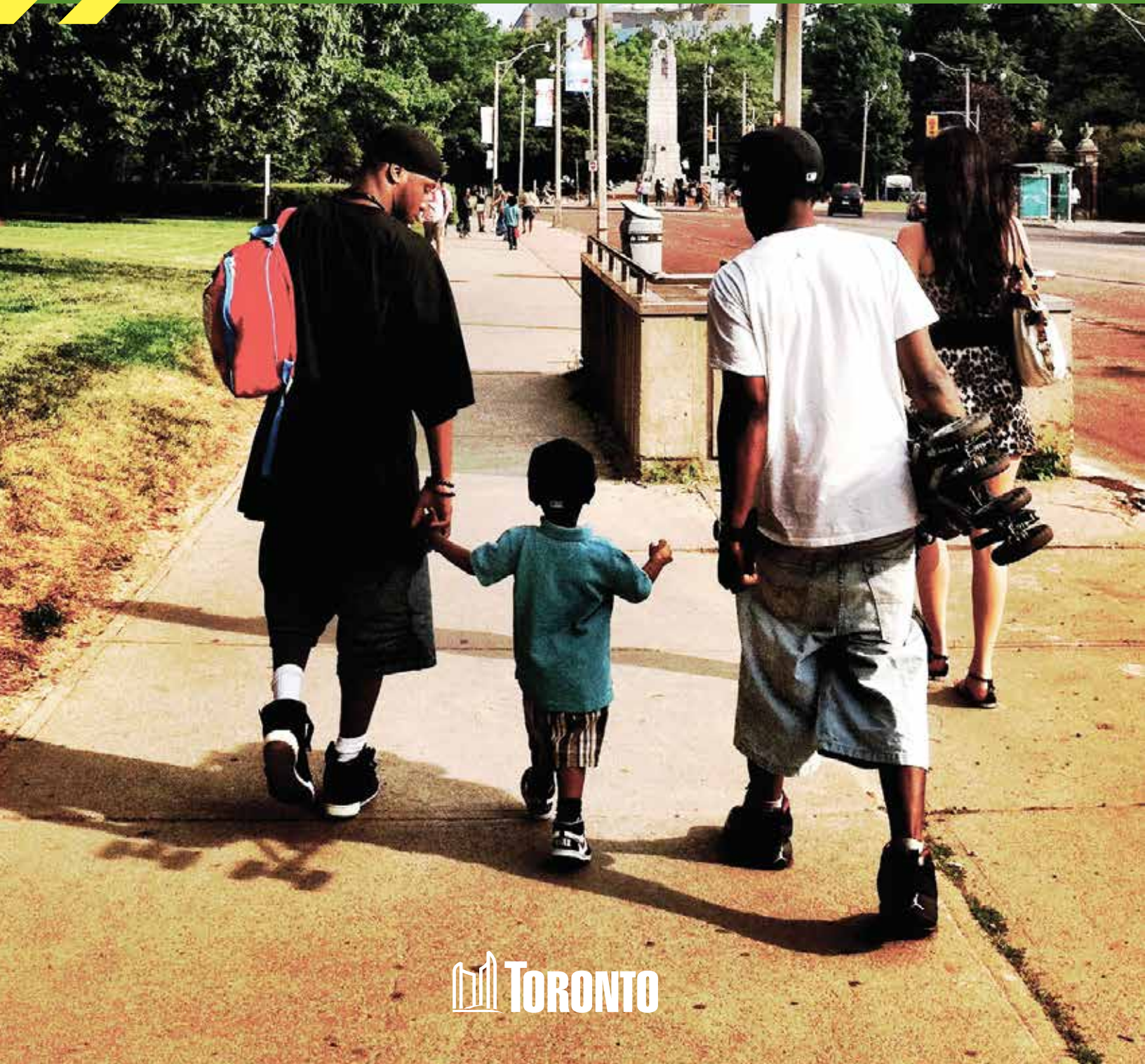


EX26.5

Attachment A

INTERIM TORONTO ACTION PLAN TO CONFRONT ANTI-BLACK RACISM

June 2017





INTERIM TORONTO ACTION PLAN TO CONFRONT ANTI-BLACK RACISM

June 2017



MAYOR JOHN TORY

Anti-Black racism exists in Toronto.

I believe this is an important statement for the Mayor of Toronto to make, as we strive for inclusion and to live by our values as the most diverse city in the world.

Eradicating anti-Black racism – though difficult – must be our goal in Toronto, because it stands as an obstacle to building a truly fair and just city.

I understand that members of our city's Black communities are tired of being asked to recount their own experiences with racism, and the experiences of their ancestors and children.

We know these experiences are real, and it is time for action. And so we embarked on an initiative to engage Toronto's Black communities in developing a Toronto Action Plan to Confront Anti-Black Racism: five-years of initiatives to address systemic barriers that exist across the city.

As part of this process, we took the many reports on racism that have been written over the past 41 years and put their recommendations in front of people for discussion, through 41 Community Conversations held by the City in partnership with community organizations. We wanted to know which actions the community felt would make the greatest difference in their lives,

and these conversations drew more than 800 participants who shared their experiences, their priorities and their concerns.

I attended four of those discussions myself. I listened to community members in Rexdale, Jane and Finch, Scarborough, and Weston Mt. Dennis. I listened to fathers and mothers, small business owners on Eglinton West, and I went to Black CAP and listened to members of the queer and trans community.

I listened to people describe what it feels like to have someone follow you around a store.

I heard very thoughtful comments about the presence of uniformed police in schools and whether this program is really meeting its goals.

I heard parents and students talk about the lack of Black teachers. The higher rates of unemployment experienced by young Black men in our neighbourhoods and the dramatically higher percentage of young Black men in the justice system.

I listened, and I learned.

And now, we have presented an Action Plan with five themes, 22 recommendations and some 80 actions the City can undertake.

This is a real plan and I am committed to acting on it.

In fact, the work has already begun.

As some first steps, we will be working with Black City staff to form a Black Staff Network that will help identify systemic barriers to career advancement inside

City Hall. The City will also engage Black experts and community members to provide anti-Black racism training for all City staff.

Our City government will also take immediate steps to improve employment and mentorship opportunities for Black youth.

To begin with, we have budgeted \$300,000 to make permanent a pilot program to provide construction and digital technology skills training for Black youth aged 18-29, in receipt of Ontario Works, with criminal records.

There are many more steps to be taken, but we are getting started right away, and I hope you see this as an indication of my intention to lead, and to act.

What I heard most of all in these sessions was the simple, heartfelt desire on the part of adults to see better things for the next generation, often their own children. Young people told me of their desire to have a fair chance and a life in Toronto free from racism and discrimination.

Listening to this, I know that our objective must be no less than to bring an end to acts of discrimination based on race, an end to stereotyping and marginalization, the introduction of systemic changes to eradicate racism, and a focus on providing the same opportunities to all our residents.

This won't be easy or instantaneous, but I pledge to lead, to work within government and in partnership with Toronto's Black communities to forge a city where our values and goals are matched by reality.

Mayor John Tory

CONTENTS

| | |
|---|-----------|
| Executive Summary | 1 |
| Introduction | 3 |
| Building An Effective Plan | 5 |
| Public Education to Confront Anti-Black Racism | 6 |
| Municipal Levers for Change | 7 |
| Vision and Principles | 9 |
| Anti-Black Racism Lens | 13 |
| Children & Youth Development | 15 |
| Health & Community Services | 21 |
| Job Opportunities & Income Supports | 29 |
| Policing & The Justice System | 35 |
| Community Engagement & Black Leadership | 41 |
| Provincial Matters | 45 |
| Next Steps | 47 |
| Summary Chart | 49 |
| Acknowledgements | 57 |
| References | 59 |



CHILDREN & YOUTH DEVELOPMENT



HEALTH & COMMUNITY SERVICES



JOB OPPORTUNITIES & INCOME SUPPORTS



POLICING & THE JUSTICE SYSTEM



COMMUNITY ENGAGEMENT & BLACK LEADERSHIP



EXECUTIVE SUMMARY

Toronto is the most diverse city in the world. However, studies continue to show that anti-Black racism still exists in this city, affecting the life chances of more than 200,000 Black people who call Toronto home.

Anti-Black racism is beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and colonization here in Canada.

The legacy of anti-Black racism lies in the current social, economic, and political marginalization of Black Torontonians. It is experienced as a lack of opportunity, poor health and mental health outcomes,

poor education outcomes, higher rates of precarious employment and unemployment, significant poverty, and overrepresentation in the criminal justice, mental health, and child welfare systems.

To begin confronting anti-Black racism in Toronto, the City of Toronto partnered with Black leaders and organizations to create and implement a three-phase process. Phase one was the development and launch of the Toronto For All public education campaign in November 2016, naming and challenging anti-Black racism. Phase two was the review of 41 years' worth of research and recommendations about addressing anti-Black racism in Toronto. This review created the foundation for 41 Community Conversations in phase three to determine how best to

take meaningful action going forward. Conversations ran from January to March 2017. Black Torontonians reviewed a draft action plan at a citywide workshop in May 2017 and provided feedback.

