

### Year One Work Plan Summary

This document captures the Year One (May 2018 to April 2019) actions from the Toronto Action Plan to Confront Anti-Black Racism. The Confronting Anti-Black Racism Unit worked with the City's Agencies, Boards, Commissions and Divisions to track, evaluate, and report out on the status of actions. The action statuses are divided into 5 major categories and are described below. The expected completion date for each action is divided into 3 categories and described below as well.

### Action Status Categories:

<p><b><u>COMPLETE</u></b> Indicates that resources have been assigned and deployed, activities completed, outputs produced and desired short-term outcomes achieved.</p>	<p><b><u>IN-PROGRESS</u></b> Indicates that resources have been identified and deployed, activities are underway, resulting in some outputs and short-term outcomes.</p>	<p><b><u>PLANNING UNDERWAY</u></b> Indicates that resources may have been identified but not secured, activities may have been identified, but no outputs or short-term outcomes have been produced at the moment.</p>	<p><b><u>NOT-STARTED</u></b> Resources have not been identified, no activities started, no outputs or short-term outcomes.</p>	<p><b><u>REVISED</u></b> Indicates that this action has been merged with another, edited, or is not being pursued.</p>
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### Expected Completion Date Categories:

<p><b><u>Completed in Reporting Year</u></b> Indicates that the action and activities (programs, services, or policy development) has been fully implemented.</p>	<p><b><u>Activities On-going</u></b> Indicates the action may have been implemented, but activities (programs, services, or policy development) and their outcomes are on-going.</p>	<p><b><u>Expected in Reporting Year</u></b> Indicates when the action and associated activities, (programs, services, or policy development) are expected to be completed.</p>
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Rec#	Year1 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
<b>Creating Culture Change at the City</b>					
11, 19	Develop an Anti-Black Racism Unit at the City to lead the implementation of the Action Plan across the City divisions and agencies, including community engagement and public reporting	<ul style="list-style-type: none"> <li>• Social Development, Finance &amp; Administration</li> <li>• People, Equity &amp; Human Rights</li> </ul>	COMPLETE	Completed in Year 1	<ul style="list-style-type: none"> <li>• Confronting Anti-Black Racism Unit was established with a full staff complement of diverse Black Torontonians.</li> </ul>
19	Develop the Anti-Black Racism Partnership & Accountability Circle comprised of diverse Torontonians of African Descent to support accountability, transparency and the implementation of the Toronto Action Plan to Confront Anti-Black Racism.	<ul style="list-style-type: none"> <li>• Social Development, Finance &amp; Administration</li> </ul>	COMPLETE	Completed in Year 1	<ul style="list-style-type: none"> <li>• A recruitment campaign was completed to select members of the Partnership and Accountability Circle (PAC), 158 applications were received. The volunteer opportunity to join the Partnership and Accountability Circle was promoted on the City's social media platforms, on the Confronting Anti-Black Racism website and ListServe, and at 4 community meetings.</li> <li>• 12 diverse Black Torontonians were selected to serve on a two-year mandate for the Partnership and Accountability Circle, and have met four times over the past year.</li> </ul>
11.2 16.5	Develop and deliver a comprehensive, mandatory learning program for City staff and Law Enforcement Officers in the Toronto Police Service from frontline to leadership levels, leveraging the expertise of Black subject matter experts and embedding capacity within the organization	<ul style="list-style-type: none"> <li>• Toronto Police Services</li> <li>• People, Equity &amp; Human Rights</li> <li>• Social Development, Finance &amp; Administration</li> </ul>	IN-PROGRESS	Action On-going to Year 5	<ul style="list-style-type: none"> <li>• A comprehensive Confronting Anti-Black Racism Corporate Learning Program was developed which includes:               <ol style="list-style-type: none"> <li>1. Full day and half day sessions as well as a sixty to ninety minute awareness building and e-learning modules.</li> <li>2. Training sessions: The training program began with a focus on the City's most senior managers. The following are some of the City divisions that received training: City Clerk's Office, Corporate Security, Museums and Heritage Services, Toronto Public Health, Toronto Paramedic Services and Children's Services.</li> <li>3. Awareness building sessions: Approximately 1,200 Toronto Public Service staff participated in addressing anti-Black racism pilot learning sessions including staff from Parks, Forestry and Recreation; Toronto Employment &amp; Social Services; People, Equity, Diversity &amp; Human Rights; Shelter, Support &amp; Housing Administration; and Social Development, Finance &amp; Administration.</li> <li>4. Engaging Black Subject Matter Experts: Black subject matter expert facilitators have been engaged to support the delivery of the Confronting Anti-Black Racism Corporate Learning Program.</li> <li>5. Divisional Briefing Sessions: Approximately 741 City staff participated in the Confronting Anti-Black Racism Unit</li> </ol> </li> </ul>

