

Action → Plan

June 2021

First Edition

Montreal in Action's Policy Analyst Team presents a policy implementation and action plan informed by the thirty-eight (38) recommendations of the OCPM.

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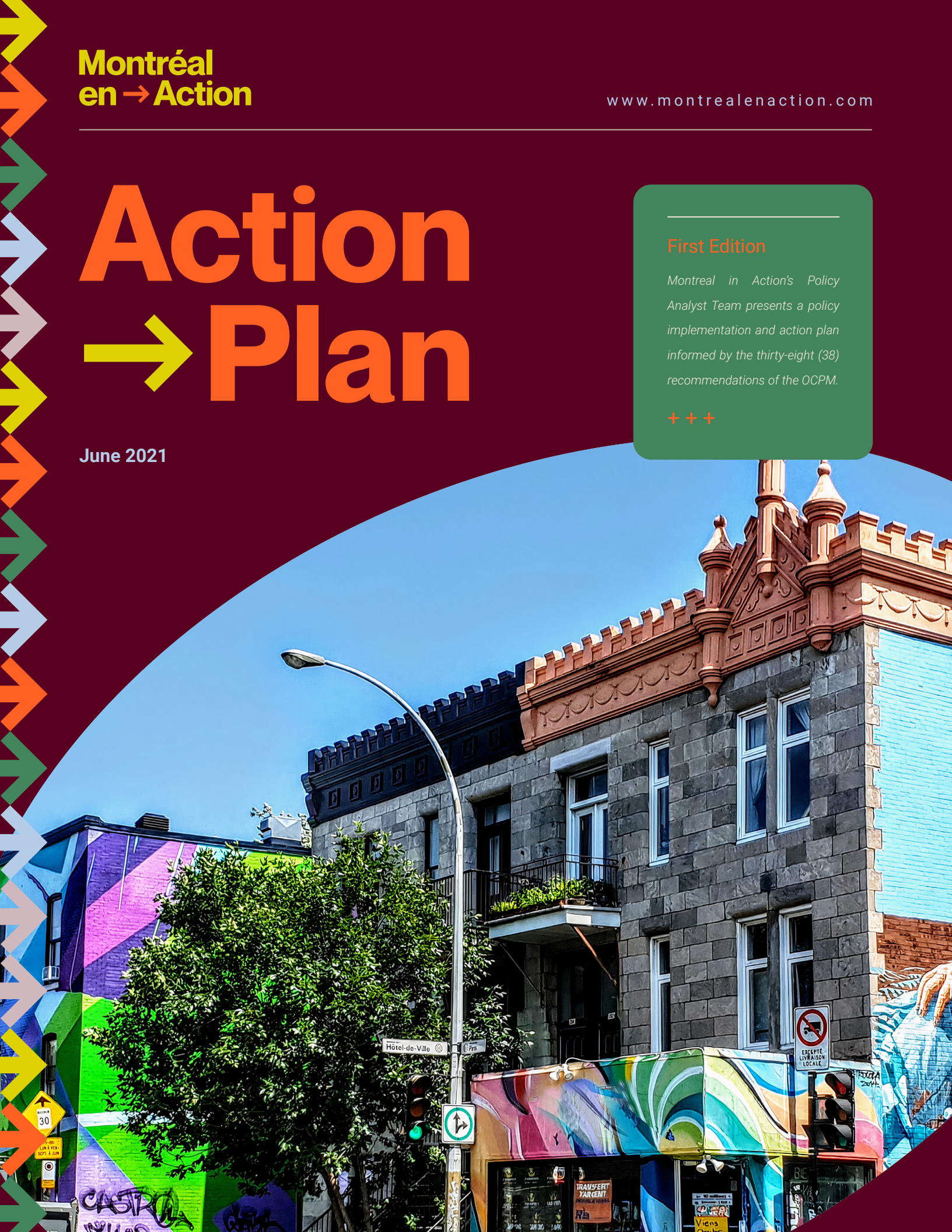


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Montreal in Action believes in true democracy. Many systemic inequities in employment, housing, culture, and public safety still marginalize racialized communities in Montreal and throughout Canada. Through citizen initiatives, mobilization campaigns, and the creation of educational content, Montreal in Action aims to bring awareness and motivate people to become impactful changemakers in their communities. By bridging the gap between City Hall and the diverse communities of Montreal, we strive to bolster social justice and empower racialized and marginalized communities in the hopes of building a more inclusive, equitable, and sustainable city.



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About



The Initiative

Over the last nine weeks, Montreal in Action's Policy Analyst Team worked together to analyze [Montreal's Public Consultation on Systemic Racism and Discrimination](#) and develop a policy implementation and action plan informed by its thirty-eight (38) recommendations. The goal of this project was to draft a rigorous policy framework that meaningfully engages with issues of systemic racism and discrimination in Montreal.

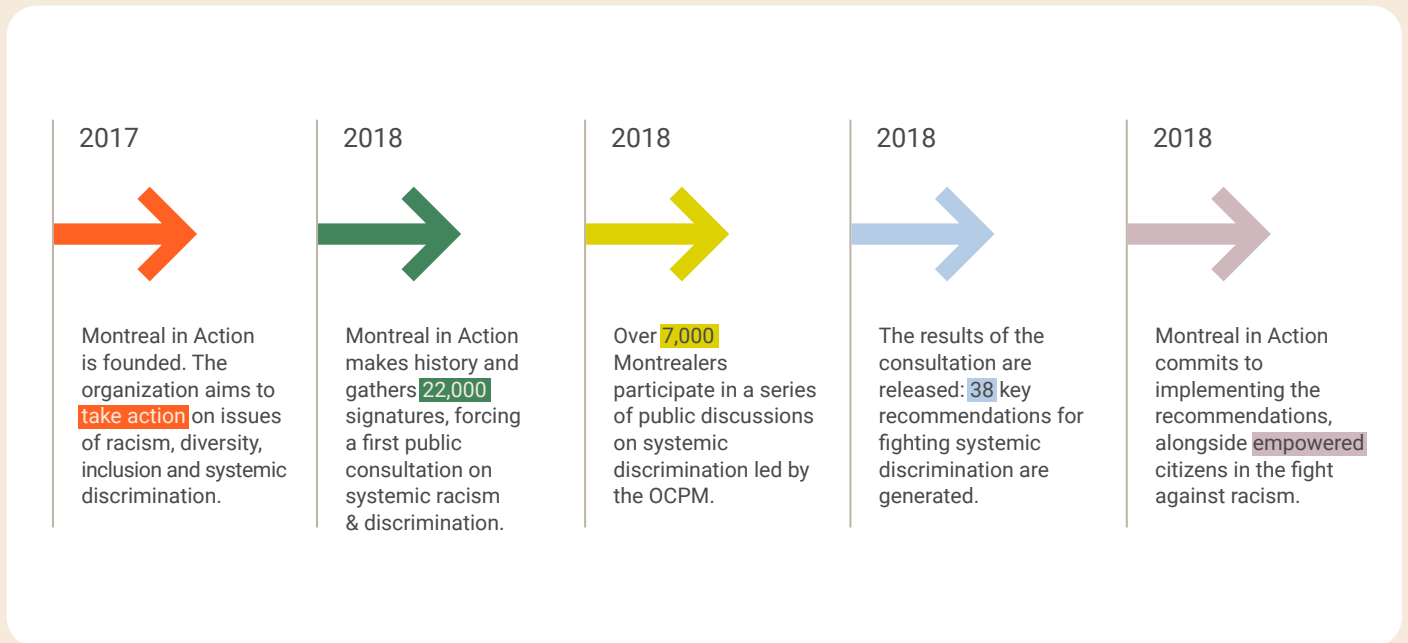
This action plan presents a series of realistic and pragmatic options for the policy implementation of the OCPM's thirty-eight (38) recommendations. Each of these options is contextualized within the existing Montreal municipal policy framework (*see Appendix 3*), and thus presents viable options for accelerated change within Montreal. This action plan has also been supplemented by a series of op-eds, blog posts, and other community outreach initiatives, including social media awareness campaigns on Twitter and Instagram, about the thirty-eight (38) recommendations.

It is our hope that this public-facing output re-centres the Public Consultation in Montreal's media and municipal government agenda, and that it will position Montreal in Action's policy team at the forefront of the fight for positive, meaningful, and impactful change in Montreal.

Policy Analyst Team

Montreal in Action's Policy Analyst Team was made up of a group of nine (9) analysts and advocates: Antoney Bell, Helen A. Hayes, Isabel Klassen-Marshall, Monique Ling, Sasha Masabanda, Kennedy McKee-Braide, Wynn Rederburg, Juliana Succès, and Alexandre Zaezjev (*see Appendix 1 for biographies*). Their work was generously supported by Sabaa Khan, Director General of the David Suzuki Foundation, and Balarama Holness, Founder of Montreal in Action.

While the Policy Analyst Team worked entirely remotely, we would like to acknowledge that both the City of Montreal and Montreal in Action are situated on the traditional territory of the Kanien'kehà:ka, a place which has long served as a site of meeting and exchange amongst nations, and that the lands on which we individually work and on which the infrastructures that support our work are located are often also unceded traditional territories of First Nations, Métis, and Inuit peoples. We recognize and respect the Kanien'kehà:ka as the traditional custodians of the lands and waters, and invite our readers to reflect on their own relations to the lands and places that they currently are located.



History


Founded in 2017, Montreal in Action is a grassroots organization and movement that encourages Montrealers to take responsibility and action on key issues surrounding racism, diversity, equity, and inclusion in our community. In 2018, Montreal in Action made history by gathering 22,000 signatures from Montrealers to force a Public Consultation on Systemic Racism and Discrimination (PCSRD). Led by founder Balarama Holness, and more than fifty youth community leaders, Montreal in Action not only surpassed the minimum 15,000 required signatures, but also became the first organization in North America to force a public consultation on racism and discrimination at the municipal level.

Mission

- › To bring awareness and motivate people to become impactful changemakers in their communities.
- › To bolster social justice and empower racialized and marginalized communities.
- › To bridge the gap between City Hall and the diverse communities of Montreal.
- › To build a more inclusive, equitable, and sustainable city for all.

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Preamble

In Montreal and elsewhere in Canada, policymaking processes are built on foundations of racial inequality. The state (which includes City Council, policing structures, and public consultation mechanisms) plays an important role in determining which interests are given political voice and how explicitly those interests are addressed in public policy. As a result, policymaking is much more complicated than the mere translation of equitable class or racial considerations into public policy. More accurately, the policymaking process can be understood as an interaction between the economic and social interests embedded in the state. These interests are, in part, meant to preserve racial inequality. This racial inequality tends to stem from the determination of people's "value" based on measures that are inherently discriminatory. By insisting that Montreal's social, economic, and political relations are a product of the legacy of the City's racist and capitalist priorities,¹ this action plan emphasizes the importance of a collective recognition of the harm that the City's status-quo inflicts on racialized and Indigenous peoples living in Montreal.

Because the City of Montreal's policymaking processes have a significant effect on individuals' lives, they raise a range of questions, including to what extent they address systemic

discrimination and racism in Montreal and how they provide communities of colour with support and meaningful access to justice. Stemming from these questions are those that motivated the creation of this action plan:

- › For whom is the City of Montreal functional and for whom is it problematic?
- › In what ways has the City of Montreal addressed the OCPM's Public Consultation on Systemic Racism and Discrimination and its thirty-eight (38) recommendations?
- › How does the City of Montreal's lack of political will to address systemic discrimination and racism affect the relationships between racialized and Indigenous people and the political spaces governing their livelihoods (including the municipal government and the City's policing structures)?

By confronting and addressing these questions, this action plan questions normative approaches to policymaking and social advancement within the City of Montreal, challenges the normalization of state oppression, and articulates a plan to develop solutions to the ongoing issues facing Indigenous and racialized individuals.

*Notes

- : 1. Racial capitalism refers to the accumulation of capital through relations of severe inequality, or the generation of (dis)value stemming from an individual's racial identity. See, Johnson, 2013; Melamed, 2015; Robinson, 2000.

Transversal → Recommendations (1-8)

The City of Montreal has taken some steps towards implementing the OCPM’s transversal recommendations, with partial or full action on recommendations #1, #2, #3, #4, and #7. Notably, upon the release of the OCPM’s report, Mayor Plante officially recognized the systemic nature of racism and discrimination and committed to the fight against it. The

City has also created a Commission, named a Commissioner Against Racism and Systemic Discrimination, and assigned a member of the Executive Committee to oversee this portfolio. So far, the actions taken remain mostly symbolic, as information on the status of the Commission and its action plan is limited.