The Toronto Action Plan to Confront Anti-Black Racism is the result of this collaborative effort between the City of Toronto and Black Torontonians to take corrective action.

This five-year plan leverages the talents, knowledge, and experiences of Black residents and Black organizations as partners in making municipal services, spaces and policies fully inclusive and accessible to Black Torontonians in both intent and in practice. The Action Plan includes 22 recommendations and 80 actions to address five issue areas: children and youth development; health and community services; job and income supports; policing and the justice system; and community engagement and Black leadership.

This five-year Action Plan intentionally aims to impact levers within the City of Toronto's influence, including the

following priority actions within municipal jurisdiction:

1. **Recruitment, hiring, promotion and training at the City**
2. **Meaningful, sustained investments in Black youth mentorship and employment**
3. **Consistent investment in critical Black-led community services**
4. **Transformative policy development using an Anti-Black Racism Lens.**

The Action Plan will comprise of five annual work plans, starting in 2017, and a corresponding progress report. Annual work plans will identify key initiatives to advance the inclusion of Black Torontonians and the deliverables expected in the short-term. The work plans will also include a mix of initiatives that can be completed with existing resources and others requiring new investments. An annual progress report for each implementation year will be reported publicly to help ensure accountability.





INTRODUCTION

“Despite Canada’s reputation for promoting multiculturalism and diversity... Canada’s history of enslavement, racial segregation, and marginalization, has had a deleterious impact on people of African descent which must be addressed in partnership with communities.”

- United Nations’ Working Group of Experts on People of African Descent, October 2016

Black Torontonians are contributing to all areas of city life – adding their talents and assets to make Toronto stronger, more vibrant, and more successful.

Toronto is the most diverse city in the world. However, study after study continues to show that anti-Black racism still exists in Toronto, affecting the life chances of more than 200,000 Black people who call Toronto home.

The legacy of anti-Black racism lies in the current social, economic, and political marginalization of Black Torontonians. It is experienced as a lack of opportunity, poor health and mental health outcomes, poor education outcomes, lower socio-economic status, precarious employment, higher unemployment, significant poverty rates, and overrepresentation in the criminal justice, mental health, and child welfare systems.

Anti-Black racism is beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and colonization.

Anti-Black racism is micro (as seen in day-to-day interactions) and it is structural (as seen in laws and policies that govern this country).

Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, often making this particular form of racism appear normal or invisible to the larger society. This makes it more difficult for Black people to name their specific experiences of anti-Black racism. Often doing so comes with severe consequences, such as loss of employment, targeting, isolation, violence, and emotional and spiritual injuries.

The ongoing reality of anti-Black racism in Toronto stands as an obstacle to a truly fair and just city.

The City of Toronto, as a government, has a duty to make decisions and take actions that help Toronto become an inclusive and prosperous place for everyone.

Examples of the many disparities Black Torontonians face:

- Black Torontonians were victims of 85% of hate crimes in Toronto where racism was the motivating factor¹
- 42% of children in the care of the Children's Aid Society of Toronto are Black, five times their representation in the overall population²
- Black students become "early leavers" of high school at higher rates – 23% compared to 12% of white students³
- Black Torontonians have an unemployment rate of 13%, nearly two times the provincial rate⁴
- 27% of all carding incidents are focused on Black Torontonians, three times their representation in the overall Toronto population⁵
- Black women and girls are one of the fastest growing incarcerated groups⁶

Building an Effective Plan

An effective action plan to confront anti-Black racism in Toronto requires the work and ideas of many people. It must be built in community, leveraging the experiences, insights and solutions of Black Torontonians.

In 2016, as the City of Toronto embarked on a process to acknowledge anti-Black racism in Toronto and develop a comprehensive plan to address it, we tried to do things a little differently. We were guided by three principles that emerged from a meeting Mayor Tory held with Black leaders in April 2016 following protests by Black Lives Matter Toronto: (1) build on existing research and recommendations; (2) partner with the community; and (3), engage young leadership in the process.

Instead of writing yet one more report, we reviewed the many reports already written by Black leaders, activists, educators, community groups, and public servants over the past 41 years as our starting point. We analyzed them and grouped over 113 recommendations into five themes: (1) Children & Youth Development; (2) Community Engagement & Black Leadership; (3) Health & Community Services; (4) Job Opportunities & Income Supports; and (5) Policing & the Justice System.

Then we partnered with 11 community agencies serving Toronto's diverse Black communities to host 41 Community Conversations from January to March, 2017. We shared these recommendations. Had they been acted upon? Are they still relevant? What actions still need to be taken?

We engaged 15 young leaders to guide the Community Conversations and capture community ideas. More than 800 Black Torontonians, from across the city – young and elder, Caribbean and Continental African, Black queer and Black trans youth and adults, francophone women, parents and caregivers, community workers, artists, and business and faith leaders – shared with us how they would like to build on the past recommendations to achieve meaningful action today.

City staff worked with the community facilitators to analyze and compile these community ideas into a Draft Action Plan. City of Toronto divisions reviewed the Draft Action Plan for clarifications and additions from their service and policy perspectives. The resulting Draft Action Plan was presented to Black community leaders, organizers and residents on May 13, 2017 in a feedback workshop hosted by Mayor Tory at Toronto City Hall. This community feedback was used to refine and finalize the recommendations and actions.



Public Education to Confront Anti-Black Racism

On November 2, 2016, the City of Toronto and its partner, OCASI-Ontario Council of Agencies Serving Immigrants launched a public education campaign to raise awareness about anti-Black racism in Toronto, and to equip people with the means to identify it, question it and challenge it.

The campaign built on the anti-Black racism work of Black leaders, activists, educators, and community groups and organizations, present and past.

As a form of public education, this second installment of the Toronto For All campaign was meant to provoke, make Torontonians think, and start and continue a conversation about anti-Black racism in our city. The first Toronto For All public education campaign ran in summer 2016 naming and challenging Islamophobia in Toronto. In June 2017, Toronto For All will feature a public education campaign challenging the racism and transphobia experienced by racialized trans youth.



MUNICIPAL LEVERS FOR CHANGE

The City of Toronto has direct administrative responsibility over a number of critical systems that affect Toronto residents on a daily basis:

- The City is one of the largest employers in Toronto, with a wide variety of professional positions and entry-level jobs with pathways to middle income earnings
- The City supports Canada's financial and business capital, as one of the most business-friendly cities in North America with more than 89,800 businesses operating from Toronto
- The City owns a large portion of the housing stock, through the largest landlord in Canada, Toronto

Community Housing, home to 110,000 Torontonians, and provides active support for other social housing providers and affordable housing in Toronto for low-income and vulnerable residents

- Through recreation infrastructure, the City supports the second largest system after the school system for social inclusion for children and youth
- Through local planning and community service investments, the City has intimate knowledge of 140 neighbourhoods and leads place-based planning with community partners

- Through the Toronto Police, the City operates the frontline service to the criminal justice system
- The City operates the crisis support systems for Toronto residents through Fire, Paramedics, Police, and shelters.

These are important systems that a municipal government provides to its residents. They need to be leveraged to create a fair, accessible and supportive City for all Toronto residents.





VISION AND PRINCIPLES

Purpose

The City of Toronto works to ensure that policies and practices are truly inclusive, and meet the needs of Toronto residents to live well and contribute to the city's vibrancy and prosperity.

Like all Toronto residents, Black Torontonians want to live in a city where the services and spaces meant to serve all residents are also accessible to them – this requires removing anti-Black bias, prejudice, and discrimination.

Black people want to be afforded the same life chances and opportunities to

participate as all other Torontonians. Currently, measures to achieve universal equity often fail to effectively serve Black Torontonians, leading to disparities and disproportionately negative outcomes. Targeting equity measures for Black people will ensure they have access to the full benefits of living in this city like other Torontonians.

The Toronto Action Plan to Confront Anti-Black Racism lays out actions to help ensure that municipal services, spaces and policies become fully inclusive and accessible to Black Torontonians in both intent and in practice.

The Toronto Action Plan to Confront Anti-Black Racism is a five-year plan to leverage the talents, knowledge, experiences, and capacities of Black people and Black organizations as partners in strengthening the quality of life of Black Torontonians and the city at large.

The Action Plan includes 25 recommendations and 80 actions across five themes: (1) Children & Youth Development; (2) Community Engagement & Black Leadership; (3) Health & Community Services; (4) Job Opportunities & Income Supports; and (5) Policing & the Justice System.

- Some actions leverage Black cultural knowledge and practices to better support positive child and youth development.
- Some actions require targeted communication and outreach to ensure Black communities are reached by universal service efforts and job opportunities.
- Some actions assess current policies, practices and structures to identify anti-Black bias and take corrective and preventative actions.
- And in other cases, actions are about piloting new approaches and sustainably investing in programs and organizations that are already achieving successful outcomes.

