

**Addressing Systemic Anti-Black Racism  
in the Planning Profession:  
First Discussion**

Ontario Professional Planners Institute (OPPI)  
and the Black Planning Project

**Facilitated Meeting Report**

September 2, 2020

Prepared by



<https://viswaliconsulting.com>

## Introduction

Further to The Ontario Professional Planners Institute (OPPI) Council Motion (Appendix A), OPPI convened a meeting of representatives of OPPI Council and Staff and core members of the [Black Planning Project](#). The purpose of this meeting was to start discussing the Open Letter (see Appendix B) issued in response to OPPI's [June 8, 2020 message to members](#) regarding "fighting systemic racism and amplifying marginalized voices." OPPI and the Black Planning Project established the meeting agenda in consultation with the meeting facilitator, Dr. Leela Viswanathan, RPP, MCIP, from [Viswali Consulting](#) (see Appendix C for the facilitated meeting agenda and list of participants).

This report of the facilitated meeting draws from the breakout discussion group notes provided by meeting participants. Members received the notes that were gathered from their own group. Consent was obtained to record portions of the facilitated meeting (via Zoom).

The key item that emerged from all three rounds of discussion at the facilitated meeting was the desire for an overarching strategy to remove systemic barriers in planning practice that discriminate against Black communities and disproportionately limit employment opportunities and representation for Black planners in the planning profession. The associated proposed initiative (reflecting a recommendation from the Open Letter) is to establish a Task Force to spearhead the strategy. Additional initiatives emerging from the discussion are further outlined and could be considered by the proposed Task Force.

## Overview of this Report

This report of the facilitated meeting discussion consists of two sections:

1. Section A is a summary of discussion items and associated proposed initiatives for consideration by OPPI Council that emerged out of the three rounds of discussion, based on meeting notes. Each proposed initiative has identified particular activities, partners, and resources. Timeframes are specified and should be considered as the period within which the initiatives should be completed, knowing that the impact of an initiative may be felt during and/or beyond this timeframe.

Categories of activities linked to each initiative are described as follows:

- Invest (\$) – requires financial investment from internal and/or external sources
- Educate – involves educational and training opportunities
- Collaborate – invites collaboration with **existing** allies and partners, including OPPI members.
- Outreach – involves reaching out to **new** groups and inviting new relationships and allies.

2. Section B identifies items for further discussion. These are items identified in the meeting, but for which there had not been enough time to identify specific initiatives to be undertaken. These items should be reviewed by the proposed Task Force, the OPPI, or by another organization.

In August 2020, the Canadian Institute of Planners released their [Equity, Diversity, & Inclusion roadmap](#) with a 5-year timeline. There is an opportunity for OPPI to align its efforts with those outlined in CIP's roadmap.

This report will be presented for endorsement by OPPI Council at their meeting on September 15, 2020.

## A. Summary of Proposed OPPI Initiatives based on Meeting notes

Discussion Items	Proposed OPPI Initiatives	Activity				Partners and Resources	Timeframe for Completion			
		Invest (\$)	Educate	Collaborate	Outreach		Within 6 months	Medium (1 to 3 years)	Long (3+ years)	
Need for an overarching strategy to remove systemic barriers to the inclusion of Black community members in the planning profession and to increase representation of Black community members in the planning profession.	Create Task Force to lead the development of a strategy.	x		x	x	<ul style="list-style-type: none"> <li>OPPI members/RPPs</li> <li>OPPI staff and Council members</li> <li>Black Planning Project (BPP) partners</li> <li>Black community planners and students</li> <li>Members of the OPPI's Indigenous Planning Perspectives Task Force</li> </ul>	x			
<b>Round 1 – Removing barriers on the journey to becoming a professional planner to address the lack of Black representation in the planning profession</b>										
1.1	Bias of streaming Black high school students to college instead of university; a university degree is a certification requirement for RPP.	Promote OPPI visibility and the planning profession to students in K-12 programs, and post-secondary programs with a focus on schools located in communities of colour and/or with a higher attendance of Black students, and highlighting the differences made by planners; Coordinate accordingly with accredited university planning programs.		x	x	x	<ul style="list-style-type: none"> <li>School boards and individuals high schools.</li> <li>OPPI members, practitioners</li> <li>OPPI Outreach Committee</li> <li>Existing university planning programs' high school outreach programs.</li> <li>Moving Forward Opportunities Program (high school grade 12 internship)</li> <li>Universities and colleges</li> <li>OPPI members</li> <li>OPPI Outreach Committee</li> </ul>		x	
		Discuss with Provincial and Territorial Institutions and Associations (PTIAs) and Association of Canadian University Planning Programs (ACUPP), the impact of university degree requirement for RPP, and its impact on Black representation in the profession.			x			<ul style="list-style-type: none"> <li>PTIAs</li> <li>ACUPP, whose members are university planning directors <a href="https://cms.eas.ualberta.ca/acupp/">https://cms.eas.ualberta.ca/acupp/</a></li> <li>Academic representative on Canadian Institute of Planners (CIP) Board of Directors</li> <li>Planning Standards Committee (PSC)</li> </ul>		x
1.2	Reduce financial barriers of access to planning education by Black community members to support their entry into the planning profession; the same should be pursued for Indigenous people.	Create OPPI Scholarship and/or Bursary program for Black students in university planning programs, and throughout the certification process. Coordinate with members of the Indigenous Planning Perspectives Task Force	x		x		<ul style="list-style-type: none"> <li>Accredited university planning programs</li> <li>OPPI member</li> <li>MITACS</li> <li>Planning employers – private and public sectors</li> <li>Indigenous Planning Perspectives Task Force</li> <li>Indspire <a href="https://indspire.ca/">https://indspire.ca/</a></li> </ul>		x	

