

THE CORPORATION OF THE  
**CITY OF WHITE ROCK**  
15322 BUENA VISTA AVENUE, WHITE ROCK, B.C. V4B 1Y6



**POLICY TITLE: ANTI-RACIAL DISCRIMINATION & ANTI-RACISM**  
**POLICY NUMBER: HUMAN RESOURCES - 406**

<i>Date of Council Adoption:</i> November 23, 2020	<i>Last Amendment:</i>
<i>Council Resolution Number:</i> 2020-574	
<i>Originating Department:</i> Human Resources	<i>Date last reviewed by the Governance and Legislation Committee:</i> November 9, 2020

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**Policy:**

**1.0 Purpose**

The purpose of this policy is to publicly acknowledge the existence of racism in all its forms; recognize the racial diversity in our community; commit to respecting the fundamental rights, personal worth and human dignity of People of Colour and Indigenous Peoples; commit to conducting the day to day operations and governance of local government in a manner free of racism and racial discrimination; and commit to breaking down barriers, deconstructing biases and fostering and promoting an inclusive, respectful and welcoming environment for all who work, volunteer, do business and interact with the local government.

This policy is not intended to supersede or supplant Council Policy 405 – Respectful Workplace or other processes available to individuals or groups wishing to pursue avenues of formal complaint or redress under other City policies.

**2.0 Principles**

The City of White Rock recognizes the diversity of our community and believes that all members of our community including, but not limited to, residents, elected officials, employees, volunteers and visitors of colour and Indigenous Peoples have the right to live, work, do business and play in an environment that asserts and supports their fundamental rights, personal worth and human dignity.

The City acknowledges and recognizes the existence in our community of racism in all its forms, including Cultural, Environmental, Institutional, Systemic and Individual.

The City is committed to breaking down barriers, deconstructing biases and fostering and promoting an inclusive, respectful and welcoming environment for all, one that is free from racial discrimination and racism.

The City of White Rock acknowledges its role and responsibility in protecting every person's right to be free from racial discrimination and racism.

The City is further committed to respecting and upholding the vision and principles of British Columbia's Human Rights Code and the implementation of the Calls to Action of the Truth and Reconciliation Commission.

This policy is intended to demonstrate the City of White Rock's commitment to conducting the day to day operations and governance in an anti-discriminatory and anti-racist manner and environment. The implementation of this policy is a public commitment that the City will continue to make best efforts to ensure that all who work and interact with the City are able to do so in an environment and manner free of racism and racial discrimination.

### **3.0 Scope**

This policy applies to all employees, elected officials, contractors, volunteers, and students working or volunteering for the City of White Rock or providing professional services to it.

This policy applies to the interpretation and application of current and new bylaws, regulations, policies, procedures, contracts, procurements and activities carried out by the City, all of which will be required to be compliant with the principles and particular requirements specified within this policy.

The scope of this policy includes all aspects of the City activities, including its working environment, procurement, services, meetings and various public events. In addition, this scope will include ongoing relationships with individuals, businesses, community groups and contractors as well as with other local governments and public and private bodies.

This policy is intended to supplement and support British Columbia's Human Rights Code and related White Rock Council policies such as the Respectful Workplace policy.

### **4.0 Responsibilities**

#### **Council**

Have the responsibility to:

- Take leadership to model inclusive behaviour and language and not participate in racist or racially discriminatory conduct;

- Support, promote and foster the principles of this policy in all their work and interactions;
- Participate in training at the beginning of their term and become familiar with this policy;
- Ensure that Management is trained on this policy and is implementing it;
- Immediately report incidents of racial discrimination or racism experienced or witnessed in accordance with Council Policy 405 – Respectful Workplace

### **Management**

Have the responsibility to:

- Ensure that the workplace and the business of the local government is free from racial discrimination and racism in accordance with Council Policy 405 – Respectful Workplace and ensure the principles of this policy are reflected in the execution of their duties, operational policies and practices within their area of responsibility;
- Model inclusive behaviour and language and not participate in racist or racially discriminatory conduct;
- Support, promote and foster the principles of this policy in all their work and interactions and participate in training on this policy;
- Ensure Council members are provided training on this policy at the beginning of each term of office and provided additional refresher training during their term, if necessary;
- Train all new employees and students on this policy in their first year of employment and provide refresher training periodically thereafter;
- Inform any new contractors and volunteers of the policy;
- Promptly respond to or investigate all incidents or allegations in a manner consistent with Council Policy 405 – Respectful Workplace.

### **Employees, Students, Volunteers and Contractors**

Have the responsibility to:

- Not engage in racial discrimination or racism and conduct oneself and speak in an inclusive manner;
- Immediately report incidents of racial discrimination or racism experienced or witnessed in accordance with Council Policy 405 – Respectful Workplace;
- Participate in training and become familiar with this policy.

## **Unions**

The City will work proactively with the unions representing city employees to play an active role as partners in supporting, promoting and fostering the principles of this policy in all their work and interactions with their members, management and Council.

### **5.0 Confidentiality**

Allegations of racial discrimination and racism often involve the disclosure of sensitive personal information. It is imperative that confidentiality is maintained, not only from a legal standpoint but it is essential in order to ensure people feel comfortable to come forward and confident that their personal information will not be shared.

Subject to any limits or disclosure requirements imposed by law or required by Council Policy 405 – Respectful Workplace, all information, oral and written, created, gathered, received or compiled through the course of a complaint will be maintained in confidence by any party that may be privy to the information.

### **6.0 Rationale**

This policy articulates the position of the City of White Rock and demonstrates its support and commitment to an environment that is free of racial discrimination and racism. It is not intended to supersede or supplant other processes.