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Comptroller General

Alain Bond



OCPM recommendations

1. Recognize and fight systemic racism and discrimination.
2. Appoint a Commissioner to fight racism and discrimination and develop an Action Plan.
3. Designate a member of the Executive Committee to oversee the implementation of the recommendations.
4. Recognize various forms of intersectional discrimination in the Montréal Charter of Rights and Responsibilities.
Endorse the United Nations Declaration on the Rights for Indigenous Peoples.
5. Gather and publish race-based data on Montreal city services.
6. Clarify the Comptroller General’s role in addressing allegations of racism and discrimination.
7. Create an accessible, timely and transparent process to file complaints of racism and discrimination.
8. Develop mandatory anti-racism trainings for the entire municipal civil service.



Action Items

1. Develop an action plan with a clear timeline that addresses all recommendations in the OCPM's Report on Racism and Systemic Discrimination in Montreal.
2. Establish a bi-monthly town hall update² on racism and systemic discrimination, led by the Executive Committee Member³ and the Commissioner against Racism and Systemic Discrimination,⁴ to address their progress on the implementation of all recommendations in the OCPM's Report on Racism and Systemic Discrimination.
3. Launch a campaign to lobby the Quebec government to recognize the existence of systemic racism in the province,⁵ and to officially endorse the OCPM's Report on Racism and Systemic Discrimination.
4. Immediately update the Montreal Charter of Rights and Responsibilities⁶ to acknowledge the unceded Indigenous territory on which Montreal resides.
5. Initiate a collaboration between the central municipal government and Montreal's borough councils to launch a borough population data collection program,⁷ in order to identify patterns in employment of BIPOC versus white persons in relevant public sectors.^{8,9}
6. Clarify the role of the Comptroller General¹⁰ in investigating allegations of racism and discrimination in the workplace.
7. Establish a strict timeline for the process of addressing complaints of racism and discrimination in the workplace filed to the Ombudsman and the Commission de la fonction publique de Montréal.¹¹

*Notes

- :
2. See Appendix 3.1.
 3. Cathy Wong is the 2020/2021 Executive Committee Member responsible for this portfolio: <https://montreal.ca/en/elected-officials/cathy-wong-1097>.
 4. Bochra Manai is the current Commissioner Against Racism and Systemic Discrimination in Montreal. <https://montreal.ctvnews.ca/bochra-manai-named-montreal-s-first-ever-commissioner-for-the-fight-against-racism-1.5265539>.
 5. See Appendix 3.1.
 6. See http://ville.montreal.qc.ca/pls/portal/docs/page/charte_mtl_fr/media/documents/charte_montrealaise_english.pdf.
 7. Any population data collection carried out by or in conjunction with the municipal government must recognize the differences between various African descents to avoid totalizing/generalizing data into a singular "Black identity." Categorizations should therefore include, amongst others, people of: 1) African-Caribbean/Afro-Caribbean descent; 2) Afro-Latin or Afro-South American descent; 3) African Canadian descent; 4) African American descent; 5) West African descent; 6) Central African descent; and, 7) South African descent. This differentiated data must also be collected for various Indigenous groups, including, amongst others: 1) First Nations peoples; 2) Inuit peoples; and 3) Metis peoples.
 8. See Appendix 3.2.
 9. See Appendix 4.1.2.
 10. See Appendix 4.1.3; see also <https://montreal.ca/unites/controleur-general>.
 11. See Appendix 4.1.3.

Action Items

8. Request that the Ombudsman, General Auditor, Inspector General, and head of the Commission de la fonction publique de Montréal¹² implement measures that ensure that complainants are adequately informed about paths of recourse and receive guidance throughout the process.
9. Edit and reorganize the official portal of the City to make information regarding recourse for citizens or employees more accessible and clear.¹³
10. Ensure and justify a standard for the qualification and training of the staff and personnel who address complaints within the offices of the Ombudsman and the Commission de la fonction publique de Montréal.¹⁴
11. Measure and specify the number of complaints received by the Ombudsman and the Commission de la fonction publique de Montréal on grounds of racism and discrimination, and the outcomes of these complaints, in the Annual Reports of the Ombudsman and Commission de la fonction publique de Montreal.¹⁵
12. Initiate a partnership with the Commission des droits de la personne et des droits de la jeunesse and other relevant community organizations, including Centre de recherche-action sur les relations raciales and the Canadian Race Relations Foundation, to develop content for anti-racism and anti-oppression staff training.
13. Implement mandatory anti-racism and anti-oppression training¹⁶ for all city staff and employees within two months of their employment, and mandatory semi-annual anti-racism and anti-oppression workshops, potentially within the framework of the 2021 Equity, Diversity, and Inclusion plan, of the Service des ressources humaines.

*Notes : 12. See Appendix 3.1.3.
13. *Ibid.*
14. *Ibid.*
15. *Ibid.*
16. *Ibid.*

Recommendations Regarding Indigenous Peoples (9-10) →

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In November 2020, the city of Montreal released the *2020-2025 Strategy for Reconciliation with Indigenous Peoples*. OCPM recommendations #9 and #10 are both explicitly referenced within this framework, with the city signalling its intentions to implement them. In the realm of policing, an oversight body composed of the SPVM and Indigenous organizations has been established, which will aim to strengthen relations and better serve Indigenous communities in the future. However, there has been no specific mention of how the city plans to expand the SPVM Liaison Officer's resources, though the Strategy does confirm that the position will be maintained going forward. Overall, while the city has committed to moving forward with these recommendations, it remains to be seen whether it will carry out these projects and, even more importantly, maintain them in the future.

Relevant stakeholders

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Carlo DeAngelis



OCPM recommendations

9. Identify and overcome the barriers that prevent Indigenous communities' access to all municipal services.
10. Provide increased funding and support to the city's Indigenous affairs Commissioner and SPVM liaison.



Action Items

1. Update the Charter of Rights and Responsibilities to specifically outline a commitment to the distribution of services and support to Indigenous peoples in Montreal.
2. Increase the financial and human resources available to the Indigenous Affairs Commissioner¹⁷ to allow her to adequately carry out her mandate.
3. Identify a continuity plan for the work and role of the Indigenous Affairs Commissioner, following the end of the position's mandate in 2021.
4. Initiate and support a collaboration between the Commissioner for Indigenous Relations and Indigenous partners in helping City departments reorient municipal services to better reach Indigenous persons in Montreal, regardless of borough of residence.
5. Establish a public outreach program to better highlight the work and role of the Commissioner for Indigenous Relations¹⁸ with the SPVM Oversight Committee.¹⁹
6. Support the SPVM Indigenous Liaison Officer²⁰ in establishing this role as a permanent advisor in all SPVM policymaking protocols and processes, not only those directly involving relations between the SPVM and Montreal's Indigenous community.
7. Ensure the SPVM acknowledges both the disproportionate racial profiling of Indigenous peoples and the overrepresentation of Indigenous peoples in police-involved deaths, and issue a statement condemning such actions, including a series of internal steps it will take to address and remedy the systemic biases baked into the SPVM's structure.
8. Ensure the SPVM implements police training processes that address systemic biases and the histories of colonial violence towards Indigenous peoples, and develops such programming in conjunction with Indigenous peoples.
9. Mandate that the SPVM holds quarterly meetings with Indigenous stakeholders in effort to repair relationships between Indigenous peoples and the SVPM.
10. Launch an evaluation of the system granting subsidies for projects across City departments to identify organizational biases and practices which may disadvantage Indigenous groups requesting funding.
11. Support the implementation of a pilot project, in consultation with Indigenous organizations, which establishes a team of culturally adapted first responders who can respond to calls when a police presence may not be necessary.

*Notes

- : 17. See Appendix 3.2.
- 18. See <https://ici.radio-canada.ca/espaces-autochtones/1368532/bordeleau-commissaire-montreal-bilan-entrevue>.
- 19. See Appendix 3.2.2.
- 20. *Ibid.*

Recommendations Regarding Employment (11-16) →

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While the city has shown a considerable verbal commitment to promoting diversity and inclusivity in hiring and employment, little to no concrete action or legislation has been put in place thus far. The Executive Committee member responsible for fighting racism and discrimination has outlined her intentions to work within this portfolio, though no specific policies or action items have been publicly announced. No publicly available information points to concrete progress on recommendations #14 and #16, and relative codes of conduct have not yet been updated in response to recommendation #15. In sum, while the city does seem to be moving towards a new framework for equity in hiring and employment, no clear path or timeline has been established at this time.

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Comptroller General

Alain Bond



OCPM recommendations

11. Set specific and binding employment targets to increase diversity in representation.
12. Set representation targets for upper management and administrative positions by Dec. 2020.
13. Create a program to encourage the promotion of women to upper management positions via the Equal Access to Employment Program.
14. Work with unions to accelerate and promote diversity in employment.
15. Include harassment, discrimination and racial violence in employee codes of conduct.
16. Prioritize the awarding of contracts to organizations that promote equal employment standards.



Action Items

1. Establish a BIPOC Affairs Commissioner to oversee and reinforce the next Action Plan for Diversity in Employment.²¹ This commissioner should report their progress directly to the municipal council.
2. Officially begin collecting employment data, including hiring quotas, racial demographics, and wage differences between white and BIPOC employees, and make this data publicly accessible on the municipal government's website.
3. Mandate that all municipal government offices abide by equal employment standards, including by adding a diversity and inclusivity statement on all official employment opportunities.
4. Ensure that all online municipal government resources, including and especially employment opportunities, are fully accessible to all citizens regardless of ability, by:
 - a. Providing text alternatives for non-text content;
 - b. Integrating a "re-size text" option; and,
 - c. Implementing an "error suggestion" service through the website's search tool.
5. Provide outreach and recruitment campaigns to hire BIPOC people from boroughs and neighborhoods with large demographics of racialized people.
6. Establish a summer internship program for women, gender-diverse, and racialized youth aged 18-29 so that they may become equipped with the knowledge and experience to participate in the formal political sphere.
7. Establish a robust maternity and child-care support system for employees of the City in order to support more equitable long-term employment opportunities for women of divergent familial and economic backgrounds.
8. Publish a list of organizations with which the municipal government holds an existing contract, and indicate whether these organizations promote equal employment standards.
9. Formally request that all organizations holding contracts with the municipal government implement equal employment standards, if they do not have such a framework in place already.
10. Engage with BIPOC experts to develop anti-racism/anti-oppression training and anti-bias screening for all City staff and employees working in the areas of Human Resources, recruitment, hiring, and retention.
11. Establish and support the formation of a BIPOC Municipal Employees Union that:
 - a. Houses an oversight board to address issues of workplace racism and ensure proper measures are taken to remedy racial discrimination;
 - b. Oversees the implementation of inclusive and equitable hiring processes on the municipal level;
 - c. Creates and oversees the implementation of a systemic racism toolkit to address discrimination toward city employees; and
 - d. Conducts an anonymous survey to allow racialized employees to voice their concerns about equality and discrimination in the workplace.

*Notes : 21. See Appendix 3.3.1.

Recommendations Regarding Racial/Social Profiling (17-25) →

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There has been inadequate action taken to address racial and social profiling in Montreal. As was revealed at a virtual public meeting held by the *Commission de la sécurité publique* and the *Service de la diversité et de l'inclusion sociale* in April 2021,²² anti-racism training for both SPVM and STM officials was postponed due to the COVID-19 pandemic. Likewise, the *École nationale de police du Québec* (ENPQ) did not train candidates for the “AEC Diversité

policière” program – a special recruitment initiative aimed at increasing the diversity of the SPVM personnel. The Montreal police likewise hired fewer officers who identified as being part of a visible minority in 2020 (17%) than it had in 2019 (24%). These issues add to a worrying trend of inaction on the OCPM’s racial and social profiling recommendations, including the notable failure to ban all race-based police checks in Montreal.

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OCPM recommendations

17. Revise SPVM recruitment process to include understanding of racial and social profiling and provide annual update on actions taken.
18. Ban race-based police checks and systematically report data on police interceptions.
19. Add two independent citizen experts on racial and social profiling to the Commission de la sécurité publique.
20. The Commission de la sécurité publique must hold a minimum of six public meetings per year.
21. The SPVM must provide an impartial review of complaints of racism and discrimination.
22. SPVM and STM must update anti-racism and profiling training program in collaboration with community groups and human rights bodies.
23. City of Montreal must review data-sharing agreements between the SPVM and the Canada Border Services Agency to balance public security with the dignity of persons without status.
24. The SPVM should improve the data collection on hate crimes and protect victims who report these incidents.
25. Publish the results of an ethics and criminology study before “predictive policing” and facial recognition is used by the SPVM.



