and identify opportunities to support anti-racism initiatives at both the local and provincial levels.

❖ What's planned for 2027+

The City will continue building relationships with the Office of Anti-Racism and other provincial partners to support knowledge sharing, collaboration, and coordinated efforts to address 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 2025-2026

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 happened over the last year

The City continued to create opportunities for residents to learn about and engage with local government. As part of Municipalities Week, the Mayor's Office and City Clerk's Office hosted a City Hall Open House, welcoming community members to learn more about municipal government, City services, and the roles and responsibilities of local elected officials and staff.

The 2026 municipal election provided significant opportunities for engagement between candidates and residents across Fredericton. Throughout the campaign period, candidates connected with constituents through community events, public meetings, neighbourhood conversations, debates, social media, and other outreach activities to better understand community priorities and local issues.

The feedback and perspectives shared by residents throughout the election process will help inform Council's priorities, decision-making, and strategic direction over the next four-year term. In addition, City Councillors continue to remain accessible to constituents through letters, email, social media, community events, and individual meetings to discuss issues and respond to community concerns.

❖ What's planned for 2027+

The newly elected Council will continue engaging with residents through ward meetings, community consultations, public events, and ongoing constituent outreach. The City will also continue offering civic engagement initiatives to increase awareness of local government and encourage civic participation among residents of all ages. These opportunities will help ensure residents' perspectives continue to inform Council's priorities and provide meaningful opportunities to discuss community issues, including equity, inclusion, and anti-racism.

Conclusion

The second year of the City of Fredericton's Anti-Racism Action Plan demonstrates continued progress toward building a more equitable, inclusive, and welcoming community. Over the past year, the City has built on the foundational work completed during the first year by advancing implementation, strengthening partnerships, supporting youth leadership, and embedding anti-racism initiatives across the organization and community.

Progress has been made in areas including civic engagement, youth participation, workplace inclusion, staff education, community partnerships, and public awareness. Many initiatives remain ongoing and will continue to evolve as relationships strengthen and new opportunities emerge. The City recognizes that anti-racism work is long-term and requires sustained commitment, collaboration, and continuous learning.

Through ongoing partnerships and collaboration with residents, community organizations, youth, staff, and external partners, the City remains committed to advancing the recommendations of the Anti-Racism Task Force and fostering a community where all residents feel welcomed, represented, and valued.

Appendix A – Summary of Recommendation Status

The table below provides a high-level summary of the status of each recommendation from the City of Fredericton Anti-Racism Action Plan as of the Year Two Update.

Status Definitions

Status	Definition
Ongoing	The recommendation is actively being implemented and will continue as part of ongoing City operations and strategic priorities.
In Progress	Work has commenced on the recommendation; however, further planning, collaboration, or implementation is required before it is complete.
Completed	The recommendation has been fully implemented. Any future work will be incorporated into regular organizational practices where appropriate.
Implemented through an Alternative Approach	While the recommendation was not implemented as originally proposed, its intent has been achieved through an alternative initiative or approach that better aligns with current community needs and organizational priorities.
No Further Action Planned	The recommendation will not be implemented because it is no longer considered feasible or appropriate. Where possible, the underlying intent continues to be supported through other City initiatives and partnerships.

Recommendation Status Summary

Recommendation	Status	Notes
1	Ongoing	Community partnerships, festivals, and public education initiatives continue to strengthen inclusion and belonging throughout Fredericton.
2	Ongoing	FrederictonVenues.ca and LieuxFredericton.ca continue to improve access to inclusive community spaces while discussions regarding long-term cultural space needs continue.
3a	Ongoing	Staff learning, reconciliation, and anti-racism education continue through community partnerships and organizational learning opportunities.
3b	In Progress	Environmental scanning and collaboration with policing partners continue to inform future hate incident reporting and data collection practices.
3d	In Progress	The City continues strengthening internal learning opportunities and relationships with policing partners and the Office of the Anti-Racism. Formal advocacy with Provincial and Federal law enforcement agencies will be considered as this work continues.
3c	In Progress	Workplace Inclusion Charter has been developed and implementation will continue following its launch.
4	Completed	Recommendation has been completed. The City of Fredericton continues to follow the New Brunswick Human Rights Act.
5a	Ongoing	Human Resources continues advancing equitable recruitment, onboarding, and workplace inclusion initiatives.
5b	Ongoing	External HR review has been completed. Implementation of recommendations will continue

		through the DEIB Framework and Implementation Plan.
6a	In Progress	Civic Engagement and Communications Plan has been developed and will continue to guide outreach and civic education initiatives.
6b	In Progress	Fredericton Police Force continues reviewing reporting models and best practices to inform future approaches.
6c	In Progress	Implementation remains linked to Recommendation 6b. Ongoing collaboration with policing partners and the Province's Office of Anti-Racism will help inform future implementation of the Anti-Racism Task Force recommendations.
7	Ongoing	The annual DEIB Symposium will continue to provide opportunities for community learning, collaboration, and dialogue on equity, diversity, inclusion, belonging, and anti-racism.
8a	Ongoing	Civic education initiatives continue through schools, community organizations, and municipal engagement activities.
8b	Ongoing	Youth participation continues through the Youth Advisory Committee and future Youth Engagement Strategy work.
8c	Implemented through an Alternative Approach	The Youth Advisory Committee recommended creating the Youth Anti-Racism Microgrant Program to better support youth-led anti-racism initiatives.
8d	No Further Action Planned	The recommendation will not proceed as originally proposed. The City continues to advance anti-racism education through collaborative initiatives that

		provide greater flexibility and broad community impact.
9a	Ongoing	Community education resources, partnerships, and public learning opportunities continue to expand, including development of the Ethno-Cultural Group Directory.
9b	Implemented through an Alternative Approach	The recommendation will not proceed as originally proposed. The City continues supporting opportunities for educators, youth, community organizations, and partners to share knowledge and strengthen anti-racism education through community events, partnerships, and educational initiatives.
9c	Ongoing	Community learning and dialogue continue through the annual DEIB Symposium, the Youth Anti-Racism Microgrants capacity-building workshop, and <i>Conversations on Anti-Racism in Schools</i> .
10a	In Progress	A working group will be established to guide the development of a public anti-racism education campaign.
10b	In Progress	A working group will be established to guide the development of a public anti-racism education campaign.
11	No Further Action Planned	No action will take place as the recommendation has limited opportunity for success. The Workplace Inclusion Charter has been developed and implementation will continue following its launch.
12	Ongoing	Following the establishment of the Province's Office of Anti-Racism, the City continues to build relationships and collaborate with provincial partners.
13	Ongoing	Community engagement continues through Councilor outreach, public consultation, and

		constituent engagement following the 2026 municipal election.
14	Implemented through an Alternative Approach	The Office of Community Inclusion continues coordinating implementation of the ARTFF recommendations through collaboration with City departments, advisory committees, and community partners.