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		members on this objective.								
1.3	Need more paid internships (i.e., not volunteer opportunities) in planning profession for planning students and for Black community members who want to gain entry into profession but do not have planning degree. Paid internships are crucial to getting planning experience for RPP designation.	Communicate with and educate employers and university planning programs about demand for and purpose of paid internships for opening up the planning profession to under-represented groups.		x	x	x	<ul style="list-style-type: none"> <li>Planning employers in all sectors</li> <li>Accredited university planning programs</li> <li>Human Resources specialists in equity, diversity, inclusion, and human rights.</li> <li>Talent recruitment specialists in equity, diversity, inclusion, and human rights.</li> <li>OPPI Communications</li> <li>PSC</li> </ul>		x	
1.4	Need mentors for Black students and planners seeking RPP, and/or seeking entry into the profession; database should include planning interests as well as expertise.	Create OPPI Mentoring Database and/or Directory of RPPs for planning candidates, students, people interested in entering the profession; Create mentorship opportunities to build leadership and enable the career advancement of Black, Indigenous, and People of Colour (BIPOC) planners; assign resources for leadership coaching and/or mentoring.	x		x	x	<ul style="list-style-type: none"> <li>Existing OPPI Skill and Expertise database</li> <li>Planning employers</li> <li>Accredited university planning programs</li> <li>MIIPOC mentorship group for BIPOC</li> <li>Planners Connect</li> </ul>		x	
1.5	Need for discussion spaces for cross-pollination of the diversity of planners' (i.e., expertise and focus areas) with diversity of non-planners who do planning-related and community-building work.	Create spaces and/or support university partner efforts for RPPs and planning students to learn from people with experience working in Black communities who are not planners to promote cross-pollination of ideas.		x	x	x	<ul style="list-style-type: none"> <li>OPPI conference sessions</li> <li>OPPI PKE</li> <li>Black community organizations, Business Improvement Associations (BIA), coalitions</li> <li>Accredited university planning programs</li> </ul>		x	
Round 2 - Building and sharing knowledge about Black histories and histories of systemic anti-Black racism to educate planners throughout their journey from student to Continuous Professional Learning (CPL)										
2.1	Need for accredited university planning programs to update (and give updates) on their curriculum on how they: <ul style="list-style-type: none"> <li>Reflect histories and experiences of diverse communities, particularly, Black and Indigenous,</li> </ul>	Support planning programs in creating resources with updates from accredited professional planning program Directors regarding how their			x	x	<ul style="list-style-type: none"> <li>Directors of accredited university planning programs</li> </ul>			x