Action Items

1. With guidance from BIPOC community leaders, develop alternative models of policing focused on community engagement and restorative justice initiatives.
2. Implement police-community relationship initiatives wherein SPVM officers foster healthy relationships with racialized and Indigenous youth based on mutual respect.
3. Mandate that the *École nationale de police du Québec* (ENPQ) carry out the AEC Diversité Policière program by December 31, 2021.
4. Establish a full ban on all race-based police checks in the SPVM, and a method of recourse for any officer found guilty of racial/social profiling.
5. Review SPVM use of force protocols and implement stricter measures of police discipline in response to racial/social profiling.
6. Release publicly-accessible annual reports on race-based police interceptions in order to promote transparency and accountability, while also better facilitating third-party research.
7. Create an action plan for SPVM anti-racism training, which would be developed in collaboration with Montreal's marginalized communities, organizations, and BIPOC experts.
8. Publish research in collaboration with BIPOC experts and community leaders that detail the harmful effects of predictive policing and facial recognition technologies in order to regulate and eventually eliminate their use by SPVM police.
 - a. Educate the public and police officers on connections between facial recognition technology and the history of data being weaponized²³ against Black and Indigenous peoples who are subject to undue discrimination by law enforcement officials and disproportionate rates of mass incarceration.²⁴

*Notes

22. See http://applicatif.ville.montreal.qc.ca/som-en/pdf_avis/pdfav30830.pdf.
23. See <https://www.technologyreview.com/2020/07/17/1005396/predictive-policing-algorithms-racist-dismantled-machine-learning-bias-criminal-justice/>.
24. For more information, see Robyn Maynard's *Policing Black Lives: State Violence in Canada from Slavery to the Present*, Halifax: Fernwood Publishing, 2017.

**Action
Items**

9. Implement an SPVM committee composed of trained and qualified BIPOC members that:
 - a. Investigates instances of police brutality and aggression towards racialized youth, with a particular focus on young Black men, Indigenous women, and gender diverse persons;
 - b. Reviews complaints made by racialized individuals of differentiated treatment;
 - c. Conducts extensive research on the nature of implicit racial bias in police checks and its psychological and sociological effects on racialized youth;
 - d. Provides legal counsel/recourse to racialized individuals who have been harmed or wrongfully accused by police.
10. Ensure that the two independent representatives of the public added to the *Commission de la Sécurité Publique* (CSP) originate from the most racially diverse and lowest income neighbourhoods in Montreal, which are often overpoliced.
11. Address the SPVM Hate Crime Unit's lack of transparency by mandating that the SPVM establish a hate crimes information campaign and collaborate with community organizations to make hate crimes reporting information more widely accessible.
12. Update the SPVM website to publish tips and guidelines for reporting hate crimes in French, English, Arabic, and Spanish: Montreal's four most spoken languages.²⁵
13. Implement hiring practices that diversify the SPVM's Hate Crimes Unit, including a series of employment quotas, to ensure the diversification of the Unit and SPVM management.
14. Provide specialized training on cultural sensitivity and anti-racism for members of the SPVM's Hate Crimes Unit.
15. Mandate the publishing of an annual Hate Crimes Report, including data on criminal offense, target categories and victim groups, and arrests/charges to produce a yearly comparative analysis²⁶ on incidents of hate crimes in Montreal.

***Notes**

- : 25. See https://www12.statcan.gc.ca/census-recensement/2011/dp-pd/vc-rv/index.cfm?Lang=ENG&VIEW=D&GEOCODE=462&TOPIC_ID=4.
26. See https://www.thesuburban.com/news/city_news/rotrand-hate-crimes-unit-motion-blocked/article_27aac136-f3e3-511d-81f8-e3ade72b07f5.html.

Action Items

16. Ensure community participation in the CSP in an effort to bolster its accountability and transparency.
17. Call for the Société de transport de Montréal (STM) to update their Code of Ethics to more sufficiently address the issue of racial and social profiling.
18. Immediately waive COVID-19-related fines issued to unhoused persons between January 9th, 2021 and May 28th, 2021.
19. Position the Ombudsperson as a mediator between the SPVM and homeless youth to promote the development of community-based solutions that counter the criminalization of socially and economically marginalized youth, based on the Montreal Charter of Rights and Responsibilities.²⁷
20. Mandate the development of sensitivity training for the SPVM in terms of interacting with marginalized and at-risk street youth, to counter social profiling.
 - a. Work with intervention workers and relevant community organizations to develop this training.



*Notes : 27. As per the authority of the Ombudsperson de Montreal to promote and ensure compliance with the Charter.

Recommendations Regarding Arts & Culture (26-30) →



There have been some steps taken towards implementing recommendations #26-30. *The 2020-2025 Strategy for Reconciliation with Indigenous Peoples* expresses intentions to meaningfully integrate Indigenous peoples into the cultural fabric of the City, listing numerous priorities for the City, such as the implementation of inclusive tour guide training in line with recommendation #29. This framework, along with its research and consultations, are commendable. However, as is the case for commitments relevant to recommendations #9 and #10,²⁸ the City has not provided clear and accessible updates regarding its progress thus far. Notably, in their 2021 Budget, the City of Montreal expanded its financial contributions to the Service de la Culture and Conseil des arts de Montréal (CAM) to support projects addressing diversity, inclusion and representation, including a pilot project to study the attendance of the Accès Culture Network activities and a collaborative project addressing cultural mediation in each borough. Binding funding and representation targets in terms, per recommendation #26, have yet to be implemented.

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OCPM recommendations

- 26. Set binding targets to increase funding of racialized and Indigenous artists.
- 27. Increase diverse cultural programming in each borough and ensure racialized community members participate in the administration of these activities.
- 28. Implement financial incentives for subsidized arts organizations to include racialized and Indigenous persons in their programs and projects.
- 29. Establish an Indigenous cultural center in Montreal.
- 30. Revise funding practices to eliminate biases towards racialized and Indigenous artists.



Action Items

1. Undertake a comprehensive equity analysis of processes and procedures within the City's cultural departments to assess barriers in accessing cultural institutions for groups included in the City's Equal Access to Employment Program.²⁹
2. Mandate that the Service de la culture and Accès Culture Network collect differentiated data on artists and attendees of municipal cultural initiatives to gain an understanding of the in/exclusion of visible minorities, racialized groups, and Indigenous persons.³⁰
3. Amend the Accès Culture Network's plan to mandate the implementation of binding targets for funding and representation of racialized and Indigenous artists, according to artistic discipline, at City cultural events.
4. Establish an Indigenous Arts and Culture Grant Program, in partnership with some of Montreal's major cultural institutions, to provide funding/grants for Indigenous-run artist centres and Indigenous Artist Residencies throughout the city.³¹
5. Mandate that the Service de la culture release a comprehensive annual report outlining the funding allotted to racialized and Indigenous artists for their projects/initiatives, including information about non-monetary funding (subsidized gallery space, advertisement of Indigenous art projects/initiatives, etc.).
6. Provide financial tax incentives for cultural organizations that implement measures to include racialized and Indigenous persons in their programs, projects, and on their Boards of Directors.³²
7. Place each borough's cultural venues under the joint responsibility of a cultural mediator and liaison officer.³³
8. Establish partnerships with Montreal's French and English school boards to implement cultural outreach and art programming, to be developed in conjunction with racialized and Indigenous artists and musicians.³⁴

*Notes

- : 28. #9 - Identify and overcome the barriers that prevent Indigenous communities' access to all municipal services.
- #10 - Provide increased funding and support to the city's Indigenous affairs Commissioner and SPVM liaison.
- 29. See Appendix 3.5.1
- 30. *Ibid.*
- 31. See Appendix 3.5.2
- 32. See Appendix 3.5.3
- 33. See Appendix 3.5.2
- 34. See Appendix 3.5.4

**Action
Items**

9. Establish a summer internship program in partnership with Montreal’s major cultural institutions for Indigenous and racialized youth aged 18-29 so that they may foster connections with Montreal’s major cultural institutions and become equipped with the knowledge and experience to participate in these spaces.³⁵
10. Collaborate with Indigenous cultural organizations and artists to plan for the establishment of an Indigenous Cultural Center in Montreal.
11. Require the modification of tourism training curricula at government-designated institutions to incorporate Indigenous history and cultural contributions to the City.
 - a. Establish an Indigenous Tourist Guide Training Scholarship program to support Indigenous persons in training at accredited institutions.
12. Establish a Black Historical Museum, to be developed in conjunction with Black historians and artists, that recounts the histories of Black peoples in Montreal, including enslaved peoples such as Marie-Joseph Angélique or the legacies of Marcus Garvey’s pan-africanist movement.³⁶



***Notes**

- : 35. See Appendix 3.5.4.
36. See Appendix 4.5.

Recommendations Regarding Urban Planning (31-32) →

The City has not yet taken action to create a cohesive working group that tackles the interrelated issues of public transportation accessibility, green space equity, and maintenance of parks and infrastructure, in line with recommendation #31. However, progress has been made to address Montreal's

food deserts through the *Conseil du Système Alimentaire Montréalais 2020-2022 Integrated Action Plan*, a multi-stakeholder strategy aiming to partly address food insecurity.

Relevant stakeholders

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Assistant City Manager: Quality of Life
Peggy Bachman

Montreal Transport Society
Philippe Schnobb
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Institutional Services
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Montreal Heritage Council
Peter Jacobs
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OCPM recommendations

31. Create working group to increase food security, provide greater access to public transportation and green spaces, and improve the maintenance of parks and city infrastructure.
32. Establish a regulatory framework for places of worship by 2021.



Action Items

1. Request that the *Autorité régionale de transport métropolitain* (ARTM) clarify their position on addressing inequities in public transit access for underserved neighbourhoods, including by connecting Montréal-Nord and Lachine.
2. Mandate that the *Société de transport de Montréal* (STM) hold a series of public consultations, outside their regularly scheduled public hearings, to address gaps in public transportation accessibility and update relevant stakeholders on proposed timelines for its transport projects.
3. Recommend that BIXI Montreal, the bicycle-sharing operator run by Stationnement de Montréal, incorporates equitable considerations into service area planning to avoid contributing to public transportation inequities.
4. Mandate that the Office of Governmental and Municipal Relations hold a public consultation to discuss infrastructural innovation with relevant community stakeholders, including members of the BIPOC community living in Montréal-Nord.
5. Mandate that the Office of Governmental and Municipal Relations release a budget update indicating the financial resources available for Indigenous reconciliation initiatives and the development of key infrastructural sites in Montreal.
6. Request that the *Conseil du Système Alimentaire Montréalais* release an updated Action Plan with clear steps and timelines for implementation of their goals.
 - a. Ensure the Conseil du Système Alimentaire Montréalais implements an integrated school nutrition program for children from underprivileged neighborhoods.
 - b. Advocate for the creation and support of initiatives that implement community fridges, gardens, and food banks in Montreal's food deserts to help support racialized and Indigenous families that struggle with food insecurities.
7. Develop a plan to create a citywide park system that includes equity-based tools to identify underserved areas in need of funding and investment.
 - a. Implement outdoor sports and recreational facilities in underserved areas, without membership or usage fees for youth and full-time students.³⁷

*Notes : 37. The City of Vancouver has used an "Initiative Zones" equity mapping tool to address historic and current inequities through the allocation of park budgets to underserved areas.

**Action
Items**

- 8.** Create a section in the annual report on the Montreal Climate Plan 2020-2030 addressing the specific vulnerabilities of low-income neighbourhoods, with emphasis on their susceptibility to the Urban Heat Island (UHI) effect.
- 9.** Initiate the development of guidelines for City urban planning and park departments that take into account the realities of unhoused populations across Montreal and prevent the implementation of hostile architecture.
- 10.** Launch an awareness campaign to draw attention to community organizations who support Indigenous and racialized groups and whose expertise the City often requests.
- 11.** Mandate a series of roundtable meetings between City Council, Montreal's boroughs, and community organizations to bolster collaboration and organizational partnerships.
- 12.** Incorporate a mission-based funding framework for Indigenous organizations that enable work on systemic racism and discrimination.
- 13.** Initiate the creation of a committee to develop a regulatory framework clarifying the role of places of worship in Montreal:
 - a.** Specify norms and criteria to aid civil servants in the identification, evaluation, classification of principal, accessory, occasional and conditional use of buildings intended for religious, community, cultural and educational activities.
- 14.** Develop an action plan to address the increased risk of COVID-19 exposure on racial and ethnic minorities, including the dangers of crowded housing conditions, in partnership with community organizations, health professionals, and urban planners.
- 15.** Implement PPE/sanitary stations in underserved neighborhoods, parks, and recreational areas that promote preventative measures against the spread of COVID-19, including the distribution of masks, hand sanitizer, and gloves.
- 16.** Release race-based data on school funding and resources in marginalized communities in effort to better fund lower income and underserved school districts.