Whenever governments and service providers work to target the removal of systemic barriers experienced by the most disadvantaged communities, all residents benefit. The Toronto Action

Plan to Confront Anti-Black Racism follows this approach of targeted universalism. The actions, when taken as a whole and executed fully, will benefit all Torontonians, especially other Toronto communities experiencing racism and marginalization.

VISION

Toronto is a city where Black residents have access to the life chances and opportunities enjoyed by other Torontonians. We will become a city in which no Torontonian is denied access to resources or participation due to anti-Black racism, and where the knowledge, skills and talents of Black residents are fully engaged in leading our vibrant and thriving city.

PRINCIPLES

The implementation of the Toronto Action Plan to Confront Anti-Black Racism will be guided by the following three principles:

Partner with Black Communities

Black Torontonians are contributing to all areas of city life – adding their talents and assets to make the city stronger, more vibrant, and more successful. They actively co-developed this Action Plan with a vision of co-leadership and collective impact. The successful implementation of the Toronto Action Plan to Confront Anti-Black Racism necessitates shared leadership and ownership with Black people and Black organizations, as well as action from non-Black people and institutions.

Engage the Diversity of Toronto's Black Communities

Black people living in Toronto are a diverse people, comprising of many communities. And yet, all Black people in Toronto experience anti-Black racism. In our Community Conversations, we

heard from Black elders and youth, women, queer and trans youth, francophone women, people living with HIV, young fathers, and newcomers, and established residents from the Continental African and Caribbean communities. The diversity of Black identity and experience must remain at the heart of the Toronto Action Plan to Confront Anti-Black Racism.

Drive Systemic Change

Anti-Black racism and discrimination are systemic and require fundamental changes in policy and practice across institutions within and beyond municipal government. While individuals may experience interpersonal acts of racism, it is the structural barriers to equal opportunity that cause the most harm. To drive systemic change, the Toronto Action Plan to Confront Anti-Black Racism must be taken as a whole and executed fully. Comprehensively targeting the removal of systemic barriers will improve the lives of Black Torontonians, other Toronto communities experiencing racism and marginalization, and all Toronto residents





COMMUNITY CONVERSATION

Chrys Saget-Richard

was a youth facilitator of the City of Toronto's Confronting Anti-Black Racism Initiative.

"A lot of what the community was saying was, we have the skills, we have the potential, we have the ideas, we don't have the resources; we've known these things," says Saget-Richard.

The facilitator said across the board there was a sense of disappointment and frustration.

In all of the Conversations with participants, "folks were saying we've never felt any benefit in any type of response and the fact that many of these recommendations were never put forward because they were also collected over a period of 41 years is beyond their disappointment."

Saget-Richard said people were skeptical about more money being put into communities.

They asked questions such as: "Why is it that majority of the Black communities don't have parks? Why is it that we have to travel but then we also face poverty and unemployment at disproportionate

rates? Why is it that we have organizations getting money for serving Black communities but don't actually serve Black communities, and don't serve Black communities the way Black communities need to be served?"

Saget-Richard said although the Conversations were divided into five themes, each theme "bled into the other."

"When we're talking about policing and justice, we're talking about youth, we're talking about children, we're talking about community, we're talking about health, mental health, but in terms of policing and justice every single Conversation I went to folks were saying end carding and for real, like no joke, it's not a game."

They want the City to put resources into communities so that they can build their own community support.

This includes having centres that are more holistic and Black-centred that are run and developed by black folks.

They also want spaces for continued consultation of Black communities with the Mayor's office or City Council throughout the year to build a meaningful relationship with the City.



THE ANTI-BLACK RACISM LENS

The Toronto Action Plan to Confront Anti-Black Racism requires the use of an Anti-Black Racism Lens towards its full implementation. Eleven (11) Actions specifically require the use of an Anti-Black Racism Lens:

- 1.1 Develop & implement training on effective programming for Black children & youth, through an Anti-Black Racism Lens**
- 4.1 Develop and implement training for mental health service providers through an Anti-Black Racism Lens**
- 8.1 Apply an Anti-Black Racism Lens to improve the programming of the Toronto Food Strategy and Toronto Agricultural Program**
- 10.7 Apply an Anti-Black Racism Lens to the Rent Supplement provision process**
- 10.8 Apply an Anti-Black Racism Lens to the Eviction Prevention Framework in the 2017-2018 Eviction Prevention Strategy**
- 14.2 Apply an Anti-Black Racism Lens to shelter standards and procedures**
- 16.3 Review use of force protocols from an Anti-Black Racism Lens**
- 16.6 Strengthen protocols for police response to Emotionally Disturbed Persons (EDP) and report regularly on police-EDP interactions, using an Anti-Black Racism Lens**

18.2 Use an Anti-Black Racism Lens to develop and implement alternative models of policing that focus on community engagement

19.4 Apply an Anti-Black Racism Lens to City's complaint processes

20.2 Conduct an audit using an Anti-Black Racism Lens to evaluate City spaces and programs

Anti-Black racism is prejudice, attitudes, beliefs, stereotyping and/or discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and colonization. Anti-Black racism is micro (as seen in day-to-day interactions) and it is structural (as seen in laws and policies that govern this country).

The Anti-Black Racism Lens centres on Black Torontonians as an equity-seeking community, while accounting for their additional experiences of marginalization when their racial identity intersects with their identities as members of other equity-seeking communities, including women, youth, newcomers, queer and transgender people, Francophones,

and people living with HIV/AIDS. This combined experience of marginalization is known as intersectionality. Intersectionality indicates, for example, that Black women and Black transgender people face anti-Black racism uniquely at the intersections of overlapping systems of discrimination based on race and on gender. An understanding of intersectionality is mandatory in using an anti-Black Racism Lens to properly account for and respond to the needs of diverse Black Torontonians.

The Toronto Action Plan to Confront Anti-Black Racism requires the use of an Anti-Black Racism Lens most explicitly in actions involving Staff Training, Public Education, and Policy Development. Within these intervention strategies, an Anti-Black Racism lens will be applied.

The Toronto Action Plan to Confront Anti-Black Racism necessitates that non-Black people and institutions learn to utilize an Anti-Black Racism Lens to target the removal of systemic barriers and leverage the experiences, knowledge, capacities, and talents of Black people and Black organizations in shared leadership at all levels of the implementation of this Action Plan.



CHILDREN & YOUTH DEVELOPMENT

Over 88,000 Black children and youth, ages 0-24 live in Toronto.⁷ While dedicated parents and strong communities are raising many thriving Black children, as a whole, Black children and youth face many disparities.

Forty-two percent of children in care are Black children.⁸ Black youth have higher drop out and expulsion rates than other Toronto children.⁹ At 23%, the unemployment rate of Black youth in Toronto is two times higher than the

national average.¹⁰ And Black youth report often feeling unwelcome or unsupported in many of the programs that are funded to assist them.

Changes are needed to ensure that Black children and youth, including those who identify as queer and transgender have access to high quality programs and are afforded the same protections and supports that all children and youth need to grow up healthy, safe and confident.

RECOMMENDATION

1. **Increase access to high-quality programs for Black children and youth**

ACTIONS

- 1.1 Develop and implement training on effective programming for Black children and youth, through an Anti-Black Racism Lens
- 1.2 Increase supply and variety of culturally appropriate before- and after-school programs with clear learning objectives, including STEAM (science, technology, engineering, arts and math) programs
- 1.3 Support effective Black youth leadership programs, including rites of passage, civic and community leadership
- 1.4 Increase hiring of Black Torontonians and partnerships with diverse Black communities to ensure that children and youth programs reflect the diversity of the communities they serve
- 1.5 Develop and implement intergenerational and cultural connections through Black mentorship initiatives

RECOMMENDATION

2. **Meet the specific needs and aspirations of Black queer and trans youth**

ACTIONS

- 2.1 Consult on and invest in meeting the specific needs and aspirations of Black queer and trans youth

- 2.2 Expand resources for Black queer and trans services providers
- 2.3 Work with Black parents, service providers and youth to create culturally relevant education and support services for parents of Black queer and trans children and youth

RECOMMENDATION

3. **Advocate for better protection and supports for Black children and youth**

ACTIONS

- 3.1 Communicate to the Province and the school boards the need for education improvements that support safe and effective learning
- 3.2 Communicate to the Province the need for improvements to the Child Welfare System to better serve and support Black children and youth
- 3.3 Collaborate with Provincial and Federal institutions to ensure Black newcomer children reuniting with their parents/caregivers are safely enrolled in schools





COMMUNITY CONVERSATION

Skills for Change

operates in different communities throughout the city serving immigrants and refugees.

One of the things, Surranna Sandy, its executive director, identifies as a priority is how some of the themes affect young Black people.

“What needs to be immediately addressed is how anti-Black racism impacts the social and economic mobility of young Black people.”

She said this starts from high school and affects graduation, self-esteem, and touches criminality or street involvement – all of which are significant.

There is also the issue of the high number of young Black children in care and how these institutionalized matters contribute to that percentage.