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<p>within all facets of planning curricula.</p> <ul style="list-style-type: none"> <li>Focus on contemporary challenges experienced by racialized peoples, and existence of systemic racism. This needs to recognize exclusionary dominating practices as well as achievements of leaders from marginalized communities.</li> </ul>	<p>programs and courses reflect/incorporate racial equity and human rights lens and plans to update curricula.</p>									
	<p>Explore scholarships for students to conduct research on topics related to experiences of Black communities in planning.</p>	x		x		<ul style="list-style-type: none"> <li>OPPI membership</li> <li>Accredited university planning programs</li> <li>ASAE and other granting bodies</li> <li>MITACS</li> </ul>	x			
2.2	<p>Practicing planners need to be educated on how planning is biased against Black communities, either overtly or unconsciously, how it is a non-neutral practice rooted in colonialism, and how to address this problem.</p>	<p>Create a CPL webinar and/or series of modules on unconscious bias and tools for anti-racism in planning for practice.</p>	x	x	x	x	<ul style="list-style-type: none"> <li>Affiliated professions (architects, landscape architects)</li> <li>Equity, diversity, inclusion, and human rights experts</li> <li>OPPI membership</li> <li>Standards Committee Competency Review</li> </ul>		x	
2.3	<p>Professional planning competencies need to explicitly include an exploration of community harms as part of planning ethics and professional codes of conduct and the methods that planners use to prevent them.</p>	<p>Work with PSC to review PSC competencies with equity, diversity, and inclusion lens as they are being revised.</p>			x		<ul style="list-style-type: none"> <li>Standards Committee Competency Review</li> <li>PTIAs</li> <li>Accredited university planning programs</li> <li>PSC</li> </ul>		x	
2.4	<p>Need for field trips and webinars in accredited university planning programs and through OPPI CPL, as well as published case studies to learn from and about historically Black communities and planning projects.</p>	<p>“Elevate the Expert”: Encourage sharing stories about Black community experiences and experiential learning and field trips to historically Black settlements in Canada both in universities and through conference walking tours (e.g., Africville, NS; Buxton, ON; Dresden, ON –location of Uncle Tom’s Cabin, etc.) led by Black planners and /or community members.</p>	x	x	x	x	<ul style="list-style-type: none"> <li>OPPI Membership</li> <li>OPPI Website</li> <li>Accredited university planning programs</li> <li>OPPI conference organizers</li> <li>CIP conference organizers</li> <li>Professional planning magazines</li> <li>PTIAs</li> <li>Ontario Heritage Trust (OHT)</li> <li>Standards Committee Competency Review</li> </ul>		x	
<p>Round 3 – Promoting a more informed planning practice that must recognize the diversity of the public and better engage with Black communities to address issues arising from their lived experiences</p>										
3.1	<p>Collect and share information about what is happening in Black communities, their workshops, and organizations, lived experiences, and different planning</p>	<p>Use Y Magazine and/or other OPPI public communication platforms as a venue for reports from Black communities to</p>		x	x	x	<ul style="list-style-type: none"> <li>Professional planning magazines</li> <li>OPPI Blog</li> <li>Planners Connect</li> <li>Accredited university planning programs and students</li> </ul>	x		

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	approaches to recognize diverse voices within planning practice.	share with planning profession and other interested readers.					<ul style="list-style-type: none"> <li>Black community organizations</li> <li>OPPI Forum Fridays</li> </ul>			
3.2	Connect Human Rights Code to planning practices to better engage with Black communities beyond housing issues.	Connect with Ontario Human Rights Commission, the City of Toronto's Anti-Black Racism Unit, and other groups, to build on discussion about connection between planning and Human Rights, specifically in relation to anti-Black racism, and expanding available resources.		x	x	x	<ul style="list-style-type: none"> <li>Ontario Human Rights Commission</li> <li>Ontario Association of Architects (OAA)</li> <li>Ontario Association of Landscape Architects (OALA)</li> <li>Black Architects and Interior Designers Association (BAIDA)</li> <li>Black Planning Project (BPP)</li> <li>Municipal planners</li> <li>Provincial planners</li> <li>Standards Committee Competency Review</li> </ul>		x	
3.3	Expand conversations about equity and biases inherent in planning practices that exclude and discriminate against Black and Indigenous communities; how planning practices can better regard equity and human rights of Black people and other marginalized communities.	Promote discussions that re-evaluate current land use planning structures and practices (e.g., revitalization projects, strategic planning, infrastructure planning) to ensure we do not continue to make decisions that result in disadvantages to Black and/or other marginalized communities.		x	x		<ul style="list-style-type: none"> <li>Accredited university planning programs</li> <li>Planners Connect</li> <li>PTIAs</li> <li>Municipal planners</li> <li>Provincial planners</li> <li>Firms/organizations that have skills and experience in engaging with Black and Indigenous communities.</li> </ul>		x	
3.4	Network and collaborate with other professional bodies about their work to address anti-Black racism and support their relationship building with Black communities.	Connect with OALA and OAA to strengthen unified voice while OPPI focuses on planning at the institutional level and in the built and natural environment.			x	x	<ul style="list-style-type: none"> <li>Ontario Association of Architects (OAA)</li> <li>Black Architects and Interior Designers Association (BAIDA)</li> <li>Black Planning Project (BPP)</li> <li>Ontario Association of Landscape Architects (OALA)</li> <li>Black community organizations</li> <li>American Planning Association (APA)</li> </ul>	x		
3.5	Recognize the contributions of Black communities to place making and community building.	Develop awards recognition of Black community leaders, and change makers.	x			x	<ul style="list-style-type: none"> <li>Local Black business owners</li> <li>PTIAs</li> <li>OPPI Districts</li> </ul>		x	
3.6	Teach methods for relationship building and methods, techniques and 'non-traditional' approaches to planning with diverse communities, drawing from	Develop webinars and educational series regarding tools and practices for community	x	x	x	x	<ul style="list-style-type: none"> <li>Members of Indigenous Planning Perspectives Task Force</li> <li>Standards Committee Competency Review</li> <li>Black community planners</li> </ul>		x	

