

# An Anti-Racism Action Plan for Prince Edward Island



## AT A GLANCE

### VISION

Create an active, creative, open space that centers Indigenous ways of knowing and being while elevating and amplifying the global majority's voices toward the construction of an equitable, flexible, and evolving system.

### Pillar 1

*Inclusive Culture and Community Cohesion*

- 1 Establish a new Anti-Racism Office.
- 2 Create an Anti-Racism website with resources, tools and updates on anti-racism work.
- 3 Launch a Reconciliation program for all provincial government employees.
- 4 Assist community organizations to carry out anti-racism efforts in the community.
- 5 Develop a Government Complaint Process for the public, including complaints of discrimination.
- 6 Implement unconscious bias and/or anti-racism training for all employees.
- 7 Create an Anti-Racism Recognition Award.
- 9 Develop a plan to establish independent mechanisms to address systemic racism.
- 9 Establish guidelines, that will require organizations to have active anti-racism policies in place to be eligible for provincial funding.

### Pillar 2

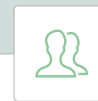
*BIPOC Representation and Advancement*

- 1 In collaboration with the Public Service Commission and in support of their Diversity and Inclusion Strategy, implement focused recruitment initiatives aimed at racialized and Indigenous communities.
- 2 Establish baseline data and measure progress in the representation of racialized and Indigenous communities at all levels within the provincial public service.
- 3 Encourage and support racialized and Indigenous staff to participate in leadership development initiatives.
- 4 Update the current provincial government Harassment Policy to include discrimination.
- 5 Address barriers to entry to the public service as identified by the racialized and Indigenous communities.
- 6 Implement strategies to increase diversity on Agencies, Boards, and Commissions.

### Pillar 3

*Legislation, Leadership, and Program and Policy Review*

- 1 Review policies and programs through an equity lens to identify barriers and solutions before being approved.
- 2 The Anti-Racism Office will work with provincial government departments to advise on strategies and tools to address systemic racism in their respective sector.
- 3 Review government processes to address barriers to racialized and Indigenous communities.
- 4 Review proposals for new or substantive amendments to legislation through an equity lens to identify barriers and recommend solutions.
- 5 Collect data on the number of staff, leadership and appointees to agencies, boards and commissions who have completed anti-racism training and reconciliation training.
- 6 Deliver an Annual Progress Report on the action plan.
- 7 Collect and analyze race-based data to measure advancement toward outcomes of the action plan.



### GOAL OF THE ACTION PLAN

Improve the social, economic, educational, and health outcomes for racialized and Indigenous people living in Prince Edward Island.



#### NEW ANTI-RACISM OFFICE

The office will oversee the implementation of the action plan. It will ensure a collaborative, whole-of-government approach is used to address systemic racism, promote diversity, and achieve anti-racist results.