					<p>presentations during senior management team meetings, divisional or staff meetings, or new staff orientations. This has served to increase awareness and knowledge of the Action Plan to influence a culture of change at the City.</p> <ul style="list-style-type: none"> <li>Toronto Police Service developed an in-class anti-Black racism training module for all officers. Details include:             <ol style="list-style-type: none"> <li>Training began in January 2019 for new hires, lateral hires, special constables, court officers and civilian members. 1,609 officers and special constables have been trained as of April 30, 2019.</li> </ol> </li> </ul>
11.5	Engage City staff to develop the Black Staff Network as a professional development vehicle for members of Toronto Public Service of African descent	<ul style="list-style-type: none"> <li>Social Development, Finance &amp; Administration</li> <li>People, Equity and Human Rights</li> </ul>	COMPLETE	Activities On-going to Year 5	<ul style="list-style-type: none"> <li>The Black Staff Network was launched during Toronto Public Service Week, held in September 2018.             <ol style="list-style-type: none"> <li>Black Staff Network Advisory Circle was established with 13 members, representing various City Divisions and a volunteer base of 40 members.</li> <li>The Black Staff Network is supported by a Deputy City Manager as the executive sponsor and a group of seven Black senior managers known as the Champion Circle.</li> <li>Highlights of the first-year include:                 <ul style="list-style-type: none"> <li>Kick-off event held with approximately 300 City staff</li> <li>2 Corporate Black History Month events in partnership with several City Divisions attracted more than 200 attendees</li> <li>Black Staff Network self-selected listserv of over 400 Black staff</li> </ul> </li> </ol> </li> </ul> <p>Toronto Employment &amp; Social Services held a mentorship and career development day for the division's Black staff. Survey responses from those who attended indicated that 70 per cent of the participants rated the event as 'excellent' and another 28 per cent rated it as 'very good'.</p>