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	experiences of connecting with Indigenous communities, artists, community leaders; need to go beyond technology for communication and connection.	building and relationship building with Black communities drawing from some experiences of working with Indigenous communities (e.g., honoraria, day care, techniques). Bring in experts to educate members on techniques.					<ul style="list-style-type: none"> <li>OPPI members</li> <li>Accredited university planning programs</li> <li>Planners Connect</li> <li>Outside experts</li> </ul>			
3.7	Need for research about diverse Black communities, demographics, and practices in order to build better relationships.	Explore opportunities for research (including funding and other resources) to develop better information and knowledge about Black communities' interests and needs in current landscape.	x	x	x	x	<ul style="list-style-type: none"> <li>Black planning practitioners</li> <li>Accredited university planning programs</li> </ul>		x	
3.8	Opportunity to recognize UN General Assembly's proclamation of the International Decade for People of African Descent (2015-2024)	OPPI investigate ways to celebrate the International Decade for People of African Descent to meaningfully engage with communities.			x	x	<ul style="list-style-type: none"> <li>Ontario Association of Architects (OAA)</li> <li>Black Architects and Interior Designers Association (BAIDA)</li> <li>Black Planning Project (BPP)</li> <li>Ontario Association of Landscape Architects (OALA)</li> <li>OPPI members</li> <li><a href="#">United Nations Decade for People of African Descent Programme of Activities</a></li> <li><a href="#">United Nations Decade for People of African Descent (UNDPAD) Push Coalition.</a></li> </ul>		x	

## B. Items for Further Discussion

The following items for further discussion can be undertaken by the proposed Task Force, and are not listed in any particular order:

- Is there a need for a formal agreement between the Black Planning Project and OPPI for Black planners to come together? How to network with organizations doing equity-related work with BIPOC professionals and communities to create a formal “special interest group” because information conversations already happen outside of OPPI.
- Explore conversations for planning that confront systemic anti-Black racism. Make these conversations a regular part of planning practice (including education), rather than taking place at the fringes.
- How to take the best of what happened in the Indigenous Planning Perspectives Task Force process and translate that infrastructure and amplify discussions around anti-Black racism and racism against other groups under the umbrella of equity and human rights. For example, how to replicate Indigenous Planning Perspectives Task Force with a Black lens and ensure there is space for the uniqueness of Black experiences to emerge?
- How to ensure that planners who happen to come from Black communities are not burdened exclusively with the responsibility to bring about solutions for increasing the representation of members of Black communities in the planning profession – that this is a responsibility shared by institutions, organizations, and planners, overall.
- Expansive discussion of engagement and planning that involves diverse communities.
- Relationship building with communities is a process that needs to be an ongoing activity – fun, engaging with the public and not simply project-based.
- Discussion of specific barriers that prevent planners from Black communities and BIPOC planning students from finding or accessing professional planning mentors for RPP accreditation or informal job coaching.
- Work Logs required by PSB for RPP accreditation process is rigid; denies multiple modes of learning and expression, including volunteer work; how to engage in this conversation further and who with?
- How can planning curricula be updated to reflect the realities of diverse communities’ histories of colonialism in planning practice? How can planning schools offer updates on how their curriculum reflects issues beyond the vague category of “inclusion and diversity.”
- RPP membership fees are prohibitive, especially for precariously employed (many of whom are racialized) and recent graduates; fees due date (after Christmas) is timed poorly.

- Explore opening up CPL courses and university planning courses to non-students and non-members of OPPI and promote access to members of Black and marginalized communities who seek information.
- Tuition fees higher for professional planning school than for Master of Arts or Master of Science in most Ontario universities; lack of funding packages; barriers prohibitive to increasing diverse representation especially Black and Indigenous students and to program completion.
- How to gather statistics (i.e., demographics) on intake, retention, and graduation of Black/BIPOC students at university planning programs to help to shed light on different student experiences in accessing and completing planning education? How to gather non-aggregated statistics to include the representation of Black, Indigenous, and other racialized groups in the National Compensation Survey and future in compensation surveys.
- How to gather demographic information on OPPI members – self-identification from BIPOC communities?
- Promote conversations about Black community experiences and equity as they relate to revitalization projects, strategic planning, and infrastructure planning (e.g., access to biking lanes, prioritizing needs of marginalized communities) because BIPOC communities navigate the disparities created by projects that do not engage with them and/or do not include a human rights and equity lens in the work.

