

The City of Pickering Advisory Committee on Race Relations & Equity

RACE RELATIONS POLICY

STATEMENT OF PURPOSE

The City of Pickering values human diversity as a strength in the community. The City is committed to promoting respect and to recognizing the positive contribution of each individual and group.

OBJECTIVES

To safeguard the fundamental rights guaranteed by the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code.

To acknowledge individual views, differences, and opinions.

To promote awareness and understanding of various cultural groups' recognition of values and customs and sensitivity to individual needs, views, opinions, and concerns.

To assist institutions, organizations, agencies and groups in their endeavors to promote racial and ethnic harmony.

To reject any harassment or active discrimination, as well as behaviour which insults, degrades, or stereotypes any person because of ancestry, colour, citizenship, creed, ethnic origin, place of origin, religious affiliation or race.

THE CITY OF PICKERING WILL

Ensure that citizens are aware of and have access to the City of Pickering Race Relations Policy.

Promote non-discriminatory policies and practices.

Put in place Employment Equity principles which will provide equal access to employment through identification and elimination of discriminatory practices and procedures.

Ensure that its staff meet these objectives in the performance of their duties.

Urge its Boards, Agencies, Commissions, and Committees to ensure that these objectives are met in the performance of their duties.

THE COMMUNITY

Community awareness and involvement are important to the policy's success. As an individual, or as a member of a community organization, you can help to make the City's Race Relations Policy effective, and play a role in eliminating racism.

PUBLIC BENEFITS

Public support for racial harmony enhances public safety and security, and builds trust by improving relations within the community. Pickering citizens will be more effective in working with groups of diverse backgrounds by actively adopting and promoting the City's Race Relations Policy.

GLOSSARY

ANTI-RACISM - An approach that fights racism in all its forms, based on the assumption that racism has to do with power. To fight racism we need to identify and change the systems and attitudes which maintain racism.

CULTURE - The total of ideas, beliefs, values, knowledge, language, and way of life of a group of people who share a certain historical background.

DISCRIMINATION - The practice or act of making distinctions between people based on such characteristics as race, ethnicity, nationality, language, faith, gender, disability or sexual orientation, which leads to the inequitable treatment of individuals or groups.

EMPLOYMENT EQUITY - A comprehensive program designed to identify and eliminate discrimination in employment procedures and policies and to ensure representation of all groups throughout the workforce.

ETHNIC - An adjective used to describe groups that share a common language, race, religion, cultural heritage or national origin. Every Canadian belongs to some ethnic group.

MULTICULTURAL EDUCATION - An approach to education, including administrative policies and procedures, curriculum, and learning activities, that recognizes the experience and contributions of diverse cultural groups. One of the aims of multicultural education is to promote understanding of and respect for cultural and racial diversity.

PREJUDICE - A set of opinions about or attitudes towards a certain group, or individuals within it, that casts the group and its members in an inferior light for which there is no legitimate basis in fact.

RACISM - A set of erroneous assumptions, opinions and actions stemming from the belief that one race is inherently superior to another.

STEREOTYPE - A false or generalized conception of a group of people that results in the unconscious or conscious categorization of each member of that group, without regard for individual differences.

This policy is the result of a collaborative team effort by students from Dunbarton High School, Pine Ridge Secondary School and St. Mary Catholic Secondary School. The City of Pickering appreciates their efforts.

APPRECIATING DIFFERENCES!