“There are a lot of things that are pressing. We’re delivering programming in more and more high priority neighbourhoods, so we’re moving to Jane and Finch, we work with young Black girls, young Black boys, other racialized groups, but we have a significant Black population.”

Sandy has seen the tremendous mental health needs, among other issues.

Those things require immediate addressing systematically from the school system to the workplace, social access to laws that would impact our particular group, she says.

They discussed what could be done to revamp the children’s aid approach to Black children.

The possibility of having a different group of professionals working with Black kids in care and more training for social services professionals to understand there are varying cultural approaches to childrearing are some of the areas they explored.

There is a divide in how the youth view their relationship with the police and what the older people think that relationship should be.

Sandy thinks it requires a bit more exploration because “when we develop solutions and approaches it may not necessarily work across the generations as to what we think may be the most desirable approach to solving the problems.”

Her suggestion is that if a reassessment is done in the next two or three years, that there be a conversation specifically with young Black people.



COMMUNITY CONVERSATION

Delta Family Resource Centre

works primarily with Somali youth.

Julet Allen, program director, says there is breakdown of the family in the Somali community. Most of the families are headed by single parents; usually mothers.

Having spoken to some of the mothers, she says it has been very difficult to raise boys without having a father figure around or someone to mentor them.

“There’s this whole belief that women are less than and so these young men are coming of age with these women that they don’t think very highly of to raise them, and so there’s no one there to support them entering into manhood,” says Allen.

She thinks the Somali community is one of those that have not settled very well because many fled war in their homeland.

“Some of the children that they took with them were not children of their own but they were trying to get the children out so families would just take children to protect them.”

Allen believes that many did not learn how to deal with the trauma and as a result violence has been the outcome for some young people.

She urges the government to address the anger and loss that they experienced and to offer support.

There is also “this whole idea that they didn’t know that they were black until they came to Canada.”

Racism was something new to them when they came here and they did not realize how anti-Black racism and discrimination would affect them.

Allen thinks the first thing that should be tackled is the systemic racism that exists within the education system.

She views it as “a big downfall for a lot of what you see happening in the Black community.”

The program director highlighted the scarcity of mental health resources and wants the City to provide resources and training for social service workers on the frontlines who aspire to be in management.



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HEALTH & COMMUNITY SERVICES

Anti-Black racism continues to impact the health and wellbeing of Black Torontonians. Compared to non-racialized people, Toronto's Black residents report higher rates of pain and discomfort, high blood pressure and obesity.¹¹

Limited access to relevant, safe, affordable, and effective health and community services remain a challenge for Black residents and families living in Toronto.

Black Torontonians often experience a 'service desert' in their neighbourhoods

and when services are available, many Black residents report that though these services are funded to support all Torontonians, they often are inadequate in meeting the needs of Black residents.

Changes are needed to reduce health inequalities and improve the wellbeing of Black Torontonians. The City, especially working in concert with the Province of Ontario, can take action to meet existing and emerging community health and community service needs.

RECOMMENDATION

4. Improve the quality and availability of City-programmed community mental health services for Black Torontonians

ACTIONS

- 4.1 Develop and implement training for mental health service providers through an Anti-Black Racism Lens
- 4.2 Leverage Black cultural knowledge to lead and provide more mental health services across the city for Black Torontonians, including clinics, on-call counsellors, harm reduction programs and supports for post traumatic stress disorder

RECOMMENDATION

5. Improve the quality and effectiveness of health and community services for Black Torontonians

ACTIONS

- 5.1 Increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Torontonians
- 5.2 Replicate and expand effective models of Black-led health and community services to under-served neighbourhoods and populations of Black Torontonians
- 5.3 Regularly update 211 directory with community-based services for Black Torontonians

RECOMMENDATION

6. Strengthen the accountability of health and community services for Black Torontonians

ACTIONS

- 6.1 Outreach, recruit and hire from diverse Black communities to increase number of permanent Black health, social and community workers
- 6.2 Develop and implement an outreach initiative to recruit and train diverse Black Torontonians for leadership and governance roles in health and community organizations
- 6.3 Coordinate with funders to require the collection and public reporting of health and community service data disaggregated by race and other characteristics
- 6.4 Coordinate with funders to invest in community capacity to comply with the collection of data disaggregated by race

RECOMMENDATION

7. Improve the quality of recreation services for Black Torontonians

ACTIONS

- 7.1 Improve recreation spaces in neighbourhoods with high proportions of Black residents
- 7.2 Regularly engage with diverse Black Torontonians on how to expand and improve recreational programming and facilities

RECOMMENDATION

8. Improve food access for low-income Black Torontonians

ACTIONS

- 8.1 Apply an Anti-Black Racism Lens to improve the programming of the Toronto Food Strategy and Toronto Agricultural Program

RECOMMENDATION

9. Improve support models to better address the specific needs of Black seniors, newcomers, people living with HIV/AIDs, people with disabilities, and Francophone women

ACTIONS

- 9.1 Ensure Black seniors are represented in the new Senior Strategy
- 9.2 Increase settlement sector knowledge of programs and services for Black newcomers
- 9.3 Ensure Black newcomers are represented in the Toronto Newcomer Strategy and the Integrating Cities Charter
- 9.4 Support funding access for Black organizations that provide services for Black people living with HIV/AIDS
- 9.5 Apply an Anti-Black Racism Lens as the City implements AODA and other steps to accommodate people with disabilities
- 9.6 Provide culturally appropriate supports to address violence against women in Francophone communities

RECOMMENDATION

10. Improve shelter and housing conditions to better support Black Torontonians

ACTIONS

- 10.1 Advance the recommendations of Tenants First, including improving the quality of Toronto Community Housing through a revised tenant-focused service delivery model that better serves families, youth and vulnerable tenants, including seniors, with a stable funding formula
- 10.2 Apply an Anti-Black Racism Lens to shelter standards and procedures
- 10.3 Ensure shelter staff are trained on anti-Black racism as a trigger to mental illness
- 10.4 Create safe spaces within new LGBTQ2S shelters for Black queer and trans youth
- 10.5 Collect race-based data on the needs of Black queer and trans youth for shelters support services planning
- 10.6 Create safe spaces within women's and family shelters for Black women
- 10.7 Apply an Anti-Black Racism Lens to the Rent Supplement provision process
- 10.8 Apply Anti-Black Racism Lens to the Eviction Prevention Framework in the 2017-2018 Eviction Prevention Strategy



COMMUNITY CONVERSATION

Dwayne Morgan

is an award-winning spoken word artist and father who participated in the Conversation organized by Young & Potential Fathers.

Morgan says living as a racialized person affects every aspect of his life and there are people making decisions about the city who normally go through their day not having to think of any of these things.

He says they have no understanding of what it means to live as a racialized person “where you constantly see someone look at you and you have to interpret what that look means.”

“There’s a lot of mental things that happen with us just trying to go through our regular day and how we find employment, how we seek education, how we raise our children.”

The men focused on youth and the need for greater mentorship from the community, in terms of internships and job shadowing. These are steps to help young people to see other possibilities.

Morgan felt that the discussion was good but it was one that he has had most of his adult life.

“Even with the recommendations I’m cautiously optimistic, in terms of what could be changed, because I believe that the conversation is starting from a place where it shouldn’t be starting from. What I mean by that is I would think that we have to start the conversation from a place where we understand and accept that racism and anti-Black racism is woven into the fabric of the society that we live in.”

When Morgan speaks to young people he tells them that when they drop out of school the police, children’s aid, the court system, probation, and welfare benefit.

He said the most important step to confront anti-Black racism is to start with the young people and this requires a multifaceted approach that examines poverty, barriers, and environment.

“It’s not just a matter of getting an education but it’s a matter of when you get to the school are you nourished enough to learn. Do you see yourself reflected in the curriculum?”

Morgan said there is a stereotype that Black fathers do not exist but it is not a novelty to see a Black father active in the life of his child; many men are doing this.



COMMUNITY CONVERSATION

The work of Oasis Centre des Femmes

a Francophone organization, is focused on the issue of violence against African women.

Its executive director, Dada Gasirabo, says the themes in the Conversations were generally for everybody, but the organization would have preferred if women's issues were included.

Despite this, they discussed women's issues mainly while not neglecting other areas such as youth and kids, and Francophones.

They examined the transition between the time a woman seeks a safe place and the time she has to leave the shelter.

The housing issue is a very complicated one, not for only women, but for women leaving violent situations -- it's kind of a burden, says Gasirabo.

"And then we are adding the issue of some women not speaking English, it becomes even worse. They got abuse from a landlord and they don't know their rights or responsibility. They want a place to stay, but sometimes we have six, four families living under one unit because the amount of welfare they get is not enough for them to find a proper apartment for a whole family. That's one of the biggest issues."

She also identifies the poverty of women in Toronto as being linked to their situation as they cannot afford proper

housing because they have no income.

On the matter of health and mental health, she said there is trauma attached to this experience and sometimes, mental health issues are not necessarily seen as such.