## Appendix A. OPPI Council Motion

### OPPI Council Motion following receipt of the Open Letter

**I move that Justine Giancola, President and Susan Wiggins, Executive Director prepare a response to the authors of the Open Letter indicating the following:**

1. That Council acknowledges the historic and current presence of systemic racism and commits to take action on behalf of the planning profession;
2. That Council representatives offer to meet with the authors of the letter as soon as possible to better understand the recommendations identified for OPPI to respond to anti-black systemic racism;
3. That Council will seek input from other voices, including those who have lived experience to inform our actions;
4. That Council consult with planning program directors, other provincial and territorial associations, the Canadian Institute of Planners and/or allied organizations to determine appropriate course(s) of action; and
5. That Council promote and generate broader dialogue with the membership

## Appendix B. Open Letter

June 12, 2020

### Open Letter in response to Ontario Professional Planners Institute's (OPPI) Statement on Systemic Anti-Black Racism

Dear Justine Giancola,

Thank you for acknowledging that “Ontario’s planners have a role to play in fighting systemic anti-black racism and amplifying marginalized voices”, in your [recent statement](#). As students, emerging professionals, professionals and faculty in the field of Planning, we believe that we are in a critical moment for the profession to take a strong leadership role against anti-black racism and fundamentally shift how planning is done, taught, and practiced to improve planning outcomes in Black communities.

We agree that Ontario Planners have a role to play in fighting systemic racism and amplifying marginalized voices. While it is incumbent on white and non-black planners to act to address anti-black racism in the planning profession, as Black planners have unique experiences of racism within the profession, it is critical Black planners be involved in solutions to address the institutional and systemic nature of racism within the planning profession.

As we move forward with conversations, some initial questions to consider are:

- How can OPPI better engage with Black communities?
- How can OPPI increase the number of accredited Black planning professionals and reduce obstacles to accreditation for Black students and Black emerging professionals?
- How can OPPI facilitate education about historical anti-Black racism and present day planning issues in Black communities?
- How can OPPI make the cost of annual subscriptions/memberships more affordable?
- What role can OPPI play to change how planning is done in Black communities?

Here are some specific recommendations that OPPI can implement to begin to respond to anti-black racism:

The first step for healing and bringing Black planners to the table is for OPPI to acknowledge the problem, make an apology and outline a clear commitment to a strategy which addresses the systemic and institutional barriers faced by Black planners.

Secondly, building this strategy requires the active engagement of Black planners and should start with the establishment of a Task Force to lead in the development of a strategy.

Thirdly, there must be a thorough investigation of the under-representation of Black planners at different stages in the profession. The spectrum of barriers that lockout and discourage Black peoples from pursuing a career in planning and moving into senior roles in private and public sectors should be forensically reviewed, from the education system to employment opportunities.

Fourthly, the accreditation path to become a registered professional planner (RPP) should be reviewed to identify institutional barriers and biases which exclude Black planning graduates from pursuing accreditation, further reproducing exclusions in the planning profession.

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And fifthly, an active dialogue through a working group be established with Black planners, should OPPI decide to actively resolve anti-black racism in the Planning profession and monitor results.

We look forward to your response.

