



The Corporation of the
City of Sault Ste. Marie

COUNCIL REPORT

May 12, 2025

TO: Mayor Matthew Shoemaker and Members of City Council
AUTHOR: Travis Anderson, Director Tourism and Community
Development
DEPARTMENT: Community Development and Enterprise Services
RE: Anti-Hate Advisory Committee

Purpose

The purpose of this report is to request Council approval to amend the terms of reference of the Anti-Hate Advisory Committee to have it become a Mayor's Advisory Council instead of a committee of Council.

Background

The following resolution was passed on February 21, 2023:

*Whereas an Anti-Hate Advisory Committee would raise awareness and organize education on hate and action on anti-hate in Sault Ste. Marie; and
Whereas being an active participant in anti-hate education and activities is necessary to being a true ally and welcoming community; and*

Whereas instances related to diversity, discrimination, hate and extremism, racial equity, anti-Black racism, racism against Indigenous peoples, homophobia, transphobia, xenophobia, Islamophobia, anti-semitism, and the lived experiences of persons of colour need to be recognized and addressed in order for us to continue on the path of being a welcoming and progressive community; and

Whereas implementing an anti-hate advisory committee would complement existing structures and further show our commitment to ensuring equitable engagement as well as continuing to welcome and embrace diverse groups.

Now Therefore Be It Resolved that staff initiate discussions with diverse groups and report back to Council with recommendations on the creation of an Anti-Hate Committee, the structure for said committee, and the potential outcomes from the work of said committee.

Terms of reference for the Anti-Hate Advisory Committee were subsequently approved by Council on October 30, 2023.

Appointments to the Anti-Hate Advisory Committee were made on February 20, 2024. On January 13, 2025, Council extended the term of appointments to December 31, 2026.

Analysis

As a committee of Council, the Anti-Hate Advisory Committee is subject to Council's procedure by-law and the open meeting provisions of the *Municipal Act*.

It has become evident that members of the Anti-Hate Advisory Committee can be reluctant to share lived experiences in a meeting that is open to the public and available to view on YouTube.

Should the Anti-Hate Advisory Committee become a Mayor's Advisory Council, it would not be subject to the procedure by-law or the open meeting provisions of the *Municipal Act*. Members would be free to share experiences in a safe and confidential environment.

It is recommended that the mandate of a Mayor's Anti-Hate Advisory Council remain substantially the same:

The Mayor's Anti-Hate Advisory Council would provide recommendations, advice, and information to the Mayor as follows:

- a. Provide insights to the Mayor on the needs of diverse, equity-deserving communities in Sault Ste. Marie impacted by racism and hate;
- b. Guide the Mayor in supporting those communities in fighting racism and hate through recommended policies, programs, services, education and communications;
- c. Guide the Mayor on recommending pilot innovations to Council, as well as effective anti-racism and anti-hate tools and resources;
- d. Demonstrate effective strategies to remove systemic barriers to equitable access to City services and programs for marginalized residents and equity-deserving groups;
- e. Assist the Mayor in building public awareness of the City's policies, programs and services to combat racism and hate;
- f. Identify potential policy and program reforms that the City could adopt.

It is recommended that the Mayor's Anti-Hate Advisory Council would be committed to the following values and principles:

- The Seven-Grandfather Teachings;
- Culturally relevant and responsive approaches;
- Action-oriented knowledge exchange;
- Evidence-based practice;
- Honouring voices and perspectives of those with lived experience; and
- Cross-sectoral, multi-disciplinary collaboration.

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Should Council approve the Committee transitioning to a Mayor's Advisory Council, existing appointments would cease, and the Mayor would appoint new members who demonstrate:

- lived experiential understanding; and/or
- educational expertise and/or practical experience in the field of Equity, Diversity and Inclusion generally and Anti-Racism/Anti-Hate particularly;
- have demonstrated strong advocacy work in the past on Equity, Diversity and Inclusion;
- knowledge of existing and emerging legislation/policies on anti-racism and anti-hate.

A Community Development and Enterprise Services staff person would support the Advisory Council.

Financial Implications

There are no financial implications to establishing a Mayor's Anti-Hate Advisory Council.

Strategic Plan / Policy Impact / Climate Impact

The corporate Strategic Plan identifies the value of diversity and inclusion – “We are committed to inclusion, diversity, equity, and access, including the pursuit of collaborative relationships”.

Under the Quality of Life focus area, the corporate Strategic Plan states that the City will instill a strong sense of community that embraces and celebrates diversity and culture – establish diverse, equitable, inclusive, and accessible community spaces.

There is no climate impact to this report.

Recommendation

It is therefore recommended that Council take the following action:

Resolved that the report of the Director of Tourism dated May 12, 2025 concerning Anti-Hate Advisory Committee be received and that the committee become a Mayor's Advisory Council instead of a committee of Council.

Respectfully submitted,

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Community Development
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