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<b>Investing in Black Children &amp; Youth</b>					
1.3	Invest in community-led initiatives to support Black youth leadership development, including Rites of Passage, civic and community leadership through the Black Youth Leadership Project Grant to Confront Anti-Black Racism	<ul style="list-style-type: none"> <li>Social Development, Finance &amp; Administration</li> </ul>	IN-PROGRESS	Action On-going to Year 2	<ul style="list-style-type: none"> <li>City awarded a \$520,000 grant funded in partnership with United Way of Greater Toronto focused on supporting Black youth leadership programs. The recipients were the following 3 Black-led organizations:               <ol style="list-style-type: none"> <li>Dance Immersion (\$186,000) which aims to increase Black youth arts administrators. Short-term outcomes from this grant have included the development of a curriculum of arts administration training for Black youth.</li> <li>Delta Family Centre (\$229,000) focusses on engaging youth in civic participation. Short-term outputs from this grant have included over a hundred youth participating in civic engagement leadership series.</li> <li>Centre for Young Black Professionals (\$104,594) that aims to increase representation of young Black leaders in the Social Service Sector. Short-term outputs include frontline trainee program with a professional development accreditation as well as employment placements with not-for-profit agencies.</li> </ol> </li> <li>Parks, Forestry and Recreation organized 72 Black History Month events and activities across the City that engaged 1,900 youth.</li> </ul>
13	Initiate a Black Youth Internship Initiative starting with two paid internships for youth of African descent to support career exploration by working at the City of Toronto to actively support the implementation of the Toronto Action Plan to Confront Anti-Black Racism	<ul style="list-style-type: none"> <li>Social Development, Finance &amp; Administration</li> </ul>	COMPLETE	Activities On-going to Year 5	<ul style="list-style-type: none"> <li>Two inaugural Black youth interns hired in April 2019 for a 5-month placement within Confronting Anti-Black Racism Unit which will rotate in September 2019 with new interns.</li> </ul>
13	Advance employment initiatives that support youth with experience in the criminal justice system through City-community partnerships with in demand sectors, such as manufacturing, hospitality, construction, retail or information technology	<ul style="list-style-type: none"> <li>Toronto Employment &amp; Social Services</li> <li>Social Development, Finance &amp; Administration</li> </ul>	IN-PROGRESS	Actions On-going to Year 5	<ul style="list-style-type: none"> <li>Toronto Employment &amp; Social Services and more than 25 youth employment focused agencies in partnership with Social Development Finance &amp; Administration (SDFA) Youth Employment Partnerships network held:               <ol style="list-style-type: none"> <li>Two youth job fairs in March and October 2018 and one Vulnerable Young Women's event in May. All events had a focus on job seekers who are currently on probation or parole or have had conflict with the law.</li> <li>Overall 370 youth attended the employment events and an additional 30 young women attended the vulnerable Young Women's event in May.</li> </ol> </li> </ul>

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					<p>3. Toronto Employment &amp; Social Services offices supported clients who had conflict with the law and provided targeted job fair preparation for 98 job seekers; with 27 attending job fairs.</p> <ul style="list-style-type: none"> <li>• Toronto Employment &amp; Social Services organized:               <ol style="list-style-type: none"> <li>1. A Kitchen Masters program that 10 Black youth graduated from in December 2018. The program is a full-wrap program that provides youth on Ontario Works with training and employment support in the hospitality and food sector. This is a high intensity program with focused program support therefore, allows for small groups for each cohort.</li> <li>2. Employer-focused webinar on hiring individuals with criminal records was held in December 2018 and included 80 private and non-profit sector employers. Also, 133 registrants received supporting materials and webinar recording.</li> </ol> </li> </ul>
2.1	Invest in effective programs and services for Black Queer and Trans youth	<ul style="list-style-type: none"> <li>• Children's Services</li> <li>• Parks, Forestry &amp; Recreation</li> <li>• Social Development, Finance &amp; Administration</li> </ul>	IN-PROGRESS	Actions On-going to Year 5	<ul style="list-style-type: none"> <li>• Parks, Forestry &amp; Recreation completed consultations with approximately 174 Black youth from across the city who identified as trans or queer on how to provide better access to recreation programming. This led to the establishment of a reference group of 30 Black youth to continuously provide input on programs and services.</li> <li>• Children's Services procured a consultant to work with early and child care sector and Black queer and trans families to support development of inclusive practices and professional learning materials for child and family programs.</li> <li>• Confronting Anti-Black Racism Unit organized:               <ol style="list-style-type: none"> <li>1. An outreach event with Black LGBTQ2S service providers in December that brought together 40 participants.</li> <li>2. A symposium with LGBTQ2S service providers, youth and parents that had 150 attendees discussing ways to better serve Black queer and trans youth with a report produced after the event on the service gaps.</li> </ol> </li> </ul>