Regards,

1. Abigail Moriah, MScPI, RPP, MCIP, The Black Planning Group | The Black Planning Project
2. Francis Kodjo Kwashie, MSc, MES (PI), The Black Planning Group | The Black Planning Project
3. Sam Carter-Shamai, MPI, SvN Architects + Planners | Black Artists' Network in Dialogue
4. Luisa Sotomayor, PhD RPP, MCIP, Assistant Professor, York University
5. Jamilla Mohamud, MES (PI), York University
6. Keisha St. Louis-McBurnie, MScPI, Graduate Student, Geography & Planning, Graduate Geography and Planning Student Society (GGAPSS), University of Toronto
7. Benjamin Bongolan, MES (PI) Graduate Student, York University
8. Deborah Cowen, Professor, Geography & Planning, University of Toronto
9. Darnel Harris, MES (PI), Executive Director, Our Greenway Conservancy
10. Olivia Bernard, PhD, Graduate Student, Geography & Planning, University of Toronto
11. Habon Ali, MScPI, RPP
12. Hazelmae Valenzuela, MScPI, Graduate Student, Geography & Planning, University of Toronto
13. Gervais Nash, BURPI, Ryerson University | Mentorship Initiative for Indigenous and Planners of Colour
14. Vivian Nguyen, BURPI, Ryerson University | Mentorship Initiative for Indigenous and Planners of Colour
15. Jc Elijah Madayag Bawuah, MES (PI), York University | Mentorship Initiative for Indigenous and Planners of Colour
16. Cheryll Case, BURPI, Ryerson University | CP Planning | BIPOC City Builders
17. Nabeel Ahmed, MES (PI), York University | BIPOC City Builders
18. Selam Eyob, MES (PI), York University, Graduate Student
19. Jocelyn Cadieux, MES (PI), York University
20. Jessie Huang, MES (PI), York University
21. Merve Kolcak, MES (PI), York University
22. Maymun Abukar, MES (PI), York University
23. Sunjay Mathuria, MPI, Ryerson University | Mentorship Initiative for Indigenous and Planners of Colour
24. Julian Iacobelli, MES (PI), York University
25. Chinoye Sunny, MES (PI), York University
26. Giulio Cecato, MES (PI), MCIP, RPP, City of Toronto
27. Shelagh McCartney, D Des. (UrbDes & PI), OAA, MRAIC LEED AP (Associate Professor), Ryerson In | Director, Together Design Lab.
28. Alexandra Aylen, MES (PI), York University
29. William Nixon, MES (PI), York University
30. Roger Keil, Professor, EUC, York University
31. Stefan Kipfer, Associate Professor, EUC, York University
32. Mariyan Boychev, MES (PI), York University
33. Jasmine mohamed, MES (PI), York University
34. Janice Barry, PhD, RPP, MCIP, Assistant Professor, University of Waterloo
35. Pierre Filion, PhD, Rpp. MCIP, Professor, University of Waterloo
36. Sabika Zaidi, MES (PI), York University
37. Samantha Anderson, MES (PI), York University
38. Hannelore Yager, MSc. (PI), University of Toronto
39. Jed Kilbourn, MES (PI), MCIP, RPP

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40. Jenna Davidson, MES (PI), York University, RPP Candidate, MCIP
41. Olwen Bennett, MUP, McGill University, RPP Candidate, MCIP
42. Ruth Belay, MSci Planning, University of Toronto
43. Pamela Robinson, MCIP RPP, Professor, School of Urban and Regional Planning, Ryerson University
44. Nina-Marie Lister, MCIP, RPP, Associate Professor of Urban and Regional Planning, Ryerson University
45. Ryan Anders Whitney, PhD, Department of Geography and Planning, University of Toronto
46. Christopher De Sousa, MCIP RPP, Professor, School of Urban and Regional Planning, Ryerson University
47. Cara Chellew, MES (PI), York University
48. Emma Nelson, MES (PI), York University
49. Magdalena Ugarte, Assistant Professor, School of Urban and Regional Planning, Ryerson University
50. Sabrina Musto, MSc.PI, University of Toronto
51. Loren March, PhD, Geography & Planning, University of Toronto
52. Annie Yang, BES Planning, University of Waterloo
53. Anne James, MScPI, Geography & Planning, University of Toronto
54. Joanna Ilunga-Kapinga, MScPI, Geography & Planning, University of Toronto
55. Kanishka Goonewardena, Associate Professor, Geography & Planning, University of Toronto
56. Janine Fletcher, BES Planning, University of Waterloo
57. Catherine Jiao, MScPI, Geography & Planning, University of Toronto
58. Tyler Marr, MScPI, Geography & Planning, University of Toronto
59. Brian Doucet, PhD, Canada Research Chair in Urban Change and Social Inclusion, School of Planning, University of Waterloo
60. Allison Lebow, MScPI, RPP, MCIP
61. Allison Evans, MES (PI), York University
62. Niki Van Vugt, MSci Planning, University of Toronto
63. Shameeza Resha Gafoor, BURP, Ryerson University
64. Zachary Dark, MES (PI), York University
65. Melinda Yogendran, MSc Planning, University of Toronto
66. Alexander "AJ" Wray, BES Planning '18, University of Waterloo; MA Geography, Western University
67. Katie A. Turriff, BES Planning, University of Waterloo
68. Pragya Priyadarshini, MScPI, Geography and Planning, University of Toronto
69. Erik Retz, MES (PI), York University
70. Joshua Lacaria, MES (PI), York University
71. Nick Revington, PhD, University of Waterloo
72. Matti Siemiatycki, Interim Director, School of Cities, University of Toronto
73. Lindsay Stephens, Assistant Professor, Geography and Planning, University of Toronto
74. Neve Adams, MScPI, Geography and Planning, University of Toronto
75. Kaari Kitawi, MLA, OALA, University of Toronto
76. Samantha Biglieri, PhD, MPI, Candidate Member OPPI, MCIP, incoming Assistant Professor, School of Urban & Regional Planning, Ryerson University
77. Alana Wittman, MES (PI), York University
78. Kevin Curtis, PHD, MCIP, RPP, Lecturer, School of Planning, University of Waterloo
79. Lucy Lynch, MES (PI), York University
80. John Lewis, PhD, Associate Professor, School of Planning, University of Waterloo
81. Leela Viswanathan, PhD, RPP, MCIP, Viswali Consulting
82. Geoffrey McGrath, RPP, MScPI, New Commons Development
83. Kayla Greenberg, MScPI, Graduate Student, Geography & Planning, University of Toronto
84. Leigh McGrath, MScPI, MCIP, RPP
85. Jhamela Stapleton, MScPI, Graduate Student, Geography & Planning, University of Toronto