"We deal also with a majority of the immigrant community who don't understand what is mental health, and who don't want to understand because it's scary. It's what they knew as being fools from their own culture."

It is not always approached easily so sometimes women have to rely only on support services like those at the organization, instead of being enrolled in mental health institutions, notes Gasirabo, while calling for culture-based, mental health community structures.

Some things are trauma-related because the Francophone community is made up mostly of people from the Great Lakes Region in Africa, where they come from conflicts or wars.

"They don't have this transition when they come to settle in Toronto. We don't have enough funding to have everything on spot and they are not eligible for most of the services anyways."

Speaking of anti-Black racism, Gasirabo said there is an intersectionality of racism, discrimination, poverty, and not being able to have all the resources in place.

The organization wants to see Francophone services at the City of

Toronto where people can go to get information about resources.

“The City doesn’t know us, we don’t know who to turn to, for example, when women are discriminated against based on gender, based on poverty, based on race.”

Gasirabo said even though there is a Francophone committee of the City of Toronto, women’s issues are not around the table. They want a seat on this committee so they can find out about resources for women.

Over the past few years, there has been a project in the City of Toronto aimed at educating women about the political structure at the municipal level.

She has encouraged them to get involved in committees or to understand how to do a deputation at the city council.

Oasis Centre des Femmes conducted two research projects examining economic barriers, especially for Francophone immigrant women. They found, mainly, that women are underemployed and would love to start their own business.

They trained 120 women entrepreneurs but the issue of funding came to the fore “because no one wants to lend to a woman who has no credit,” says Gasirabo.





JOB OPPORTUNITIES & INCOME SUPPORTS

Black Torontonians experience lower graduation rates, higher rates of unemployment, and are more likely to be living on poverty than the general population in the city. Black families are about three times more likely to be living on low incomes than white families.¹² 48% of Black children live in families with incomes of less than \$30,000 a year compared to only 9% of non-racialized children.¹³

Black Torontonians have an unemployment rate of 13%, nearly two times the provincial rate.¹⁴ Reviewing national trends, the United Nations' Working Group of Experts on People of African Descent concluded its official visit to Canada in fall 2016 noting anti-Black racism in the country's labour market. For example, they found a much

lower unemployment rate for Black women at 11% compared to 7% for the general Canadian population, and when employed, Black women make 37% less than white men and 15% less than their white female counterparts.¹⁵ Black residents are often concentrated in part-time and precarious work that is inadequate to meet their basic needs and fails to leverage their talents.

To move Black Torontonians out of poverty, the City of Toronto can take actions to create effective pathways for training and employment across sectors, create strong mentorship programs that build up networks for Black youth, and provide supports for Black-opened businesses to grow and compete.

RECOMMENDATION

11. Increase employment and training opportunities for Black Torontonians at the City of Toronto

ACTIONS

- 11.1 Outreach to, recruit and hire diverse Black people to increase the number of Black employees at the City of Toronto
- 11.2 Engage diverse Black experts and community members to develop Anti-Black Racism training for City staff and leaders
- 11.3 Include socio-demographics, including race and gender identity, as part of the City's Count Yourself In employee survey
- 11.4 Enhance current City internship programs to include Black youth, including Black queer and trans youth
- 11.5 Engage Black City staff to create a Black Staff Network to support professional development and engagement

RECOMMENDATION

12. Provide mentorship programs as a pathway to employment and promotion for Black Torontonians

ACTIONS

- 12.1 Create mentorship programs for Black youth to support skill development and the building of professional networks

RECOMMENDATION

13. **Improve access to high-quality training and employment programs for Black youth**

ACTIONS

- 13.1 Work with public and private sectors to create effective career pathways for Black youth, addressing the specific needs of young women, young Francophones, and queer and trans youth from Toronto's Black communities by leveraging federal and provincial youth employment funding
- 13.2 Host employment fairs and skills development programs in community hubs and Black-focused agencies
- 13.3 Provide free police reference checks, training and certifications for Black youth to access volunteering and entry-level jobs
- 13.4 Target a City-administered youth employment program, funded by the federal and/or provincial governments to support Black youth with criminal records and integrate funding for these youth to apply for record suspensions
- 13.5 Champion inclusive and equitable hiring practices in the non-profit and private sectors that focus police reference checks only for circumstances where there is a legal obligation
- 13.6 Advocate to the provincial and federal governments to remove barriers to applying for criminal record suspensions

RECOMMENDATION

14. **Improve job quality and income supports for precariously employed Black Torontonians**

ACTIONS

- 14.1 Continue to advocate to the Ontario government to raise social assistance rates
- 14.2 Champion a living wage standard across Toronto as outlined in the Poverty Reduction Strategy

RECOMMENDATION

15. **Support Black-owned businesses to better compete and thrive in Toronto**

ACTIONS

- 15.1 Target Black-owned businesses and social enterprises for outreach, training and vendor networking as part of the City of Toronto Social Procurement Program
- 15.2 Support the start-up and incubation of Black-owned businesses
- 15.3 Target development supports for businesses owned by Black women, Francophones, and people who were formerly incarcerated



COMMUNITY CONVERSATION

The African Canadian Mental Health Coalition

held a special consultation on mental health because it was not covered specifically in any of the themes of the Community Conversations.

The group says there is a need for decisive action that is meaningful and includes the community in its deliberations and prioritizing of its next steps.

Nene Kwasi Kafele, a longtime community advocate, says the African Canadian community is in a deep crisis and one that requires a special kind of leadership from those who are responsible for policies that impact on African Canadians in education, health, housing, food security, and criminal justice.

“We are encouraged by the fact that there is a specific focus on a particular aspect of our oppression, our struggles around anti-Black racism and naming it, and agreeing that it has a particular kind of identification that is deeper and more pernicious than racism, in general, because it’s connected to a history of slavery and white supremacy and colonization. It’s reflected in all the areas that we struggle with.”

He thinks this is also an opportunity for the community, internally, to galvanize itself, to do some critical self-reflection

and to look at whether there are things it needs to do differently to have different outcomes.

The coalition is urging the municipal, provincial, and the federal levels of government to get their act together so there is “coherence and coordination between the different strands of things that must occur for consistency and maximum impact.”

The group is calling for a focused resource at the City of Toronto that is committed to organizing around African Canadian affairs.

This would mean there is a concentrated focus to coordinate, plan and lead initiatives and it would also hold the entire City of Toronto accountable for plans and strategies developed around anti-Black racism.

Whatever priorities they agree on for implementation, the community should be meaningfully involved in providing feedback, direction, and leadership to those priorities, says Kafele.

The coalition says there is no data on the mental health status of black people in Toronto that is being deliberately gathered by agencies serving black people, especially black youth.

“We have a lot of children and youth mental health agencies, and all of them are run by white people. Most of them see racism as something they should avoid like the plague,” notes Kafele.

He said even though many of their clients are black, there are no proportionate

resources being provided for those workers and folks in the community who deal with those clients.

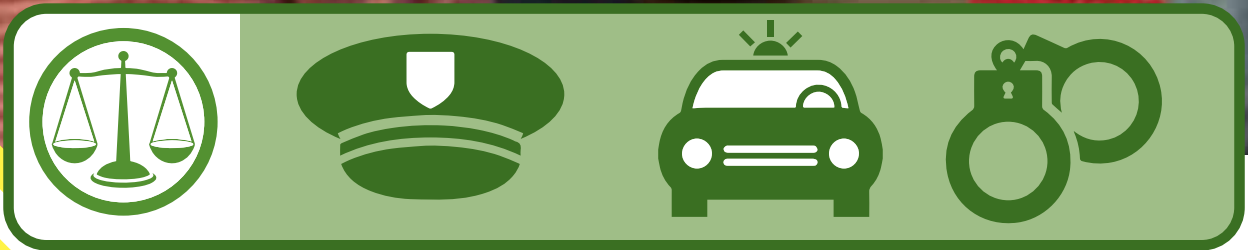
There are issues around how these lead agencies and the City of Toronto are dealing with mental health problems that black young people are addressing and what that should mean, in terms of accountability, funding and service delivery.

The coalition believes the board of health should have a responsibility to provide a very targeted and focused approach to how to reduce some of the inequities that cause people to be severely depressed or chronically stressed.

“Those things include access to services and supports, they include the City actually ensuring that their annual plans around health, generally, address anti-Black racism specifically, in terms of naming it and identifying what it is they are going to do to intervene and intercept some of these things through their planning,” said Kafele.

The City of Toronto should also develop an advisory committee on mental health and mental wellness for the Black community that would give them direction, support and advice, and some of the programming they might want to do to advance good mental health and wellness in the Black community, he said.