Recommendations Regarding Housing (33-34) →

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Publicly available municipal housing information is highly opaque, and as such, there does not seem to be a coordinated response by the City to any of the OCPM's housing recommendations. Although Montreal's Reconciliation Strategy aims to respond in part to recommendation #33, that plan has yet to be set in motion. Likewise, Mayor Plante passed the By-law for a Diverse Metropolis in April 2021, which addresses the supply of affordable and social housing in Montreal, but does not seem to have taken Recommendation #33 into account.

Relevant stakeholders

Montreal Youth Council

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Montreal Heritage Council

Peter Jacobs
514.872.4055

Assistant City Manager:

Quality of Life
Peggy Bachman

Institutional Services

Diane Bouchard



OCPM recommendations

- 33. Provide equitable access to social housing for racialized and Indigenous people.
- 34. Apply increasingly coercive inspection measures to improve unsanitary residential units.



Action Items

1. Dedicate consistent, annual funding support to social housing projects led by Indigenous organizations, including:
 - a. The building of specialized forms of housing such as transitional housing and homes for Indigenous women and families, and people who suffer from substance use disorders;
 - b. The development of affordable housing that is currently ineligible for existing subsidy programs, such as housing for Indigenous students;
 - c. Subsidization of organizations such as the Native-Women's shelter of Montreal, in order to provide safer spaces for Indigenous women and children who suffer from homelessness.
2. Request that the Société d'habitation du Québec modify eligibility criteria for social and community housing to allow applicants who are not yet Canadian citizens or permanent residents.
3. Collaborate with BIPOC and Immigrant organizations to publish a series of resources for renters, especially immigrants, youth, and low-income families, to better explain how to hold landlords accountable for predatory rental practices.
 - a. Ensure that these materials are accessible in multiple languages, including French, English, Arabic, and Spanish.
4. Improve the reach and efficacy of the By-Law Concerning the Sanitation, Maintenance and Safety of Dwelling Units by carrying out inspections of the 31,200 residential units in Montreal found to contain unsanitary risks, by December 2021.
5. Publish an Accountability Report that uses gender-based intersectional analysis (GBA+) to evaluate the achievement of goals contained in the 2018-2021 Action Plan for Decent Housing Conditions, including whether intended objectives were reached in the set timeframes.
6. Publish an action plan outlining how gaps in the 2018-2021 Action Plan for Decent Housing Conditions will be addressed, including a series of revised objectives for ensuring proper living conditions in Montreal.
7. Carry out borough-specific housing assessments by April 2022 to better understand current and future housing needs across the city that include:
 - a. Gender-based intersectional (GBA+) analysis of collected data;
 - b. Identification of key areas of local need (such as affordable housing, family housing, shelters);
 - c. The number of households in housing need; and,
 - d. The number of housing units required to meet current and anticipated housing needs for the next five years.

**Action
Items**

- 8.** Utilize the data collected to prepare and publish online housing needs reports per borough, which indicate current and projected housing needs for the next five years.
- 9.** Implement an action plan in coordination with local organizations that provides social housing, local services, sports facilities, recreation, and youth community programs in the underdeveloped areas of Montréal-Nord.³⁸
- 10.** Consult on a regular basis with BIPOC communities and unhoused people to better understand how to expand and improve housing, social services, and recreational facilities.
- 11.** Collect race-based data on homelessness and the effects of COVID-19 and housing instability on marginalized communities.
- 12.** Publish a report in collaboration with experts on the effects of housing instability and its correlation with increased rates of domestic violence on women and children.
- 13.** Establish a financial support program for renters evicted during the COVID-19 Pandemic.
- 14.** Conduct a public survey on residential displacement and exclusion across boroughs.
- 15.** Mandate the development of a ten-year Indigenous Housing Strategy, in collaboration with Indigenous stakeholders, community organizations, and the Commissioner of Indigenous Relations.
- 16.** Halt eviction orders of temporary housing encampments until the City meets sufficient levels of social housing.
- 17.** Halt the ability of law enforcement officials to issue fines to unhoused people, as fines often negatively impact their ability to re-enter into employment and housing markets.

*Notes : 38. See Appendix 3.7.

Recommendations Regarding Democracy (35-37) →

There does not seem to be any comprehensive plan in place to ensure accurate representation of the sociodemographic reality of Montreal across appointed municipal positions. Although recommendation #36 has been implemented, its effectiveness will only surface in the aftermath of Montreal's November 2021 municipal election. Likewise, the city has started researching best practices to increase Indigenous and racialized representation across municipal authorities, but has not expanded this research to reflect the intersectional considerations needed to accurately reflect Montreal's diverse population.

Relevant stakeholders

Montreal Police Service (SPVM)
Sylvain Caron

Comptroller General
Alain Bond

Montreal Public Service Commission
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Commissioner for the Fight against Systemic Racism and Discrimination
Bochra Manai

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Commissioner for Relations with Indigenous People
Marie-Ève Bordeleau



OCPM recommendations

35. Set specific and binding representation targets for appointments to city organizations.
36. All municipal parties should recruit and elect racialized and Indigenous candidates for the 2021 elections.
37. The Commission de la présidence du conseil (CPC) must ensure that the Municipal Council represents the sociodemographic reality of the city.



Action Items

1. Implement a series of mandatory quotas on municipal political parties to ensure that at least 25% of their candidates are from racialized and/or Indigenous backgrounds.
2. Request that all municipal political parties introduce an equity, diversity, and inclusivity statement in their campaign materials.
3. Mandate that all municipal political parties offer additional support and training to their racialized and/or Indigenous candidates.
4. Mandate that all political parties introduce an action plan in their political campaigns to fight systemic racism and discrimination in municipal organizations.
5. Launch a campaign to increase voter turnout and political participation among young racialized and Indigenous peoples.
6. Mandate that all municipal parties carry out a gender-based, intersectional (GBA+) analysis of their political platforms to minimize and mitigate discriminatory and exclusionary policies.
7. Mandate that the Commission de la présidence du conseil (CPC) release a report after each municipal election outlining the sociodemographic make up of each municipal party, and the sociodemographic make up of City Council.
8. Propose a municipal by-law that sets binding targets of representation for paramunicipal organizations, including Boards of Directors, aiming for inclusivity in terms of age, gender identity, sexual orientation and ability.

Recommendation Regarding Accountability (38) →

Although the relevant commissions have been holding joint meetings on racial and social profiling that include public question periods, these meetings have yet to broadly address

systemic racism and discrimination, and action has not been taken to develop a larger action plan in order to address recommendation #38.

Relevant stakeholders

Montreal Public Service Commission

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Montreal Police Service (SPVM)

Sylvain Caron

Comptroller General

Alain Bond



OCPM recommendations

38. Report to the public annually on progress made on the Action Plan to counter systemic racism and discrimination.



Action Items

1. Mandate that the OCPM hold a public consultation on systemic racism and discrimination in Montreal every four years.
2. Request that the Commissioner Against Racism and Systemic Discrimination hold a series of town halls, in both French and English languages, to directly hear from and address the needs of Montreal's BIPOC residents.
3. Mandate that the City and its affiliates release an annual report on their progress in fighting systemic racism which should be made available to the public.
4. Ensure that City Council and municipal organizations create realistic goals and clear expectations to promote accountability, including by:
 - a. Creating a committee of citizens and community leaders to review the actions taken by the municipal government to fight systemic racism;
 - b. Collaborating with BIPOC leaders and organizations to create a plan of action in response to the shortcomings of the municipal government;
 - c. Conducting a public survey in marginalized communities in order to allow BIPOC residents to voice needs and complaints towards the government.

Appendix 1:



Policy Analyst Team Biographies

Antony Bell

Antony Bell is entering his final year at McGill University, where he is completing an Honours Bachelor of Arts in History with a minor in French Literature. He wrote his thesis on the intersection of race, class, gender, and sexuality in 1920s Harlem, which is currently published in the undergraduate journal of history at the University of California, Berkeley. He also works for the Fédération des

travailleurs et travailleuses du Québec (FTQ), assisting in the implementation of a toolkit on systemic racism in the union context. As a black student-athlete and an executive member of racial improvement organizations at McGill, Antony is committed to helping racialized peoples from lower income backgrounds.

Helen A. Hayes

Helen A. Hayes is a PhD student at McGill University and a Policy Fellow at the Centre for Media, Technology, and Democracy at the Max Bell School of Public Policy. Prior to starting her doctoral degree, Helen completed an Honours Bachelor of Arts at the University of Toronto (Victoria College, 2018) and a Master's degree in Communication Studies at McGill (2020). She is a recipient of the FRQSC Bourse de Doctorat, Joseph-

Armand Bombardier Canada Graduate Scholarship, Larry Chapman Award for Academic Excellence, and Professor John Robins Scholarship for Outstanding Students. Helen has presented her research at Carleton University, McGill University, Concordia University, the University of Helsinki, and Sorbonne University, and has provided research assistance to the Canadian Commission for Democratic Expression.

Isabel Klassen-Marshall

Isabel Klassen-Marshall is a fourth-year undergraduate student completing a Joint Honours degree at McGill University in Political Science and History, with a minor in Indigenous Studies. She is a coordinator with the student-run organization Meals for Milton-Parc and is passionate about providing and advocating for short and

long-term solutions to housing insecurity in Montreal. She will be attending law school in 2022, where she plans to question the foundations of Canada's imposed settler-colonial legal system, and learn more about the significance of Indigenous legal orders in creating a safe and fair existence for all.

Monique Ling

Monique Ling is an active community member who is passionate about documentary film, food security, and equitable urban policy. Prior to living in Montreal, she completed an Honours Bachelor of Arts in Global Development and Indigenous Studies at Queen's

University, with a particular focus on food sovereignty. Her current projects include the development of an urban biking workshop to promote inclusive and safe active transport, as well as involvement with the Chinatown Working Group to combat gentrification and build solidarity within the anti-racism movement.

Sasha Masabanda

Sasha Masabanda is a Master's student in Political Science and Development Studies at McGill University. She completed an Honours Bachelor of Arts in Political Science at the University of Ottawa. She is passionate about issues of gender justice and health equity, and wrote her master's thesis on inequitable abortion access in Colombia. She is actively involved with community

organizations in Montreal, including Santopol Roulant, Community Cooks Collective, and the Union for Gender Empowerment. These experiences have further educated her about the inequalities that manifest across Montreal - a city which she loves, but recognizes is also home to injustices stemming from colonialism.

Kennedy McKee-Braide

Kennedy McKee-Braide is entering her final year at McGill University where she is pursuing an Honours Bachelor of Arts in History and Political Science with a minor in Gender, Sexuality, Feminist, and Social Justice Studies. She is interested in examining the roots of and potential

solutions to issues related to policing, incarceration, and income inequality. She is an active member of the McGill community, currently serving as a Managing Editor for *The McGill Tribune* and as incoming Editor-in-Chief of the *McGill Journal of Political Studies*.

Wynn Rederburg

Wynn Rederburg graduated from McGill University with a First Class Honours degree in Political Science with minors in Entrepreneurship and French as a Second Language. Her main research focus is Canadian governance and political culture, but she also studies

comparative democracy in Latin America. Her final thesis explored contemporary western alienation. Wynn is from Cowichan Bay, on Vancouver Island, in British Columbia. In 2021-22 she will participate in the Parliamentary Internship Programme in Ottawa.

Juliana Succès

Juliana Succès is in the process of becoming a member of the Law Society of Ontario. She completed a Civil Law Degree (LL.L.), a Juris Doctor in Canadian Common Law (J.D.) and an Honours in International Development and Globalization at the University of Ottawa. During her academic years, she was actively involved as the Civil

Law Representative (Ottawa Chapter) and the National Francophone Representative of the Black Law Student Association of Canada. She previously participated with the organization Regroupement Jeunesse en Action to fight against discrimination and non-violence in racialized communities in Montreal.