Toronto

86. Bonnie Tang, BES Planning, University of Waterloo
87. Linda Peake, Professor, Urban Studies, York University
88. Erin Reed, BES Planning, University of Waterloo
89. David Roberts, Associate Professor, Urban Studies Program, University of Toronto
90. Moliann Weir, past student, Geography and Planning, University of Toronto
91. Zhixi Zhuang, PhD, MCIP, RPP, Associate Professor, School of Urban and Regional Planning, Ryerson University
92. Douglas Young, Associate Professor, Urban Studies, York University
93. Will Lamond, MES (PI), York University
94. Erika Hennebury, MES (PI), York University
95. Aria Popal, MES (PI), York University
96. Mark Jacobs, MCIP, RPP, The Biglieri Group
97. Leah Cooke, MCIP, RPP, Together Design Lab, Ryerson University
98. Cynthia Owusu-Gyimah, BArch.Sc., MCIP, RPP
99. Aida Mas, MES (PI), York University
100. Rachel Rauser, BES Planning, University of Waterloo
101. Veronica Osei-Akoto Brown, BSc. Global Health U of T, BA. Health & Society York University, MES (PI) York University
102. Mehedi Khan, MES (PI), York University
103. Anna Maria Levytska, BES Planning, University of Waterloo
104. Raven Williams, MES (PI), York University
105. Faduma Ali, MES (PI), York University
106. Ying Ye, BES Planning, University of Waterloo
107. Jessica Conroy, MES (PI), York University
108. Christine Avery, MScPI Student, Geography & Planning, University of Toronto
109. Anthony Biglieri, MCIP, RPP, The Biglieri Group Ltd.
110. Maro Austin, BES Planning, University of Waterloo
111. Michael Enzo Testaguzza, MCIP, RPP, The Biglieri Group Ltd.
112. Richard Marshall, MES (PI), York University
113. Brandon Gaffoor, BES Planning, University of Waterloo
114. Hadley Nelles, MA, Queen's University
115. Kadence Bunke, MES in Planning, University of Waterloo
116. Vivian Accioly Gomes, MES Planning(c) UW, The Biglieri Group Ltd.
117. Aisha Jallow, Msc Planning Uoft, Regional Municipality of York
118. Drew Sinclair, SvN Architects + Planners
119. Kaelan Watson, MES (PI), York University
120. Robyn Stebner, BURPI, The Biglieri Group Ltd.
121. Jennifer Dean, PhD, Assistant Professor, University of Waterloo
122. Katharine Rankin, Professor, University of Toronto
123. Joy Adeyemi, BES Planning, University of Waterloo
124. Manny Zanders, BA, The Biglieri Group Ltd., Our Greenway

## Appendix C. Draft Agenda and List of Participants

### OPPI and Black Planning Project Facilitated Meeting: First Discussion Addressing Anti-Black Racism in the Planning Profession

## Meeting Agenda

Thursday, July 30, 2020, 1:00pm to 3:00pm via Zoom

### Collective Goals:

1. to discuss how to address the lack of Black representation in the planning field.
2. to discuss how to ensure that all planners on the journey to professional accreditation and thereafter do not reproduce oppressive practices in planning that perpetuate anti-Black systemic racism.

### 1:00pm to 1:10pm Welcome and Introductions (10 minutes)

- Welcome by facilitator, Leela Viswanathan, Viswali Consulting.
  - Poll seeking consent to record meeting.
  - Statement of collective goals, overview of the agenda and process (facilitator).
- Round of brief introductions (Names & role)

### 1:10pm to 1:25pm Opening Statements (15 minutes)

- Opening statement from Black planners and Open Letter position (5 minutes)
- Opening statement from OPPI Council and intent of Council Motion (5 minutes)
- Time for questions for clarification (5 minutes)

### 1:25 – 1:40pm – Sprint Round 1 (15 minutes) – Breakout discussion groups

Issue: Removing barriers on the journey to becoming a professional planner, including: barriers and obstacles to access to planning education; OPPI membership affordability; and planning accreditation in Ontario.