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<b>Connecting Black Torontonians to Civic Decision-Making</b>					
15	Develop the Mayor's Roundtable on Black Business to provide strategic advice and guidance to the Mayor on entrepreneurship, business development, cultural industries, and economic development issues in Toronto's Black Communities	<ul style="list-style-type: none"> <li>Mayor's Office</li> <li>Economic Development &amp; Culture</li> </ul>	PLANNING UNDERWAY	Action On-going to Year 5	<ul style="list-style-type: none"> <li>Established a Terms of Reference for the Mayor's Roundtable for Black Business have been established with Economic Development &amp; Culture, the Confronting Anti-Black Racism Unit, Mayor's Office and the Chair of Economic and Community Development Committee. The Roundtables are thematically structured around geography or sector specific subject matter.</li> <li>The inaugural meeting of Mayor's Roundtable on Black Business is scheduled for June 2019 with the focus on Eglinton-West Black-owned businesses.</li> </ul>
19.1 6.2	Build a Talent Bank of Black Torontonians for Public Appointment Opportunities to City Agencies, Commissions and Corporations through targeted outreach, training and recruitment	<ul style="list-style-type: none"> <li>City Clerk's Office</li> <li>Social Development, Finance &amp; Administration</li> </ul>	IN-PROGRESS	Action On-going to Year 5	<ul style="list-style-type: none"> <li>As part of the City Clerk's Office outreach to various communities, they partnered with the Confronting Anti-Black Racism Unit to organize 2 outreach events.               <ol style="list-style-type: none"> <li>The first event was held in December 2018 and was in collaboration with Black Business Professional Association and engaged 100 attendees.</li> <li>The second event, was hosted at City Hall as part of the "Blacks on Boards" campaign and attracted more than 100 Black professional and executives who participated in learning more about the City's public appointments opportunities. Two weeks after this event the intake of Black applicants more than doubled.</li> </ol> </li> <li>Social Development, Finance &amp; Administration awarded \$150,000 grant for "Black Leadership Governance Training" to TAIBU Community Health Centre in partnership with East Scarborough Boys and Girls Club, Alpha Kappa Alpha Toronto Chapter, University of Toronto Scarborough Campus to support the increase in representation of diverse Black Torontonians on Boards of Directors for health and community organizations. Outcomes expected in Year Two.</li> </ul>

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<b>Improving Customer Services</b>					
6.3 10.5 11.3 17.1	Develop a Disaggregated Race-Based Data Collection Strategy and public education initiative to better address racial inequities in service, program and funding delivery	<ul style="list-style-type: none"> <li>• Social Development, Finance &amp; Administration</li> <li>• People, Equity &amp; Human Rights</li> <li>• Shelter, Support &amp; Housing Administration</li> <li>• Toronto Police Services</li> </ul>	IN-PROGRESS	Action On-going to Year 5	<ul style="list-style-type: none"> <li>• Developing guidelines for demographic data collection questions, analysis tools, resources, reporting and use standards for the City with a staff report expected in November 2019.</li> <li>• Established community of practice in City to highlight best practices and share them with 13 City divisions and agencies.</li> <li>• Establishment of Black expert working group to provide guidance and feedback on demographic data collection questions.</li> <li>• Shelter, Support &amp; Housing Administration completed first ever Streets Needs Assessment that included the collection of race-based data completing action 10.5.</li> <li>• The Community Funding Unit established a cross-funder collaboration by the with United Way of Greater Toronto and Toronto Central Local Health Integration Networks to develop and pilot standardized demographic client survey for funded agencies in Year Two.</li> <li>• Toronto Police Services Board is updating a policy on the collection and use of demographic data. Consultations with the community to be held over the summer and a draft policy expected in September.</li> </ul>
21.1	Deliver the first annual Public Report on the Economic and Cultural Impacts of City of Toronto-funded festivals	<ul style="list-style-type: none"> <li>• Economic Development &amp; Culture</li> </ul>	PLANNING UNDERWAY	Expected Year 2	<ul style="list-style-type: none"> <li>• Staff are developing a report on the economic and cultural impacts of Black festivals and events and have engaged the Partnership and Accountability Circle to identify key indicators and Black-led festivals and events.</li> </ul>
18.1	Invest in community capacity-building and public education on rights and policing-community issues	<ul style="list-style-type: none"> <li>• Toronto Police Services</li> <li>• Social Development, Finance &amp; Administration</li> </ul>	PLANNING UNDERWAY	Action On-going to Year 5	<ul style="list-style-type: none"> <li>• Procurement process underway to secure a community organization vendor to develop the "know your rights" campaign.</li> </ul>
17.4	Activate a Community and Police Eliminating Anti-Black Racism (CAPE-ABR) Team to support the Toronto Police Service in applying an ABR analysis to procedures and policies	<ul style="list-style-type: none"> <li>• Toronto Police Services</li> </ul>	PLANNING UNDERWAY	Action On-going to Year 5	<ul style="list-style-type: none"> <li>• First meeting of Community and Police Eliminating Anti-Black Racism Team is expected in early July 2019.</li> </ul>

