

FCM Anti- Racism and Equity Commitment Statement

We acknowledge

Throughout history and still today, many people and communities in Canada and around the world face systemic racism and racial discrimination. Colonialism, inequality and racism are part of our country's history and part of the history of all orders of government in Canada, including local governments.¹

Colonial policies have and continue to harm Indigenous peoples and devalued their knowledge systems and history. Racist policies violate the rights of Black, Indigenous and other racialized individuals, subjecting them to considerable harm and violence and preventing access to live in safe, healthy, and supportive communities. Further, the experiences of many Indigenous, Black and racialized individuals have unique and intersecting experiences of discrimination and oppression based on many aspects of identity that can lead to marginalization such as ethnic identity, nationality, sexual orientation, gender identity and expression, religion and physical and mental ability to name a few.

Our role

FCM is the national voice of Canada's local governments. These are the governments working closest to people's everyday hopes and challenges. We are united by our commitment to build better lives for everyone in Canada. Fundamentally, we hold that every one of those lives should be free from racism, systemic oppression, and racialized violence.

That freedom should permeate our cities and communities where we live, work, attend school and raise families. It should permeate the workplaces, including FCM's own, where we go to earn a living and help move Canada forward. But, in all these places, Black, Indigenous, and other racialized individuals continue to face pervasive systemic racism and injustice. Acknowledging this reality is essential to changing it.

Our commitment

At all levels of FCM, we commit to grounding our culture, systems, policies and practices in an intersectional, anti-racism and equity lens to challenge issues of race and correct inequities in order to reflect and improve the lives of communities across Canada.

As a national federation, FCM recognizes the responsibility and opportunity to drive change. We specifically acknowledge that racialized voices are underrepresented on elected municipal councils across the country, and that this is reflected in FCM's own nationally elected board and senior leadership.

¹ As part of our history, we acknowledge our racist past including but not limited to residential schools, slavery, Chinese head tax, exclusion of Jewish refugees, Japanese internment camps and all other examples of racism that have informed the systemic racism that currently lives in Canada.

FCM has and will continue to engage external expertise, and deliberately build internal capacity at all levels, in anti-racism, justice and equity to support an internal dialogue and continued conversation that drives action. We will build an anti-racism and equity lens into our work and programs and commit to review and communicate the outcomes.

FCM members each have their own levers, as governments and as employers, we recognize those who are openly pledging to do more. FCM will engage and resource an assessment of how we can best help our members build local capacity to eliminate systemic racism.

The work of combatting racism will not be easy, and we recognize it will be uncomfortable, complex, and deeply personal and humbling. We recognize the work of un-learning and re-learning is a dynamic process, and that dialogue and action is an ongoing commitment. With these initial steps, we are starting this necessary work throughout various avenues to drive meaningful outcomes. We know there is much more that needs to be done to ensure long lasting change and our entire membership and organization are committed to the work ahead.