- Pick the discussion group facilitator and reporter. Suggestion to use discussion notes template provided and Zoom whiteboard.
- Questions for discussion:
  - In addressing the lack of Black representation in the planning profession, what are systemic barriers or obstacles for Black students and career-seekers to becoming a professional planner?
    - Consider also the 5 steps to becoming a registered professional planner see <https://ontarioplanners.ca/become-an-rpp> and the Road to Candidate Membership from the Planning Standards Board <https://psb-planningcanada.ca/>
  - Opportunities and Actions: What are current opportunities and actions that can be taken to address these barriers?

- Leadership and Partners: Where can OPPI take leadership? Who are some potential partners for taking action?
- Timelines: Which actions can be immediate (within the year); short-term (1-2 years); long-term (5 years or more).

### **1:40 to 1:50pm - Report back on Round 1 (10 minutes)**

- Group 1 reports back (5 mins)
  - Key points of discussion; opportunities and actions; lead & partners; timelines
- Other groups build on Group 1's report (5 minutes)
  - Briefly identify areas of commonality
  - Contribute new ideas not yet shared

### **1:50pm – 2:05pm – Sprint Round 2 (15 minutes) – Breakout discussion groups**

Issue: Building and sharing knowledge about Black histories and histories of systemic anti-Black racism to educate planners throughout their journey from student to Continuous Professional Learning.

- Pick the discussion group facilitator and reporter. Use discussion group notes template and Zoom whiteboard.
- Questions for discussion:
  - What are the challenges associated with this issue?
  - What actions can universities take to address this issue?
  - Opportunities and Actions: What are current opportunities and actions that can be taken to address this issue?
  - Leadership and Partners: Where can OPPI take leadership? Who are some potential partners for taking action?
  - Timelines: Which actions can be immediate (within the year); short-term (1-2 years); long-term (5 years or more)

### **2:05pm – 2:15pm – Report back on Round 2 (10 mins)**

- Group 2 reports back (5 mins)
  - Key points of discussion; Next steps, partners, timelines
- Other groups build on Group 2's report (5 minutes)
  - Briefly identify areas of commonality
  - Contribute new ideas not yet shared.

### **2:15pm to 2:30pm – Sprint Round 3 (15 minutes) – Breakout discussion groups**

Issue: Promoting a more informed planning practice that must recognize the diversity of the public and better engage with Black Communities to address issues arising from their lived experiences.

- Pick the discussion group facilitator and reporter. Use discussion group notes template and Zoom whiteboard.
- Questions for discussion:
  - How can the planning profession (including OPPI and RPPs) build a more informed planning practice that engages with Black Communities and better appreciates the diversity of the public that planners serve?
  - How to facilitate an anti-oppressive planning practice?

- Opportunities and Actions: What are current opportunities and actions that can be taken to address this issue?
- Leadership and Partners: Where can OPPI take leadership? Who are some potential partners for taking action?
- Timelines: Which actions can be immediate (within the year); short-term (1-2 years); long-term (5 years or more)

**2:30pm to 2:40pm - Report back on Round 3 (10 minutes)**

- Group 3 reports back (5 mins)
  - Key points of discussion; Next steps, partners, timelines
- Other groups build on Group 2's report (5 minutes)
  - Briefly identify areas of commonality
  - Contribute new ideas not yet shared

**2:40pm to 3:00pm – Reflections, identifying next steps and wrap up (20 minutes)**

- Reflections among the whole group (5 minutes)
- Next steps for future discussions
  - Closing thoughts from OPPI Council and Staff (5 minutes)
  - Closing thoughts from Black planners (5 minutes)
- Wrap up (facilitator) (5 minutes)
  - Please send your notes to facilitator.
  - Notes from group discussions will be shared with all participants
  - Report for this meeting will be shared for feedback.

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**List of Participants**

**The Black Planning Project**

Abigail Moriah  
 Cheryll Case  
 Francis Kwashie  
 Habon Ali  
 Jamilla Mohamud  
 Keisha St. Louis-McBurnie  
 Luisa Sotomayor  
 Nicole Hanson  
 Sam Carter-Shamai

**OPPI Council Members and Staff**

Calvin Brook, Council Member  
 Eldon Theodore, Council Member  
 Justine Giancola, President, OPPI  
 Rupendra Pant, Member Engagement Manager  
 Ryan Des Roches, Education Manager  
 Susan Wiggins, Executive Director