Alexandre Zaezjev

Alexandre Zaezjev is a PhD Candidate at the University of Geneva, Switzerland. His doctoral thesis focuses on postmodern creative practices, namely, the role of digital media in the emergence of a participatory communicative culture. Alexandre has published in the field of Media and Communication studies and has an extensive experience in public speaking both in Europe and in North America. He presented at international

conferences and was invited as a guest lecturer at McGill University. Alexandre is the Canadian Fellow for a research project at the University of Geneva funded by the State Secretariat for Research, Education and Innovation (SERI) grant. Combining academic inquiry with creative practice, he is also an independent multimedia artist currently based in Montreal.

Appendix 2:

Relevant Research



Appendix 2.1: Participatory Democracy

The subfield of policy studies referred to as “critical/interpretive policy studies” challenges established accounts and norms of policy-analytic methods. Its purpose is to identify and examine alternative approaches to policy-making that prioritize democratic forms of governance, participatory practices, social justice, and general public welfare. This orientation to policy formation, analysis, and evaluation “adopts an interpretive, culturally and historically constructivist understanding of knowledge and its creation” (Fischer et al., 2015, p. 2).

Understanding normative frameworks of policy formation and evaluation is crucial to uncovering how traditional, exclusionary policy processes can be adjusted to better represent the interests of all people (including those who traditionally live at the margins of society). It is for this reason that critical/interpretive policy studies is particularly important for conversations about systemic racism and discrimination. These are policies that, by virtue of their social, cultural, and economics impacts, must account for the complex intersectional needs of marginalized folks. Adopting a participatory framework for drafting and amending Montreal’s municipal policies could, in theory, ensure that those intersectional considerations are addressed. By calling for this approach, we aim to position all Montrealers as policy actors who are able to wield agency and shape how they experience life in Montreal.

The ability of critical/interpretive policy frameworks to reveal the relationships between economic and social value and to expose struggles between racialized people and the capitalist structures controlling their

bodies, is also particularly useful. This type of analysis can interrogate normative perceptions of social advancement within municipal governance. In *The Undercommons: Fugitive Planning and Black Study* (2013), Harney and Moten frame public policy as an interrupting participatory force. Applying this view would suggest that centring public voices in the drafting of any public policy process would allow individuals to “invade the [policy’s] social reproductive realm” (Harney & Moten, 2013, p. 78) in order to “reproduce in its experiment not just what it needs...but what it wants” (Harney & Moten, 2013, p. 76). In this way, public policy can be seen as an animative and improvisatory art practiced at the margin of politics. It is more than a series of documents or calls to action by those in positions of authority; it is a process that includes production, textual expression, ideology, and implementation.

We also must acknowledge, though, that the state is deeply invested in maintaining the status quo – remedying systemic racism and discrimination is often seen as too costly and disruptive, especially given the historical “surplus” status attributed to marginalized people/groups. The problem in remedying unjust/racist/discriminatory policy is not a lack of knowledge or skill, but a lack of political will that participatory frameworks may be able to mitigate (or remedy, if done well). As Sherry Arnstein (1969) writes in her theorization of public participation processes, participation of “the governed” in their government is, in theory, the cornerstone of democracy. But, the extent to which that participation is meaningful depends on two factors: “the quality of technical assistance individuals have in articulating their priorities, and the extent to which the community has been organized to press for those priorities” (Arnstein, 1969, p. 220).

Appendix 2.2: Population Data Collection

Niemi, F. (2015) [A National Policy on the Collection of Race-Based Statistics](#). Canadian Race Relations Foundation.

This short summary of a longer dialogue explains why “collecting regular, accurate and reliable data on the relative socio-economic status of racial and ethnic groups and other dimensions of their identity, including gender, can be instrumental in confronting and eliminating racism and racial discrimination,” and offers recommendations for how to do so.

Cleveland, J et. al. (2020). [IMPACT OF THE COVID-19 CRISIS ON MONTREAL “CULTURAL COMMUNITIES.”](#) Sherpa University Institute.

This report summary explains how factors including precarious migration status or lack of status, being allophone and being targeted by racism may contribute to high levels of COVID-19 infection and psychological distress, especially in certain multiethnic, low-income neighbourhoods in Montreal. The report recommends that data on COVID’s social determinants be collected in order to mitigate these inequalities.

Government of Manitoba. (2021). [COVID-19 Infections in Manitoba: Race, Ethnicity, and Indigeneity—External report](#).

This report found that COVID-19 was not equally distributed across social groups in Manitoba, and that BIPOC tested positive for COVID-19 at a disproportionate rate. This report is a strong example of race-based data collection in Canada.

Canadian Institute for Health Information. (2020). [Proposed Standards for Race-Based and Indigenous Identity Data Collection and Health Reporting in Canada](#).

This report proposes standards for the collection of race-based and Indigenous Data collection in Health reporting in Canada and could help to inform race-based data collection across multiple sectors at the municipal level.

Strikwerda, L. (2020). [Predictive policing: The risks associated with risk assessment](#). The Police Journal.

This paper explains how predictive policing methods lack transparency and explainability, and can lead to discrimination, stereotyping, stigmatization and disproportionate intrusions on privacy. Predictive policing assumes that crime itself is the risk to be assessed, rather than root causes of crime. The paper concludes that if predictive policing should be used at all, it should be used to highlight areas where problem-oriented interventions would be useful, for example youth mentorship programs and neighbourhood meetings.

Appendix 2.3: Issues affecting Indigenous Peoples

Seltz, L., & Roussopoulos, D. (2020). [MONTRÉAL HOMELESSNESS & INDIGENOUS HOUSING](#). Milton-Parc Citizens Committee.

Homelessness was recognized as a national emergency in Canada by the UN in 2007. Since then, the housing crisis has only worsened, especially during the COVID-19 pandemic. Indigenous Peoples in particular face disproportionate rates of homelessness due to legacies and current realities of Canadian settler colonialism. This report includes findings and policy recommendations for addressing Indigenous homelessness in Montreal. In summary, the authors find that a long-term trend in disinvestment in public housing across Canada in tandem with increasing rents in Montreal has led to more low-income households unable to find affordable housing. Public investment in low-income rental housing is the solution to the housing crisis, and will be cheaper than emergency solutions in the long-term. Indigenous-led social housing projects are especially needed to address Indigenous homelessness in a way that is culturally appropriate.

Appendix 3:



Relevant Municipal Policies

Appendix 3.1: Information Relevant to Transversal Recommendations 1-8

Appendix 3.1.1: Information Relevant to Recommendations 1-4

Recommendation 1 - Recognition of Systemic Racism and Discrimination

Mayor: il est proposé par Valérie Plante, mairesse de Montréal, et appuyé par Magda Popeanu, vice-présidente du comité exécutif et responsable de la culture et de la diversité montréalaise, et résolu : “1. Que la Ville de Montréal reconnaisse le caractère systémique du racisme et de la discrimination; 2. Que la Ville de Montréal affirme sa solidarité avec les citoyennes et citoyens qui dénoncent toutes formes de racisme et de discrimination, qu’elles soient directes, indirectes ou systémiques, et qu’elles peuvent avoir des conséquences préjudiciables pour les victimes et pour les relations au sein de la société; 3. Que la Ville de Montréal dénonce fermement et sans équivoque le racisme et les discriminations systémiques et réaffirme son engagement à agir et à mettre en place les mesures nécessaires pour les combattre.”¹

SPVM: “Le SPVM reconnaît le caractère systémique du racisme et de la discrimination et nous nous engageons à agir pour les combattre.”²

STM: “While the STM recognizes the systemic nature of racism and discrimination and is committed to fighting them, it wishes to state that its current initiatives are in line with the OCPM’s recommendations. The STM continues to put great effort into countering racial and

social profiling, particularly through its **Code of Ethics**, ongoing training of staff who work with customers and growth of its employee base in a way that reflects and represents the community it serves. Specifically, the STM will examine recommendations 8, 15 and 22 of the report, which address training, employee codes of conduct and prevention of racial- and social-profiling behaviour, respectively.”³

Recommendation 2 - Commissioner to Counter Racism and Discrimination

The Commissioner to Counter Racism and Discrimination is a high-level civil servant with an ambitious mandate, but the commissioner reports directly to city council and therefore is not independent. The post does not have the same level of oversight authority as that of the Comptroller General (see recommendation #6) and the Inspector General.

The mandate of the Inspector General is to oversee the contracting process and the execution of contracts by Ville de Montréal or any legal person related to it. The city’s Inspector General ensures the transparency and integrity of the city in its dealings with the population. Where applicable, it works to: eliminate: fraud, waste, corruption, abuse of power; monitor the awarding of contracts; recommend actions vis-à-vis the city; promote awareness of the procedures to follow among council members. This position is currently held by Brigitte Bishop (appointed unanimously by the members of City Council on December 17, 2018).

1 https://ville.montreal.qc.ca/documents/Adi_Public/CM/CM_PV_ORDI_2020-06-15_13h00_FR.pdf

2 <https://spvm.qc.ca/fr/Communiqués/Details/14767>

3 <http://www.stm.info/en/press/news/2020/stm-formally-acknowledges-report-by-office-de-la-consultation-publique-de-montrehttps://spvm.qc.ca/fr/Communiqués/Details/14767al-on-systemic-racism-and-discrimination-within-the-jurisdiction-of-the-city-of-montreal>

The mandate of the Inspector General is moderated by The Commission sur l'inspecteur general, - a body established to review the issues that come under the Inspector General's mandate. Given that the issues examined are confidential, only the people concerned are given access to the Commission's work. The mandate of the Inspector General is also a subject of recommendation #16.

Recommendation 3 - Executive Committee

Cathy Wong (who filled the position on the City's Executive Committee to serve as the vis-à-vis to the Commissioner to Counter Racism and Discrimination) announced on Mars 31 (2021) that the City granted over \$90,000 to local initiatives to combat racism and discrimination:

"Le Service à la famille chinoise du Grand Montréal bénéficie d'un appui de 40 157 \$ pour assumer un rôle important dans le projet Dialogue avec le Quartier chinois. La Ville de Montréal soutient également le Gala Dynastie à hauteur de 10 000 \$. Cet événement récompense la contribution remarquable de personnalités issues des communautés noires. La Ville de Montréal accorde aussi un soutien de 30 000 \$ à l'organisme Audace au féminin pour la mise en œuvre de l'initiative Valorisation des femmes noires à Montréal."⁴

Recommendation 4 - Montréal Charter of Rights and Responsibilities

April 19 (2021) - The Municipal Council modified *la Charte Montréalaise des droits et responsabilités* to include several important notions mentioned in Recommendation #4:

Vu l'article 86.1 de la Charte de la Ville de Montréal (RLRQ, chapitre C-11.4); le conseil municipal décrète :

- Le préambule de l'annexe A de ce règlement est modifié par l'insertion, après le troisième alinéa, de

⁴ <https://www.newswire.ca/fr/news-releases/la-ville-de-montreal-accorde-plus-de-90-000-a-des-initiatives-locales-visant-a-lutter-contre-le-racisme-et-les-discriminations-810633398.html>

l'alinéa suivant : - « Attendu que, le 21 août 2017, la Ville de Montréal a endossé la Déclaration des Nations Unies sur les droits des peuples autochtones; ».

- L'article 2 de l'annexe A de ce règlement est remplacé par le règlement suivant :

« ARTICLE 2 | La dignité de l'être humain ne peut être sauvegardée sans que soient constamment et collectivement combattues la pauvreté ainsi que toutes les formes de discrimination, notamment celles fondées sur l'origine ethnique ou nationale, la couleur, l'âge, la condition sociale, l'état civil, la langue, la religion, le sexe, l'identité et l'expression de genre, l'orientation sexuelle ou le handicap. ».

- Le paragraphe i) de l'article 16 de l'annexe A de ce règlement est remplacé par le règlement suivant :

« i) combattre toute forme de discrimination, incluant les profilages racial et social ainsi que les autres profilages discriminatoires; la pauvreté; l'exclusion sociale; le sexisme; le racisme; l'âgisme; le capacitisme; l'homophobie; la lesbophobie; la transphobie et la xénophobie, lesquels peuvent être de nature directe, indirecte, systémique et intersectionnelle et qui ont pour conséquence de miner les fondements d'une société libre, juste et démocratique; ».⁵

L'ensemble des modifications ont été mises en place en collaboration avec Mme Marie-Ève L. Bordeleau, commissaire aux relations avec les peuples autochtones, Mme Bochra Manaï, commissaire à la lutte au racisme et aux discriminations systémiques, et le Service de la diversité et de l'inclusion sociale. La Commission des droits de la personne et des droits de la jeunesse du Québec a également été consultée.)