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<b>Divisional-led Work Plan Actions – Year One</b>					
1.1.	Develop and implement training on effective programming for Black children and youth, through an Anti-Black Racism Lens	<ul style="list-style-type: none"> <li>Children's Services</li> </ul>	IN-PROGRESS	Action On-going to Year 5	<ul style="list-style-type: none"> <li>Children's Services established a Black Staff Advisory Circle composed of 19 staff members to provide input on the implementation of the action plan and divisional policies and programs including: development of divisional service plan; early-on program standards; building child-care design guidelines, and supporting the building of relationships with Black-led organizations that serve children and families.</li> <li>In developing Children's Services five-year service plan, staff are currently planning engagement activities with the Black community during the summer of 2019.</li> </ul>
5	Improve the quality and effectiveness of health & community services for Black Torontonians	<ul style="list-style-type: none"> <li>Social Development, Finance &amp; Administration</li> </ul>	IN-PROGRESS	Expected Year 2	<ul style="list-style-type: none"> <li>Grant of \$210,000 awarded to Fufu, "From Us for Us"; a consortium of three Black community organizations that include: CEE Centre for Young Black Professionals, Harriet Tubman Community Organization, and Black Moms Connection</li> <li>The grant was co-designed grant was developed by the City of Toronto, and leaders and organizations representing the Black community in Toronto.</li> <li>The grant is intended to strengthen capacity of emerging and grassroots Black non-profit organizations.</li> <li>Key actions to be developed over 2019 include:               <ol style="list-style-type: none"> <li>A community of practice for Black organizations to share best practices and opportunities,</li> <li>Selection of micro grants to strengthen emerging and grassroots organization capacity,</li> <li>A conference bringing together emerging and established Black community organizations.</li> </ol> </li> </ul>
9.4	Communicate with the Province the need for greater funding support for Black organizations that provide services for people of African descent living with HIV/AIDS	<ul style="list-style-type: none"> <li>Toronto Public Health</li> </ul>	IN-PROGRESS	Action On-going to Year 5	<ul style="list-style-type: none"> <li>The City's Toronto Urban Health Fund increased one-time funding from 15 per cent to 33 per cent to organizations serving Toronto's African and Caribbean communities to do work on HIV prevention and counselling. Preliminary reports highlighted that 184 people were reached with messaging about HIV prevention. More data on outcomes expected in Year Two.</li> </ul>
10.2	Apply an anti-Black racism analysis to shelter standards and procedures	<ul style="list-style-type: none"> <li>Shelter, Support &amp; Housing Administration</li> </ul>	IN-PROGRESS	Expected in Year 3	<ul style="list-style-type: none"> <li>In developing new shelter design guidelines, a consultant with lived-experience was hired to facilitate Black staff engagement. 39 Black staff were engaged in</li> </ul>