POLICING & THE JUSTICE SYSTEM

For over a decade now, Black Torontonians have been the second most targeted community for hate crimes in the city. In 2016, Black residents were victims of 85% of hate crimes in Toronto where racism was the motivating factor.¹⁶ Yet, lack of community trust in police means many incidents of anti-Black harassment and violence go unreported.¹⁷

Black Torontonians face many disparities related to law enforcement. They are disproportionately impacted by racial profiling and over-policing, and over-represented in federal and provincial prisons. 27% of all carding incidents are focused on Black Torontonians, three times their representation in the overall Toronto population. ¹⁸Over the

last 10 years, the number of federally incarcerated Black people has increased by 75%, now accounting for 9.3% of the total federal population despite representing just 2.9% of the Canadian population.¹⁹ Black women and girls are one of the fastest growing incarcerated groups.²⁰

Changes are needed to restore community trust, accountability and effectiveness to policing and the justice system. At the municipal level, actions can be taken by the City and the Toronto Police Service to end racial profiling, train police officers to confront anti-Black racism, and invest in alternative models to achieve community safety and restorative justice.

RECOMMENDATION

16. Implement measures to stop racial profiling and over-policing of Black Torontonians

ACTIONS

- 16.1 Review communication strategies with Black communities about the ongoing elimination of carding as a policing practice
- 16.2 Review the decision not to destroy the previously collected carding data
- 16.3 Review use of force protocols from an Anti-Black Racism Lens
- 16.4 Review police and community training, including Community Crisis Response Programs, to include use of force issues
- 16.5 Improve training to better equip Law Enforcement Officers with knowledge and skills to better protect and serve diverse Black people
- 16.6 Strengthen protocols for police response to Emotionally Disturbed Persons (EDP) and report regularly on police-EDP interactions
- 16.7 Communicate to the Province the need for improvements to Policing and the justice system to better serve and protect Black people

RECOMMENDATION

17. **Build a more transparent, accountable and effective police oversight system to better serve Black Torontonians and to strengthen community trust in police to serve and protect them**

ACTIONS

- 17.1 Collect and publicly report mandatory race-based data for greater transparency
- 17.2 Review and overhaul the Professional Standards for discipline at the Toronto Police Service
- 17.3 Strengthen community capacity to report and police capacity to investigate Islamophobic, transphobic and anti-Black hate crimes through a Community Police Hate Crimes Advisory Committee

RECOMMENDATION

18. **Invest in alternative models that create better safety outcomes for Black Torontonians**

ACTIONS

- 18.1 Work with community partners to translate and expand the dissemination of “know your rights” information about policing and the criminal justice system

- 18.2 Use an Anti-Black Racism Lens to develop and implement alternative models of policing that focus on community engagement
- 18.3 Use effective alternative models to incarceration such as the use of restorative justice models developed and implemented with elders in Black communities





COMMUNITY CONVERSATION

Notisha Massaquoi

executive director of Women's Health in Women's Hands (WHIWH) says in the past the government's responses have been very reactionary to Black community crises.

During the 'summer of the gun,' the City responded with money directed around that particular issue which was more around Black male youth.

"Not to take away from that in any way or any of the resources that were put aside for that, but what ended up happening is there was no gender analysis given to that situation to figure how are women situated in that problem as well, and what kind of resources would be required to support women."

Themes that were unique in their consultation included affordable housing, affordable daycare, and the lack of employment opportunities for their kids to get summer jobs.

"What types of programs would help solidify the family unit, I think, were more pressing for the women. And that's been very absent in any kinds of consultations or reports that we've seen."

The big ticket items for WHIWH were poverty elimination programs, child welfare, and education.

"Why are Black families living in poverty and they are not collecting race-based statistics sufficiently enough so you can actually look at the trends?"

The executive director says the City has to be involved in the fact that the overrepresentation of Black youth in care is provincial but is very significant in Toronto. There is also the over-policing of poor families or families dealing with mental health issues.

"It's racism, coupled with families living in poverty are more at risk for being involved in the child welfare system. So we're not developing programs to help support the alleviation of the impact of poverty, but we are putting more money into child welfare for the apprehension of children – that's a big one for Black women."

A lot of the stress and pressure that these women are under have to do with them interfacing with the education system and the racism that their kids are subjected to in the system, she said.



The African Canadian Social Development Council

which represents Continental Africans and seniors, is in the process of rebuilding.

Brianna Lerato Mokwele, council coordinator, says the organization recently held a summit and there were some common issues arising from it that relate directly to the City of Toronto's anti-Black racism initiative.

There was a heavy focus on policing and the justice system, and black leadership in the community as they try to build that capacity.

During the Community Conversations, the council examined primarily the themes: policing and the justice system, community engagement & Black leadership, and health and community supports, with the latter attracting the largest group comprising seniors and youth.

"Race-based data was probably the biggest theme across all boards, like needing its own institution," says Mokwele.

She wants to see an African discourse used instead of the term 'Afrocentric'

which she believes should be retired and that there be a complete shift from a European discourse.

Health services, affordable and accessible housing, especially pertaining to seniors, and mental health issues were highlighted.

The feeling is that many were not being able to navigate the issues or had the right supports around.

On training and mental health, participants said there was a lumping of many things under police training instead of it having its own category.

Measures of accountability were very important to folks, especially within the African community, which they said "is not understanding how to be held accountable, and how to navigate the system to hold police officers accountable."

Mokwele said transparency was spoken about a lot across all the facilitations that she did but it did not come up as a suggestion.

"Transparency in the police force and the justice system and perhaps having a third intermediary party being able to step in, and having that also be representative of Black folks," she underscored.



COMMUNITY ENGAGEMENT & BLACK LEADERSHIP

Toronto has a long and rich history of Black leadership, community engagement and innovation. From the first Black man to be elected to Canadian public office, Toronto City Council, in 1894, to ground-breaking civil rights lawyers, activists and educators. For decades, Toronto's Black leaders founded ground-breaking organizations that championed social, economic and political inclusion for Black Torontonians. The Black Action Defence League, Third Word Books, the African Canadian Legal Clinic, Women's Hands in Women's Health, and now, Black Lives Matter Toronto, are just a few.

Persistent, systemic racism and anti-Black bias has required Toronto's Black

parents, young people, and leaders in faith communities, business and labour to challenge uneven policies and practices creating barriers in their daily lives.

For over 41 years, Black communities have been organizing for meaningful engagement in the decisions that affect them and their children. They have asked for equitable investment in Black-led organizations to strengthen the social, economic, civic and spiritual capacity of Black Torontonians. Few sustainable investments have occurred.

The successful implementation of the Toronto Action Plan to Confront Anti-Black Racism necessitates shared leadership

RECOMMENDATION

19. **Increase opportunities for Black Torontonians to participate in City decision-making**

ACTIONS

- 19.1 Outreach, recruit and appoint diverse Black people to City agencies, boards and commissions
- 19.2 Outreach, recruit and appoint diverse Black people to program-level advisories in City divisions
- 19.3 Engage Black City staff to develop and implement civic education for Black people
- 19.4 Apply an Anti-Black Racism Lens to City's complaint processes
- 19.5 Advertise the City's complaint processes in Black communities

RECOMMENDATION

20. **Make City spaces more accessible and welcoming to Black Torontonians**

ACTIONS

- 20.1 Leverage City spaces to create a Black community hub in partnership with Black service providers
- 20.2 Conduct an audit using an Anti-Black Racism Lens to evaluate City spaces and programs

RECOMMENDATION

21. **Invest in Black arts and culture**

ACTIONS

- 21.1 Report the economic impacts from City-funded, major community festivals
- 21.2 Create a diverse Black Advisory Committee to work with City staff to review routes, sites and policing for Black cultural festivals
- 21.3 Increase stable funding and supports for Black arts and culture
- 21.4 Outreach to diverse Black people to share information about City grants processes for applications and deadlines

RECOMMENDATION

22. **Provide public education on issues of anti-Black racism in Toronto**

ACTIONS

- 22.1 Repeat and expand the public education campaign on Anti-Black Racism
- 22.2 Provide public education on how anti-Black racism negatively impacts the health of Black people including being a trigger for mental illness



COMMUNITY CONVERSATION

Different populations gathered at the office of the

Black Coalition for AIDS Prevention (Black CAP)

to share their experiences regarding the five themes outlined in the Community Conversations.

There was a lot more focus on health and community supports, as well as community engagement and job opportunities.

On the matter of jobs, participants want to see more African, Caribbean, and Black people represented in the public service.

“They want to ensure that the formulation of the final report has also been exercised through that medium and not any other,” says Garfield Durrant, MSM (men who have sex with men) prevention coordinator.

The participants cautioned that they did not want anything edited but instead preferred that everything said remain unaltered.

Durrant said they were attracted to the Conversation at Black CAP because they viewed it as “not just a session to talk

about these issues anymore, but now about the system responding to what they’ve been saying all this time and putting into place actions.”

To them, this acknowledgement is empowering and they felt that the Conversation was an initial step to building bridges with authority.

They believe that there needs to be a lot more representation and involvement of Black, African and Caribbean people in community development.

Their hope is that other projects, than those dealing with anti-Black racism, will be created to talk about what help can be offered to streamline aspects of community and development.

“It was more about equity, diversity, and human rights, in terms of even the legislation to really echo that.”