⁵ <http://ville.montreal.qc.ca/sel/sypre-consultation/afficherpdf?idDoc=32251&typeDoc=1>

Appendix 3.1.2: Information Relevant to Recommendation 5

Recommendation 5 - Directive on Data Governance

Currently, two documents reflect the city's commitments on data collection and analysis.

Premièrement, la Charte de données numériques promeut une éthique de la production de la donnée en mettant de l'avant le « Principe 2 Inclusion : Assurer l'équité et lutter contre les discriminations » (p.7).¹

Deuxièmement, Le Plan Stratégique 2030 souligne le besoin d'adopter « une approche transversale de lutte contre le racisme et les discriminations à la Ville de Montréal, ancrée dans une culture de données et d'imputabilité » (p.28).²

Appendix 3.1.3: Information Relevant to Recommendations 6-8

Recommendation 6 - Contrôleur Général

"The *Service du contrôleur général*, which is responsible for overseeing the efficacy and conformity of the entire control process at the city with respect to laws, by-laws and other directives; for carrying out all investigations and audits at the request of the director general, the executive committee or at his own initiative, for acting as a consultant to the business units and for participating in the management of the accountability report pertaining to internal control and for supervising it."³ The office was later moved under the direct jurisdiction of the Directeur générale.⁴

¹ https://laburbain.montreal.ca/sites/default/files/charte_donnees_numeriques_1_0.pdf

² https://portail-m4s.s3.montreal.ca/pdf/20210128_montreal_2030_vdm.pdf

³ <http://ville.montreal.qc.ca/sel/sypre-consultation/afficherpdf?idDoc=22710&typeDoc=1>

⁴ <http://ville.montreal.qc.ca/sel/sypre-consultation/afficherpdf?idDoc=29873&typeDoc=1>; see also http://ville.montreal.qc.ca/pls/portal/docs/page/prt_vdm_fr/media/documents/organigramme.pdf.

Recommendation 7 - Commission de la fonction publique

By-law regulating the Commission de la fonction publique de Montréal:

https://cfp.montreal.ca/media/other/86792-Reglement_amende_-_16_mai_2016_eng.pdf

Charter of the Ville de Montréal:

https://cfp.montreal.ca/media/other/32420-Charte_VDM_1er_juin2018_eng.pdf

Recommendation 7 - Ombudsman de Montréal

By-law regulating the office of the Ombudsman:

<http://ville.montreal.qc.ca/sel/sypre-consultation/afficherpdf?idDoc=20346&typeDoc=1>

<https://ombudsmandemontreal.com/a-propos-de-nous/lois-habilitantes>

Charte montréalaise des droits et responsabilités:

<http://ville.montreal.qc.ca/sel/sypre-consultation/afficherpdf?idDoc=21333&typeDoc=1>

This document outlines the Ombudsman's role as "une instance neutre et impartiale pour favoriser les solutions lorsqu'il y a désaccord fondé sur son contenu entre un citoyen et la Ville. Mais avant tout, c'est par un effort commun des citoyennes, des citoyens et de la Ville qu'il est possible d'assurer le respect des droits qui y sont énoncés." (p.1)

Recommendation 8 - Actions prioritaires 2021 de la service des ressources humaines de Montréal

Service des ressources humaines (in French)

One of the service des ressources humaines' priorities for 2021 is to "[d]époser, faire connaître et déployer un nouveau Plan directeur en diversité, équité et inclusion," which could involve the implementation of recommendation 8.

Appendix 3.1.4: External Municipal Policies Relevant to Recommendations 1-8

Councillor Boyle. COUNCIL MEMBERS' MOTION. (March 9, 2021), online: <https://council.vancouver.ca/20210309/documents/b2.pdf>.

City of Vancouver Councillor Christine Boyle recently introduced and unanimously passed a motion to implement UNDRIP at the municipal level. The City of Vancouver endorsed UNDRIP in 2013, as did the City of Montreal in 2017. As both cities have created Reconciliation Strategies, moving beyond the endorsement of UNDRIP and toward its implementation is paramount to reaching the goal of reconciliation. This motion lays out a clear pathway to implementing the declaration at the municipal level and could inform a similar motion at Montreal's city council. Implementing UNDRIP would also allow the city of Montreal to partially address many other of the OCPM's recommendations, including #9, #11, #12, #26, #29, #35, #36 #37.

Appendix 3.2: Information Relevant to Recommendations 9-10

City of Montreal Reconciliation Strategy 2020-2025

This strategy outlines Montreal's plan to fulfil its commitment to reconciliation with Indigenous peoples. Relevant sections include:

Excerpts from Strategic Objective 3 Commitments relevant to recommendation 9:

"In compliance with the principles of transversality and in conjunction with the Indigenous partners, the City of Montreal's Commissioner for Indigenous Relations will assist City departments in revising their municipal services offer in order to reach Indigenous persons, independently of their borough of residence in the case of individuals and of operation in the case of organizations, and thus better adapt to their demographic reality.

In addition, the Commissioner will work with the City of

Montreal departments to identify whether organizational bias or practices disadvantage Indigenous."

Excerpts from Strategic Objective 4 Commitments relevant to recommendation 10:

"Since her appointment, the Commissioner for Indigenous Relations has developed a new collaboration with the City of Montreal's police department (SPVM), particularly through chairing an oversight committee that includes the SPVM and Indigenous organizations (and those working with Indigenous peoples) to discuss specific situations and SPVM/Indigenous relations. An SPVM Indigenous Liaison Officer has been appointed to facilitate relations between the SPVM and the Montreal Indigenous community."

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"In response to CERP call to action No. 19, maintain the position of Indigenous Liaison Officer; Work with Indigenous organizations to strengthen the function of the Indigenous Liaison Officer in various areas of police activity."

Mandate of the Indigenous Relations Commissioner

AFNQL Action Plan on Racism and Discrimination

Appendix 3.2.1: Information Relevant to Recommendation 9

Montreal Charter of Rights and Responsibilities

The Montreal Charter of Rights and Responsibilities, first put into place in 2006, outlines the City's commitment to the equitable distribution of municipal services.

Appendix 3.2.2: Information Relevant to Recommendation 10

P-218: Réalisations du SPVM en matière autochtone

This document outlines the mandate of the SPVM Indigenous Liaison Officer and the "comité des partenaires autochtones du SPVM," along with other measures currently being taken to deal with Indigenous issues within the context of the SPVM.

P-871-31 : DG-0186-A, Le comité de vigie autochtone et le comité expert en matière de profilage racial et social du SPVM

This document outlines details from a lawyer representing the City of Montreal regarding the creation and mandate of the SPVM Indigenous oversight committee.

Appendix 3.2.3: External Municipal Policies Relevant to Recommendations 9-10

Urban Indigenous Peoples' Advisory Committee. City of Vancouver. <https://vancouver.ca/your-government/urban-indigenous-peoples-advisory-committee.aspx>

The City of Vancouver's Urban Indigenous Peoples Advisory Committee could act as a guiding framework for the City of Montreal to implement recommendation #9, as it addresses the accessibility of municipal services and provides an explanation of how the process the committee employs to reach this goal of accessibility.

Reconciliation with Indigenous Peoples: A Holistic Approach

This document is a Canadian Commission for UNESCO Coalition of Inclusive Municipalities report on how municipalities can better engage in reconciliation efforts. It draws upon policy frameworks and initiatives adopted by cities.

Appendix 3.3: Information Relevant to Recommendations 11-16

Appendix 3.3.1: Information Relevant to Recommendation 11

Action Plan for Diversity in Employment 2016-2019

Montreal's Action Plan for Diversity in Employment is a key document governing the city's efforts in diversifying its employee base. It outlines strategies, programs and initiatives, and progress tracking metrics. The new Action Plan has yet to be released, but is integral to the development of the OCPM's recommendations relevant to employment.

Évolution de l'embauche des groupes visés à la Ville de Montréal (nombre et %) and Évolution de la représentation des groupes visés parmi les effectifs de la Ville de Montréal (nombre et %)

These two documents, available on the city of Montreal's website, outline progress in hiring and employment representation rates amongst Action Plan target groups.

Appendix 3.3.2: Information Relevant to Recommendation 12 and 13

Human resources service

Appendix 3.3.4: Information Relevant to Recommendation 15

Montreal City Employee Code of Conduct (FR)

STM Code of Ethics (FR)

Règlement sur la politique de respect de la personne

Code of ethics of Quebec police officers

Appendix 3.3.5: External Municipal Policies Relevant to Recommendations 11-16

Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11

This Ontario Act recognizes the discrimination that people with disabilities face and aims to develop, implement and enforce accessibility standards that allow people with disabilities full access to all goods, services, facilities, accommodation, employment, buildings, structures and premises. This accessibility must also extend to participation in democratic life.

Appendix 3.4: Information Relevant to Recommendations 17-25

[Plan stratégique pour soutenir le personnel du SPVM en matière de prévention du profilage racial et social](#)

Appendix 3.5: Information Relevant to Recommendations 26-30

Appendix 3.5.1: Information Relevant to Recommendation 26

[The City of Montréal's Equal Access to Employment Program](#)

Our aims regarding data collection are in line with the [Service of culture's stated 2021 goal](#) to "[documenter] la fréquentation des activités culturelles municipales par les populations racisées et autochtones."

Appendix 3.5.2: Information Relevant to Recommendation 27

[Montreal Council of Arts - Initiatives for Indigenous Arts and Cultural Diversity](#)

In the [2021 Pre-budgetary Consultations of Culture Montreal](#) and the [OCPM Recommendations](#) the roles of cultural mediator and liaison officer are defined and recommended for each borough.

The function of the liaison officer should be to "rejoindre des artistes et des spectateurs issus de la diversité" (6; 83). The function of the cultural mediator is to "reach out to racialized and Indigenous artists and to the racialized and Indigenous public, in an intersectional perspective." (Summary, 34).

Cultural mediation falls under the jurisdiction of the [Cultural mediation team under the Service de la culture.](#)

[Charter for an Accessible, Inclusive, and Equitable culture](#)

Appendix 3.5.3: Information Relevant to Recommendation 28

This financial incentive would fall under [the Financial Assistance Programs for arts and culture organisations under the office of the Service de la culture.](#)

Appendix 3.5.4: Information Relevant to Recommendation 29

An arts and culture internship program for Indigenous and racialized youth could be an expansion of the initiatives for [Indigenous arts and cultural diversity under the Conseil des arts de Montréal.](#)

For the Service de la culture to develop cultural programming with Indigenous artists and school

boards also falls under [Strategic Objective 2 of the 2020-2025 Reconciliation Strategy](#), to increase visibility for Indigenous culture within the city.

This Indigenous cultural programming could connect to the [Cultural Workshops in Schools program](#) under the Ministère de l'Éducation du Québec.

Appendix 3.5.5: Information Relevant to Recommendation 30

[Pratiques professionnelles en arts visuels issues de l'autochtonie et de la diversité à Montréal](#)

Appendix 3.6: Information Relevant to Recommendations 31-32

[The cost of equity: Assessing transit accessibility and social disparity using total travel cost](#)

[Conseil du Système Alimentaire Montréalais 2020-2022 Integrated Action Plan](#)

[Equity and Green Space in Montreal: Potential for Healthier and More Inclusive Communities](#)

Appendix 3.7: Information Relevant to Recommendations 33-34

[By-law concerning the sanitation, maintenance and safety of dwelling units \(03-096\) Règlement pour une métropole mixte](#)

[Office municipal d'habitation de Montréal Eligibility Criteria](#)

[Plan d'action 2018-2021 pour des conditions de logement décentes Mieux se loger à Montréal](#)

Appendix 3.8: Information Relevant to Recommendations 35-37

[Motion non partisane visant à promouvoir les candidats issus de minorité visibles au conseil municipal et dans les conseils d'arrondissements de Montréal](#)

[Becoming a Feminist City Statement of the Conseil des Montréalaises Concerning the Bilan du plan d'action 2015-2018 Pour une participation égalitaire des femmes et des hommes à la vie de Montréal.](#)

[L'analyse différenciée selon les sexes dans les pratiques gouvernementales et dans celles des instances locales et régionales](#)

Appendix 3.9: Information Relevant to Recommendation 38

[A Montrealer's guide to what happens after a public consultation](#)

Appendix 4:



Relevant News Stories

Appendix 4.1: News Coverage Relevant to Recommendations 1-8

MacFarlane, J. & Shingler, B. (2020). Valérie Plante promises change after report finds Montreal has 'neglected' fight against racism", [CBC](#).