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<b>Divisional-led Work Plan Actions – Year One</b>					
					providing feedback on how the shelter guidelines could incorporate an anti-Black racism analysis.
11.3	Include socio-demographics, including race and gender identity, as part of the City's Count Yourself In employee survey	<ul style="list-style-type: none"> <li>People, Equity &amp; Human Rights</li> </ul>	IN-PROGRESS	Expected in Year 2	<ul style="list-style-type: none"> <li>Ongoing enhancements are being made to the Count Yourself In (CYI) Diversity Workforce Survey to modernize language and utilize more inclusive terminology.</li> <li>In late 2018/early 2019, detailed CYI Survey reports/result were shared with City divisions to build awareness of their workforce diversity representation and build commitment and engagement to address any representation gaps.</li> </ul>
19.4	Review and revise the City's complaint processes to ensure that anti-Black racism is addressed at all phases and is aligned with related City instruments, policies, and regulations	<ul style="list-style-type: none"> <li>Deputy City Manager- Corporate Services</li> </ul>	IN-PROGRESS	Expected in Year 2	<ul style="list-style-type: none"> <li>Confronting Anti-Black Racism Unit presented to and provided information to the City-wide customer service improvement team (CSIT) on how to embed an anti-Black racism analysis in developing better customer service.</li> <li>In order to update the City's Corporate Complaint Handling Guidelines to ensure that anti-black racism is addressed, the Customer Service Centre of Excellence (CSCOE) has conducted a jurisdictional scan to identify best practices in handling complaints, completed a customer journey mapping exercise to identify main points in the current processes and performed an anti-black racism analysis on the Guidelines. The Guidelines are currently being updated and will be shared with key internal stakeholders for review and comment before being finalized.</li> </ul>
21.4	Outreach to diverse people of African descent to share information about City grants processes, applications and deadlines	<ul style="list-style-type: none"> <li>Economic Development &amp; Culture</li> </ul>	IN-PROGRESS	Action On-going to Year 5	<ul style="list-style-type: none"> <li>In partnership with the Confronting Anti-Black Racism Unit, Economic Development &amp; Culture organized a community conversation about how to better support Black arts and culture at NIA Centre for the Arts that had 100 attendees and included grant funders such as Heritage Canada and the Toronto Arts Council. Ninety-four per cent of event survey respondents indicated the event was "valuable or very valuable" to them. Similar engagements are planned for Year Two.</li> </ul>
n/a	Policy Development: Develop policy using anti-Black racism analysis	<ul style="list-style-type: none"> <li>Economic Development &amp; Culture</li> </ul>	IN-PROGRESS	Expected In Year 2	<ul style="list-style-type: none"> <li>Economic Development &amp; Culture is developing a five-year equity plan that will identify strategic actions to address gaps in service allocation; identify equity priorities; ensure workforce and advisory bodies and committees are diverse; create baseline measurements and also a monitoring plan. This plan has incorporated an anti-Black racism analysis and identifies Black communities as one of the priority groups.</li> </ul>
		<ul style="list-style-type: none"> <li>Social Development, Finance &amp; Administration</li> </ul>	COMPLETE	Completed in Year 1	<ul style="list-style-type: none"> <li>The City of Toronto Grants Policy and City of Toronto Grants Principles inform how City grants are funded, key eligibility requirements, and equity considerations. An anti-Black racism analysis was completed on the policies and changes incorporated in its revision.</li> </ul>

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Divisional-led Work Plan Actions – Year One					
	Collaborate with people of African descent to improve systems	<ul style="list-style-type: none"> <li>Parks, Forestry and Recreation</li> </ul>	IN-PROGRESS	Action On-going to Year 5	<ul style="list-style-type: none"> <li>Parks, Forestry &amp; Recreation has established a subject-matter expert committee composed of 18 staff to assist in the implementation of the Action Plan and to serve as ambassadors sharing knowledge about the Action Plan to co-workers.</li> </ul>