Regarding the justice system, he said there should be amendments made to the legislation, citing the example of the criminalization of HIV non-disclosure and how cases are reported.

“You’re seeing a lot more black people in the media, and when it comes to the other populations the media is very careful about how much information or what sort of information is placed in the public’s view,” Durrant said.



PROVINCIAL MATTERS

During the process to develop the Toronto Action Plan, Black Torontonians shared recommendations and actions that fall within the jurisdiction of the Province of Ontario. These include calls for:

- Improvements to the Education System to support safe and effective learning for Black children and youth
- Improvements to the Child Welfare System to better serve and support Black children and youth
- Improvements to the quality and availability of mental health services, and the effectiveness of community and health services for Black Ontarians
- Expanding access to high-quality mentorship, training and employment programs for Black youth
- Improvements to job quality and income supports for precariously employed Black Ontarians
- Improvements to human rights protection and employment equity for Black Ontarians
- The implementation of measures to stop racial profiling and over-policing of Black Ontarians
- The development of a more transparent, accountable and effective police oversight system to better serve Black people and to strengthen community trust in police to serve and protect them.

A full list of community recommendations and actions is provided in Appendix D. Among these, the priority actions that emerged within provincial jurisdiction are:

1. fundamental changes to the Education System
2. fundamental changes to the Child Welfare System
3. fundamental changes to the Criminal Justice System.

The City of Toronto does not have the legislative authority to act on these matters. However, given their importance to Black residents in Toronto, the Mayor Tory shared these recommendations and actions with the Province for their consideration. Many align with current provincial efforts under the Anti-Racism Plan and the new legislation, the Anti-Racism Act, 2017.





NEXT STEPS

On June 19, 2017, the Toronto Action Plan to Confront Anti-Black Racism goes before Executive Committee, a Standing Committee of City Council, chaired by Mayor Tory and comprised of all the Chairs of the other Standing Committees.

Following Executive Committee consideration of the Toronto Action Plan, the recommended next step is that the City will establish eight Expert Working Groups of City staff and community experts to:

- develop focused multi-year work plans for the following eight Intervention Strategies: (1) Staff Training; (2) Staff Recruitment; (3) Race-based Data; (4) Collaborative Service Planning; (5) Community Investment; (6) Youth Mentorship & Employment;
- (7) Public Education; and (8) Policy Development.
- identify corresponding resource implications for the work plans
- develop a model for an effective Partnership Table to support and oversee the implementation of the final Toronto Action Plan to Confront Anti-Black Racism
- report back to Executive Committee and City Council in the fourth quarter of 2017 with the results of this work.

These next steps are important to honour repeated community request for the City of Toronto to approve an action that plan that:

1. Partners with Black communities on meaningful decision-making
2. Has a clear multi-year implementation plan
3. Includes resource requirements
4. Is set up appropriately for implementation.

A strong, relevant plan that leverages municipal levers, has a clear implementation plan set to achieve outcomes necessitates this type of two-stage approach.

The final Toronto Action Plan to Confront Anti-Black Racism including these elements will be considered by Executive Committee and City Council towards the end of 2017.

An intervention is an act of intentional involvement to interrupt a negative situation to in order to improve it. The 80 actions of the Toronto Action Plan are summarized into nine Intervention Strategies meant to intentionally interrupt anti-Black bias and discrimination in policies and practices in order to improve conditions and opportunities for Black Torontonians, and by extension, benefit all Torontonians

SUMMARY CHART

| Issue | # | Recommendation | # | Actions | City of Toronto |
|------------------------------|---|--|-----|---|------------------------------|
| CHILDREN & YOUTH DEVELOPMENT | 1 | Increase access to high quality programs for Black children and youth | 1.1 | Develop and implement training on effective programming for Black children and youth, through an Anti-Black Racism Lens | CS, EDHR HR, PFR, SDFA, TPH |
| | | | 1.2 | Increase supply and variety of culturally appropriate before and after school programs with clear learning objectives, including STEAM (science, technology, engineering, arts and math) programs | CS, PFR, SDFA |
| | | | 1.3 | Support effective Black youth leadership programs, including rites of passage, civic and community leadership | CS, HR, PFR, SDFA, S&CP, TPH |
| | | | 1.4 | Increase hiring of Black Torontonians and partnerships with diverse Black communities to ensure that children and youth programs reflect the diversity of the communities they serve | CS, HR, PFR, SDFA, TPH |
| | | | 1.5 | Develop and implement intergenerational and cultural connections through Black mentorship initiatives | CS, EDHR, PFR, SDFA |
| | 2 | Meet the specific needs and aspirations of Black queer and trans youth | 2.1 | Consult on and invest in meeting the specific needs and aspirations of Black queer and trans youth | CS, EDHR, PFR, SDFA, TPH |
| | | | 2.2 | Expand resources for Black queer and trans services providers | SDFA, TPH |
| | | | 2.3 | Work with Black parents, service providers and youth to create culturally relevant education and support services for parents of Black queer and trans children and youth | CS, PFR, SDFA, TPH, EDHR |
| | 3 | Advocate for better protection and supports for Black children and youth | 3.1 | Communicate to the Province and the school boards the need for education improvements that support safe and effective learning for Black students | S&CP, SDFA |
| | | | 3.2 | Communicate to the Province the need for improvements to the Child Welfare System to better serve and support Black children and youth | S&CP, SDFA |
| | | | 3.3 | Collaborate with provincial and federal institutions to ensure Black newcomer children reuniting with their parents/ caregivers are enrolled in schools and supported | SDFA |

HEALTH & COMMUNITY SERVICES

| Issue | # | Recommendation | # | Actions | City of Toronto |
|-------|---|---|-----|---|-----------------|
| | 4 | Improve the quality and availability of City-programmed community mental health services for Black Torontonians | 4.1 | Develop and implement training on effective programming for Black children and youth, through an Anti-Black Racism Lens | SDFA, TPH, |
| | | | 4.2 | Increase supply and variety of culturally appropriate before and after school programs with clear learning objectives, including STEAM (science, technology, engineering, arts and math) programs | SDFA, TPH, |
| | 5 | Improve the quality and effectiveness of health and community services for Black Torontonians | 5.1 | Increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Torontonians | SDFA, TPH |
| | | | 5.2 | Replicate and expand effective models of Black-led health and community services to under-served neighbourhoods and populations of Black Torontonians | SDFA, TPH |
| | | | 5.3 | Regularly update 211 directory with community-based services for Black Torontonians | SDFA. |
| | 6 | Strengthen the accountability of health and community services for Black Torontonians | 6.1 | Outreach, recruit and hire from diverse Black communities to increase number of permanent Black health, social & community workers | TPH |
| | | | 6.2 | Develop and implement an outreach initiative to recruit and train diverse Black Torontonians for leadership and governance roles in health and community organizations | SDFA, TPH |
| | | | 6.3 | Coordinate with funders to require the collection and public reporting of health and community service data disaggregated by race and other characteristics | SDFA, TPH |
| | | | 6.4 | Coordinate with funders to invest in community capacity to comply with the collection of data disaggregated by race | SDFA, TPH |
| | 7 | Improve the quality of recreation services for Black Torontonians | 7.1 | Improve recreation spaces in neighbourhoods with high proportions of Black residents | PFR |
| | | | 7.2 | Regularly engage with diverse Black people on how to expand and improve recreational programming and facilities | PFR |
| | 8 | Improve food access for low-income Black Torontonians | 8.1 | Apply an Anti-Black Racism Lens to improve the programming of the Toronto Food Strategy and Toronto Agricultural Program | SDFA, TPH, |

| Issue | # | Recommendation | # | Actions | City of Toronto |
|-----------------------------|----|---|------|---|-----------------|
| HEALTH & COMMUNITY SERVICES | 9 | Improve support models to better address the specific needs of Black seniors, newcomers, people living with HIV/AIDs, people with disabilities, and Francophone women | 9.1 | Ensure Black seniors are represented in the new Senior Strategy | SDFA, TPH |
| | | | 9.2 | Increase settlement sector knowledge of programs and services for Black newcomers | SDFA |
| | | | 9.3 | Ensure Black newcomers are represented in the Toronto Newcomer Strategy and the Integrating Cities Charter | SDFA |
| | | | 9.4 | Communicate with the Province the need for greater funding support for Black organizations that provide services for Black people living with HIV/AIDS | TPH |
| | | | 9.5 | Apply an Anti-Black Racism Lens as the City implements AODA and other steps to accommodate people with disabilities | EDHR |
| | | | 9.6 | Provide culturally appropriate supports to address violence against women in Francophone communities | SDFA, TPH |
| | 10 | Improve shelter and housing conditions to better support Black Torontonians | 10.1 | Develop and implement training on effective programming for Black children and youth, through an Anti-Black Racism Lens | TCHC, SSHA |
| | | | 10.2 | Increase supply and variety of culturally appropriate before and after school programs with clear learning objectives, including STEAM (science, technology, engineering, arts and math) programs | SSHA, TPH |
| | | | 10.3 | Increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Torontonians | SSHA, EDHR, HR |
| | | | 10.4 | Replicate and expand effective models of Black-led health and community services to under-served neighbourhoods and populations of Black Torontonians | SSHA |
| | | | 10.5 | Regularly update 211 directory with community-based services for Black Torontonians | SSHA |
| | | | 10.6 | Outreach, recruit and hire from diverse Black communities to increase number of permanent Black health, social & community workers | SSHA |
| | | | 10.7 | Apply an Anti-Black Racism Lens to the Rent Supplement provision process | SSHA |
| | | | 10.8 | Apply an Anti-Black Racism Lens to the Eviction Prevention Framework in the 2017-2018 Eviction Prevention Strategy | SSHA |