Following the release of the report, Valerie Plante made an official statement acknowledging the systemic nature of racism and discrimination and its existence at the City of Montreal. The city also committed to working on a plan to implement systemic solutions. This included a commitment to create a Commission to Fight against Systemic Racism and Discrimination.

Kovac, A., (2020). Bochra Manai named Montreal's first ever Commissioner for the Fight Against Racism. [CTV News](#).

In January, Bochra Manai was named Commissioner for the Fight against Systemic Racism and Discrimination. At the time of the announcement of the creation of the commissioner position, Valerie Plante described the position's responsibilities to "develop a transversal, coherent, and lasting response to the fight against systemic racism and discrimination for all units of the city".

Thomas, K. (2020). Plante gives systemic racism and discrimination portfolio to city councillor Cathy Wong. [CTV News](#).

In response to the report, Valerie Plante assigned Cathy Wong as the member of the executive committee in charge of the portfolio on systemic racism and discrimination. Wong will be responsible for holding the city accountable in its implementation of the reports 38 recommendations.

Faucher, O. (2020). Racisme systémique: «l'inaction» de la Ville dénoncée. [Métro](#).

In October, the CRARR (Centre de Recherche-Action sur les Relations Raciales) denounced the inaction of the City of Montreal on allegations of systemic discrimination against employees of Haitian origin in Montreal-Nord. In June, the Controller General submitted a document to the borough of Montreal-Nord regarding labour relations, but as of October, the borough had not released any findings from its investigation.

Luft, A. (2020). Legault sets up anti-racism task force, remains adamant systemic racism does not exist in Quebec. [CTV News](#).

In June, the CAQ government rolled out a task force to combat racism despite Premier Francois Legault's insistence that there is no systemic racism in Quebec: "My definition of systemic racism is that there's a system in Quebec of racism, and I don't think there's a system". The task force would consist of seven CAQ MNAs that would "develop a series of effective actions to combat racism."

Ville de Montreal. (2021). La Ville de Montréal modifie la Charte montréalaise des droits et responsabilités pour renforcer son engagement à lutter contre toutes les formes de discrimination. [Cision](#).

In response to recommendations from the OCPM's report on systemic racism and discrimination in Montreal, the City of Montreal made several modifications to the Montreal Charter of Rights and Responsibilities.

Radio-Canada. (2020). Vingt-cinq mesures contre le racisme au Québec. [Radio-Canada](#).

En décembre, le Groupe d'action contre le racisme (GACR) a publié son rapport et son plan d'action contenant 25 initiatives pour lutter contre le racisme au Québec. Malgré l'élaboration dudit plan, le gouvernement québécois a, encore une fois, manqué l'opportunité de reconnaître l'existence de racisme systémique dans la province.

Shingler, B. (2020). Montreal community groups press, once again, for race-based data on COVID-19. [CBC News](#).

Research proves that Montreal's most racially diverse neighbourhoods have been experiencing the pandemic the hardest, and that high positivity rates are correlated with the percentage of Black residents in a neighbourhood. Community groups are advocating for race-based data – during and beyond COVID-19 – to identify and address these structural inequalities.

Appendix 4.2: News Coverage Relevant to Recommendations 9-10

Yoon, J & Bernstein, J. (2019). Black, Indigenous people 4 to 5 times more likely than whites to be stopped by Montreal police. [CBC News](#).

This article summarizes a [report](#) by independent academic researchers that found that Black people, Arab youth, Indigenous people, and Indigenous women in particular are vastly overrepresented in street checks done by the SPVM.

Cardoso, T. (2020). Bias behind bars: A Globe investigation finds a prison system stacked against Black and Indigenous inmates. [The Globe and Mail](#).

Not only are Black and Indigenous Peoples overrepresented in street checks, they are correlatively overrepresented in Canadian prison systems because of systemic racism and individual racial bias present in risk assessment processes.

Sterritt, A. (2020). Indigenous leaders call for police defunding. [CBC News](#).

This article draws on Indigenous leaders' responses to both the RCMP and Vancouver PD's claims of having adequate Indigenous cultural sensitivity training. Indigenous leaders demonstrate that these training are an inadequate response to the disproportionate and harmful effects of policing on Indigenous Peoples. Cultural sensitivity training does not go far enough in depth to create lasting change and can result in increased funding to police that could be put to better use in funding social services. Thus, any SPVM training relating to Indigenous Peoples must include Indigenous consultation and be comprehensive and continual, as well as combined with an increase in funding to social services, in order to consistently affirm Indigenous Peoples rights.

Prévost, H. (2020). Autochtones à Montréal: moins en santé, plus discriminés. [Radio-Canada](#).

En février, la Direction régionale de santé publique (DRSP) de Montréal a publié son premier rapport portant sur un portrait de la communauté autochtone dans la métropole. La directrice de l'agence, Mylène Drouin souligne que ce rapport servira à la formation du personnel du réseau de la santé et à "modifier les approches et à être sensibilisés" aux enjeux autochtones. La discrimination envers les Autochtones seraient également au coeur du problème et le rapport de la DRSP recommande la mise en place d'un système de surveillance de la santé des Autochtones en milieu urbain et beaucoup plus inclusif de la culture autochtone à titre de médecine traditionnelle.

CBC News. (2015). Aboriginal community reaches 'historic' agreement with Montreal police. [CBC News](#).

In June of 2015, the SPVM committed to new training and protocol to improve responses to cases of Missing and Murdered Indigenous women. The proposed training included an Aboriginal culture and history component and Police Chief Marc Parent was hopeful it would improve trust between the police, First Nations, and Inuit people. The Montreal Urban Aboriginal Community Strategy Network was also hopeful this partnership could be a blueprint for other cities.

Appendix 4.3: News Coverage Relevant to Recommendations 11-16

Jung, D. (2021). Le lent chemin du SPVM vers l'embauche de policiers autochtones. [Radio-Canada](#).

Dans son élan pour combattre le profilage racial et social, la SPVM a pour objectif d'embaucher 12 nouvelles recrues autochtones pour les années 2021-2023 par l'entremise du Programme AEC Diversité policière. En 2020, la proportion de policiers autochtones représentait 0,75% des effectifs.

Radio-Canada. (2021). Le SPVM affine sa stratégie de recrutement au sein des communautés culturelles. [Radio-Canada](#).

Le SPVM, en collaboration avec le département des ressources humaines de la Ville, a établi une stratégie de recrutement proactive ciblant les jeunes de minorités ethnique et autochtones à rejoindre le corps policier. Les minorités occupent environ 13% des emplois au SPVM, ce qui représente trois fois moins la part qu'elles occupent au sein de la population de la métropole.

Meza, K. (2021). La Ville de Montréal réclame la régularisation des personnes sans statut. [Le Devoir](#).

The City of Montreal has adopted a motion to regularize the situation of non-status people in the city, ensuring their access to the same health and social services as Canadian citizens and statused people. It also urges the Quebec government to give access to the Special Program for Asylum Seekers during the COVID-19 pandemic to those without immigration status. Organizations have called this a good first step in protecting marginalized populations who have faced "disproportionate and discriminatory effects of measures put in place in the context of the crisis". However, these organizations and the City of Montreal are pushing the provincial and federal government to use their resources and political power to put the motion into action.

Brasseur, N. (2020). Le Sud-Ouest dévoile son plan de diversité en emploi. [Journal Métro](#).

En 2020, le Sud-Ouest a dévoilé son Plan local de diversité en emploi 2021-2023 ciblant les femmes, les autochtones, les personnes qui vivent avec un handicap et les membres de minorités visibles ou ethniques. Ces mesures visent l'amélioration de la représentativité, l'égalité des chances pour tous les candidats ainsi que la mise en place d'actions visant l'acquisition d'expérience de travail auprès des jeunes.

Goudreault, Z. (2020). Discrimination raciale: craintes et silence à la Ville de Montréal. [Journal Métro](#).

Les employés de la Ville hésitent à dénoncer la discrimination raciale subie en milieu d'emploi par crainte de pressions et de représailles ainsi que l'intervention fréquentes du contrôleur général de la Ville dans les dossiers portant sur des allégations de racisme à la Ville.

Gelper, N. (2020). Racisme au travail : enquête bâclée par Montréal, estime le CRARR. [Journal Métro](#).

Bienné Blémur, a former employee of the Société du parc Jean-Drapeau of Haitian origin who filed multiple complaints of racism and discrimination in the workplace, including with the SPJD's Board of Directors and the Administrative Labour Tribunal. CRARR denounces that investigations left out the racial dimension, with both the Comptroller General and the SPJD's external investigator stating that the racial elements were outside of their respective mandates. For Blémur, the situation meant he experienced harmful racism in the workplace, which was further exacerbated by systemic racism from the institutions handling the case.

Appendix 4.4: News Coverage Relevant to Recommendations 17-25

TVA Nouvelles. (2012). La STM coupable de profilage racial. [TVA Nouvelles](#).

En février 2010, la Commission des droits de la personne et de la jeunesse a donné raison à un Montréalais noir qui a fait l'objet de profilage racial et dont la Commission a demandé à la STM et à ses inspecteurs de payer 23 000\$ en indemnités compensatoires. Le plaignant avait été victime d'une arrestation brusque par six agents de la STM qui n'auraient, à ce moment, pas communiqué les raisons de son arrestation.

Robichaud, O. (2019). STM: une intervention potentiellement dangereuse soulève des questions sur le profilage racial. [Quebec Huffington Post](#).

En mars 2019, une vidéo virale a fait le tour des réseaux, montrant une intervention entre des agents de la STM et un jeune Noir interpellé pour un titre de transport à la station de métro Villa-Maria. Il aurait alors été battu à coups de bâtons alors qu'il était sur le sol tout près du quai. C'est à ce moment qu'un train aurait alors passé près de sa tête. Une enquête interne aurait été conduite ne décelant aucune mauvaise action de la part des agents. Le surintendant en sécurité et contrôle du réseau de métro, Alain Larivière, aurait ajouté que la force utilisée n'a pas nécessairement de corrélation avec l'infraction, mais est proportionnelle au niveau de collaboration de la personne interpellée.

Caruso-Moro, L. (2021). 'A very traumatizing episode': Camara provides first-hand account of wrongful arrest. [CTV News](#).

Earlier this year, Mamadi Fara Camara, a 31-year-old Black PhD student, was pulled over by the SPVM for allegedly using his cell phone while driving. While waiting in his car, an officer was attacked by an unknown assailant who fled the scene. Camara, who witnessed the scene, contacted 911 to report the incident. He was wrongfully arrested and accused of being the perpetrator

of the assault despite his collaboration with the officers who arrived on the scene. The charges were dropped after evidence emerged showing he wasn't involved in the incident.

Schué, R. (2020). Les Noirs, les Autochtones et les Arabes fortement discriminés par le SPVM. [Radio-Canada](#).

Des chercheurs indépendants, mais mandatés par la Ville de Montréal, ont révélé que les Noirs, les Autochtones et les jeunes Arabes ont 4 à 5 fois plus de chances d'être interpellés par la SPVM comparativement aux personnes blanches. En réponse à ce rapport, Sylvain Caron, chef du SPVM, a nié toute possibilité de racisme au sein du corps policier. Il a annoncé qu'il mettra sur pied une politique d'interpellation en mars 2020.

CBC News. (2021). Cut down on street checks and make ban on racial profiling explicit, Montreal officials tell SPVM. [CBC News](#).

Montreal's public security commission has requested that the SPVM reduce the number of street checks conducted by SPVM officers, and explicitly ban race-based police checks in particular. Police checks disproportionately target racialized people. In recent years, the number of police checks has increased, yet crime rates have been fairly stable. Thus, the criteria for police checks must be tightened and made less vague in order to prevent abuse of the policy and address systemic racism within the SPVM.

CBC News. (2021). Montreal police still struggling to diversify its ranks, but say it's a top priority. [CBC News](#).

The SPVM has made very slow progress when it comes to diversifying its workforce, with only a 1.2% increase in people identifying as visible minorities in the SPVM over the past five years. The article notes that on top of hiring a diverse pool of candidates, it is also important to create a comfortable environment and culture that supports diverse candidates and retains a diverse workforce.