JOB OPPORTUNITIES & INCOME SUPPORTS

| Issue | # | Recommendation | # | Actions | City of Toronto |
|-------|----|--|------|--|-----------------|
| | 11 | Increase employment and training opportunities for Black Torontonians at the City of Toronto | 11.1 | Outreach to, recruit and hire diverse Black people to increase the number of Black employees at the City of Toronto | PFR |
| | | | 11.2 | Engage diverse Black experts and community members to develop Anti-Black Racism training for City staff and leaders | PFR |
| | | | 11.3 | Include socio-demographics, including race and gender identity, as part of the City's Count Yourself In employee survey | SDFA, TPH, |
| | | | 11.4 | Enhance current City internship programs to include Black youth, including Black queer and trans youth | SDFA, TPH |
| | | | 11.5 | Engage Black City staff to create a Black Staff Network to support professional development and engagement | SDFA |
| | 12 | Provide mentorship programs as a pathway to employment and promotion for Black Torontonians | 12.1 | Leverage federal and provincial funding to create mentorship programs for Black youth to support skill development and the building of professional networks | SDFA, TESS |
| | 13 | Improve access to high-quality training and employment programs for Black youth | 13.1 | Work with public and private sectors to create effective career pathways for Black youth, addressing the specific needs of young women, young Francophones, and queer and trans youth from Toronto's Black communities by leveraging federal and provincial youth employment funding | SDFA, TESS |
| | | | 13.2 | Host employment fairs and skills development programs in community hubs and Black focused agencies | PFR, SDFA, TESS |
| | | | 13.3 | Provide free police reference checks, training and certifications for Black youth to access volunteering and entry-level jobs | SDFA, TESS |
| | | | 13.4 | Target a City-administered youth employment program, funded by the federal and/or provincial governments to support Black youth with criminal records and integrate funding for these youth to apply for record suspensions | SDFA, TESS |
| | | | 13.5 | Champion inclusive and equitable hiring practices among non-profit and private sector employers that focus the use of police reference checks, including vulnerable sector checks, only for circumstances where there is a legal obligation | SDFA, TESS |
| | | | 13.6 | Advocate to the provincial and federal governments to remove barriers to applying for criminal record suspensions | SDFA, TESS |

| Issue | # | Recommendation | # | Actions | City of Toronto |
|--|----|--|------|---|-----------------------|
| JOB OPPORTUNITIES & INCOME SUPPORTS | 14 | Improve job quality and income supports for precariously employed Black Torontonians | 14.1 | Outreach to, recruit and hire diverse Black people to increase the number of Black employees at the City of Toronto | TESS |
| | | | 14.2 | Engage diverse Black experts and community members to develop Anti-Black Racism training for City staff and leaders | SDFA |
| | 15 | Support Black-owned businesses to better compete and thrive in Toronto | 15.1 | Target Black-owned businesses and social enterprises for outreach, training and vendor networking as part of the City of Toronto Social Procurement Program | EDC, PMMD, SDFA, TESS |
| | | | 15.2 | Support the start-up and incubation of Black-owned businesses | EDC |
| | | | 15.3 | Target development supports for businesses owned by Black women, Francophones, and people who were formerly incarcerated | EDC |

POLICING & THE JUSTICE SYSTEM

| Issue | # | Recommendation | # | Actions | City of Toronto |
|-------------------------------|----|--|------|---|-----------------|
| POLICING & THE JUSTICE SYSTEM | 16 | Implement measures to stop racial profiling and over-policing of Black Torontonians | 16.1 | Review communication strategies with Black communities about the ongoing elimination of carding as a policing practice | TPS |
| | | | 16.2 | Review the decision not to destroy the previously collected carding data | TPS |
| | | | 16.3 | Review police use of force protocols from an Anti-Black Racism Lens | TPS |
| | | | 16.4 | Review police and community training, including Community Crisis Response Programs, to include use of force issues | SDFA, TPS |
| | | | 16.5 | Improve training to better equip Law Enforcement Officers with knowledge and skills to better protect and serve diverse Black people | TPS |
| | | | 16.6 | Strengthen protocols for police response to Emotionally Disturbed Persons (EDP) and report regularly on police-EDP interactions, using an Anti-Black Racism Lens | TPS |
| | | | 16.7 | Communicate to the Province the need for improvements to Policing and the Justice System to better serve and protect Black people | TPS |
| | 17 | Build a more transparent, accountable and effective police oversight system to better serve Black Torontonians and to strengthen community trust in police to serve and protect them | 17.1 | Collect and publicly report mandatory race-based data for greater transparency | TPS |
| | | | 17.2 | Review and overhaul the Professional Standards for discipline at the Toronto Police Service | TPS |
| | | | 17.3 | Strengthen community capacity to report and police capacity to investigate Islamophobic, transphobic and anti-Black hate crimes through a Community Police Hate Crimes Advisory Committee | TPS |
| | 18 | Invest in alternative models that create better safety outcomes for Black Torontonians | 18.1 | Work with community partners to translate and expand the dissemination of “know your rights” information about policing and the criminal justice system | TPS |
| | | | 18.2 | Use an Anti-Black Racism Lens to develop and implement alternative models of policing that focus on community engagement | TPS |
| | | | 18.3 | Use effective alternative models to incarceration such as the use of restorative justice models developed and implemented with elders in Black communities | TPS |

| Issue | # | Recommendation | # | Actions | City of Toronto |
|---|----|--|------|--|--|
| COMMUNITY ENGAGEMENT & BLACK LEADERSHIP | 19 | Increase opportunities for Black Torontonians to participate in City decision-making | 19.1 | Outreach, recruit and appoint diverse Black people to City agencies, boards and commissions | Clerks, EDHR, S&CP, SDFA |
| | | | 19.2 | Outreach, recruit and appoint diverse Black people to program-level advisories in City divisions | EDHR, SDFA |
| | | | 19.3 | Engage Black City staff to develop and implement civic education for Black people | Clerks, EDHR, S&CP, SDFA |
| | | | 19.4 | Apply an Anti-Black Racism Lens to City's complaint processes | CCO - Customer Centre of Excellence |
| | | | 19.5 | Advertise the City's complaint processes in Black communities | |
| | 20 | Make City spaces more accessible and welcoming to Black Torontonians | 20.1 | Leverage City spaces to create a Black community hub in partnership with Black service providers | RES, SDFA |
| | | | 20.2 | Conduct an audit using an Anti-Black Racism Lens to evaluate City spaces and programs | Facilities, Security, SDFA, PFR, Libraries |
| | 21 | Invest in Black arts and culture | 21.1 | Report the economic impacts from City-funded, major community festivals | EDC, SDFA |
| | | | 21.2 | Actively engage Black community advice to review routes, sites and security for Black cultural festivals | EDC |
| | | | 21.3 | Increase stable funding and supports for Black arts and culture | EDC, SDFA |
| | | | 21.4 | Outreach to diverse Black people to share information about City grants processes for applications and deadlines | EDC, SDFA |
| | 22 | Provide public education on issues of anti-Black racism in Toronto | 22.1 | Repeat and expand the public education campaign on Anti-Black Racism | EDHR, HR, Strat Comm, SDFA |
| | | | 22.2 | Provide public education on how anti-Black racism negatively impacts the health of Black people including being a trigger for mental illness | SDFA, TPH |

LEGEND: City Divisions, Agencies, and Commissions

| | | | |
|------------|---|------------|---|
| CCO | Chief Corporate Officer – Customer Service Centre of Excellence | SDFA | Social Development, Finance, and Administration |
| Clerks | City Clerk's Office | Security | Corporate Security |
| CS | Children's Services | SSHA | Shelter, Support, and Housing Administration |
| EDC | Economic Development and Culture | Strat Comm | Strategic Communications |
| EDHR | Equity, Diversity & Human Rights | SSHA | Shelter, Support, and Housing Administration |
| Facilities | Facilities Management | TCHC | Toronto Community Housing Corporation |
| HR | Human Resources | TESS | Toronto Employment & Social Services |
| PFR | Parks, Forestry and Recreation | TPH | Toronto Public Health |
| PMMD | Purchasing and Material Management Division | TPL | Toronto Public Library |
| RES | Real Estate Services | TPS | Toronto Police Service |
| S&CP | Strategic and Corporate Policy | | |



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