Appendix 4.5: News Coverage Relevant to Recommendations 26-30

Bacon, S & Richardson, L. (2021). Indigenous-led organizations in Quebec inundated with requests for cultural sensitivity training. [APTN News](#).

Following news that the Quebec government would provide cultural sensitivity training for public services, Indigenous-led organizations said they received a huge number of requests for workshops. Some also mentioned that the flood of requests came after the death of Joyce Echaquan. Widia Larivière, director of Mikana, an Indigenous organization that offers cultural sensitivity training, points out that it often takes a tragedy for people to take notice or care about Indigenous issues. She also notes that while cultural sensitivity training is a good first step in planting the seed, sustained work is needed to create systemic change.

Wapikoni Mobile. (2017). Wapikoni Mobile becomes official UNESCO partner. [Cision](#).

In 2017, Wapikoni Mobile became partners with UNESCO (United Nations Educational, Scientific, and Cultural Organization) as a consultant, sharing their work in “providing a platform for Indigenous youth to express themselves on the issues affecting them, especially in the areas of Indigenous rights and intangible heritage.” Wapikoni Mobile visits rural and urban Indigenous communities to provide film and music workshops that give youth an opportunity to reclaim their languages, cultures, and histories. Sébastien Goupi, Secretary General of the Canadian Commission for UNESCO declared that this partnership “highlights the important role of media arts in reconciling cultures and bringing them closer together.”

Dunlevy, T. (2020). Introducing daphne, Montreal’s first Indigenous artist-run centre. [Montreal Gazette](#).

Named after Daphne Odjig, the renowned Odawa-Potawatomi artist, daphne is Montreal’s first Indigenous artist-run centre. The team of artists behind it envision it as a community space and a gallery. The idea for daphne was spurred a few years ago, when some of the team noticed more cultural funding being allocated to Indigenous projects. One of the artists, Skawennati, notes that “it’s really important to have such a space - an Indigenously determined space, ... where Indigenous artists can feel safe and not like they have to defend themselves.”

Nelson, C. (2020). The Canadian Narrative about Slavery Is Wrong. [The Walrus](#).

This article by Professor Charmaine Nelson aims to disprove the common Canadian narrative that slavery did not exist in Canada, a false narrative that goes so far as to paint Canadians as abolitionists that aided fugitive enslaved people on the underground railroad. In reality, slavery existed in Ontario, Quebec, and the Maritimes, and many white Canadians enslaved Indigenous and Black people. Professor Nelson expands on the practices of slavery in Canada and how the racism behind slavery did not subsist with abolition. Remembering and critiquing Montreal’s history of slavery is necessary to understanding how systemic racism and criminalization persists throughout this city. More of Professor Nelson’s research and analysis can be found through her [website](#), and in this [report](#) on slavery and McGill University that includes a more in-depth history of slavery in Montreal as well specific recommendations to address this history and its ongoing legacies.

Appendix 4.6: News Coverage Relevant to Recommendations 31-32

Lamontagne, N.T. (2021). Des cyclistes s'indignent des nouveaux prix de Bixi. [Journal de Montréal](#).

Montreal's bike sharing program, BIXI, has changed its electric bike fees, charging by the minute instead of having a set price per 45 minute ride. The fee change affects both monthly pass holders and occasional users. For monthly users, the cost of an electric bike is an additional 10¢/ minute, which would amount to \$4.50 per 45 minute ride, an increase of 350% when compared to last year's set additional fee of \$1 per 45 minute period. For occasional riders, the cost is 25¢/ minute and there is no longer the option of buying a 1 or 3 day unlimited pass. The petition claims that this pricing structure puts people who need electric assistance and people living in less central and less serviced neighbourhoods at a disadvantage, as it discourages long distance travel.

Montreal Gazette. (2020). Plante vows to remove anti-homeless benches from Cabot Square. [Montreal Gazette](#).

The landscape of Montreal includes plenty of "hostile architecture" or "defensive design" that is designed with the intention of preventing unhoused people from using public space. Mayor Plante that benches in Cabot Square that were defensively designed stigmatized unhoused people. All such architecture in Montreal must be prevented/modified so that the city can be an equitable and accessible space for all.

Braubach, M., et. al. (2017). Effects of Urban Green Space on Environmental Health, Equity and Resilience. In N. Kabisch, H. Korn, J. Stadler, & A. Bonn (Eds.), [Nature-Based Solutions to Climate Change Adaptation in Urban Areas: Linkages between Science, Policy and Practice](#). Springer International Publishing.

This report details how urban green space can ameliorate mental and physical health, and reduce morbidity and mortality in urban residents. The report specifically focused on disadvantaged and racialized groups and how their well-being is impacted by urban green space.

Hosford K, Winters M. Who Are Public Bicycle Share Programs Serving? An Evaluation of the Equity of Spatial Access to Bicycle Share Service Areas in Canadian Cities. [Transportation Research Record](#). 2018; 2672(36): [42-50](#).

This research article demonstrates that people who use bike share programs are predominantly white and employed, and have higher education and income levels than the general population. An analysis of Montreal's bike share programs found that advantaged areas had better access to bike share infrastructure than did disadvantaged areas. Research also shows that people living in disadvantaged areas would use bike share programs if they were more accessible. This paper provides information about how some operation models for bike share programs are better at considering issues of equity than others, and could be a useful reference for making BIXI more accessible and equitable.

Mazcutto, M. (2018). Mission-oriented research & innovation in the European Union. Directorate-General for Research and Innovation ([European Commission](#)).

This report explains the uses and importance of mission-oriented research. Mission oriented research can be useful for defining opportunities across different actors and sectors to promote both public participation and private interest. More information can be found in the report and in this [framework](#).

Moyle, A. (2020). COVID-19 exacerbates green space inequity in Montreal neighbourhoods. [The Link](#).

In a recent study on Canadians' relationships to parks during the pandemic, 82% said parks were important for mental health and social wellbeing, and 70% said they were important for physical health. Montrealers have been encouraged to make use of outdoor green space during the pandemic, but not everyone has the same access to it. Neighbourhoods with larger populations of lower income people and visible minorities, such as Hochelaga and Park-ex lack access to quality green spaces. Although proximity to green space is not a particular issue, overcrowding and park deterioration deter people from accessing parks, with the alternative being to return home in isolation. This contributes to poorer health outcomes already seen in lower income neighbourhoods, in addition to these areas having some of the highest rates of COVID.

Appendix 4.7: News Coverage Relevant to Recommendations 33-34

Lau, R. (2021). Racism, discrimination rampant in Montreal co-ops, claim members. [CTV News](#).

Numerous residents of housing co-ops in Montreal claim they experience racism and discrimination with little protection from governing bodies. In some cases Boards of Directors have been instigators, while in others, the boards have been unable to handle complaints adequately. Beyond the housing boards, the only options for residents to file complaints are the Société d'habitation du Québec (SHQ) or the Human Rights Commission (CDPDJ). Residents in the article found little recourse through either of these organizations, and issues of racism and discrimination were not solved.

Nerestant, A. (2021). Number of tickets issued to Montreal's homeless has skyrocketed in last 30 years, report finds. [CBC News](#).

This article summarizes a report that found that racial and social profiling leads to homeless people receiving a disproportionate amount of tickets from the SPVM. Contrary to statements made by the SPVM, the issue has gotten worse over the years. Around 40% of all tickets are given to homeless people. The report calls for more social services and assistance as a response to homeless people, rather than police.

CBC News. (2021). Police force campers in Montreal's east end to leave after eviction notice served. [CBC News](#).

This article details the recent forced eviction by the SPVM of an outdoor encampment in Hochelaga. Despite Councillor Goulet claiming that there would be a shelter bed available for everyone at the camp, there are many barriers to accessing shelters and many people prefer to live outside autonomously. Organizers argue that the camp should be secured and allowed to exist until transitional housing, rather than emergency shelters, are available to all residents.

Laframboise, K. (2021). Coronavirus surge puts Montreal shelter with supervised alcohol consumption on hold. [Global News](#).

Last year, the city of Montreal did have plan for a shelter for homeless people that would allow for supervised alcohol consumption. This “wet shelter” would decrease barriers to access for many people, however it was shelved with the worsening COVID-19 pandemic. The implementation of this project is vital as there is only one other wet shelter in Montreal. Relevant [studies](#) demonstrate that homeless shelters with managed alcohol/drug consumption programs allow for less precarity and more harm reduction for homeless people, and can be especially healing for Indigenous homeless people.

Carpenter, P. (2020). Montreal North community groups call for greater support. [Global News](#).

For many years now, community groups in Montreal North have been calling on the city to provide increased services, including social housing to the area. Residents feel as though the borough is dangerously neglected and marginalized, and that the lack of social services has been leading to an increase in gun violence. Increasing social housing with community support, creating community centres, sports facilities, cultural cities, and generally structurally addressing the inequities in education, employment, and health that the borough faces would make it safer and more enjoyable for all.

Fustic, M, et. al. (2019). Housing Instability, Social Disadvantage and Domestic Violence: The Case of Parc-Extension. [Homeless Hub](#).

Domestic violence is one of the leading causes of housing instability for women and children. A recent study in Montreal's Parc-Ex neighbourhood found that the struggles associated with material deprivation and the immigrant experience, including interpersonal and institutional racism, can increase the likelihood of domestic violence and the ability to address this violence. Based on this case study, housing strategies for each borough must take into account the intersections between domestic violence, housing instability and homelessness, in order to adequately serve and ensure the safety of women and gender diverse people.

Tranjan, R. (2021). With more than 250,000 households in arrears, it's time for rent forgiveness. [Policy Options](#).

Across Canada, more than 250 000 households have been unable to pay their rent during the COVID-19 pandemic and many households have consequently faced eviction. In Montreal, if tenants are evicted from their homes, they can face 31 per cent higher rents for same-size units in the city. The increasing commercialization and unaffordability of the city is leading to more people becoming homeless. One feasible solution to this crisis is to forgive rent to those who are unable to pay it through the multiple policy options, such as rent subsidies, outlined in this article. Ultimately, rent forgiveness on arrears would have a very small impact on the total annual revenue of landlords.

Appendix 4.8: News Coverage Relevant to Recommendations 35-37

Schwartz, S. (2020). Motion calls for political parties to promote candidacy of racialized Montrealers. [Montreal Gazette](#).

A motion was put forward by city councillor Marvin Rotrand calls for all municipal political parties to increase their number of candidates who identify as visible minorities. Only 4 of 65 city councilors are visible minorities, despite visible minorities making up 31% of Montreal's population, according to the 2016 census. The vote was held at the city council meeting on November 16, 2020.

Olson, I. (2020). With the election a year away, calls for a more diverse Montreal city council grow. [CBC News](#).

Despite Montreal being a very racially and ethnically diverse city, Montreal's city council remains overwhelmingly white. This misrepresentation is not due to a lack of qualified candidates, rather it is a result of a lack of political will to recruit and support diverse candidates. Montreal city staff similarly lacks diversity, and action must be taken by all parties and departments to ensure that Montreal's staff and elected officials accurately represent the communities they are meant to serve.

CBC News. (2018). City of Montreal's new initiative aims to make municipal boards more diverse. [CBC News](#).

The city of Montreal created a bank of qualified potential candidates from diverse backgrounds to help fill open positions. This initiative is hoped to increase representation of women, young people, and minorities on municipal and para-municipal boards.

Ann, V. (2021). Montreal to consider granting voting rights in municipal elections to more than 100,000 non-citizens. [The Canadian Press](#).

Elected officials in Montreal are considering granting voting rights in municipal elections to over 100,000 permanent residents in an effort to encourage more voter turn-out from immigrant and racialized communities. Despite similar proposals in other Canadian cities, to date there has not been provincial or federal support for the idea, however, it is ultimately up to provincial governments to modify municipal voting laws.

Appendix 4.9: News Coverage Relevant to Recommendation 38

CBC News. (2018). Montreal mayor invites cultural communities to tackle discrimination in the city. [CBC News](#).

Following criticism of a lack of diversity in the Plante administration, mayor Valerie Plante created a roundtable of diverse backgrounds to address the following four goals:

- › to make the City of Montreal workforce more diverse.
- › to come up with recommendations to address the problem of racial profiling.
- › to encourage diversity among business leaders.
- › to increase diversity in politics and culture.

Montréal en → Action



Montreal in Action's Policy Analyst Team presents a policy implementation and action plan informed by the thirty-eight (38) recommendations of the Office de consultation publique de Montréal (OCPM).

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