



**TORONTO FOR ALL:
CONFRONTING ANTI-BLACK
RACISM INITIATIVE
COMMUNITY CONVERSATION GUIDE**

Date: _____

Location: _____

www.TorontoForAll.ca



[#BlackInTo](https://twitter.com/BlackInTo)





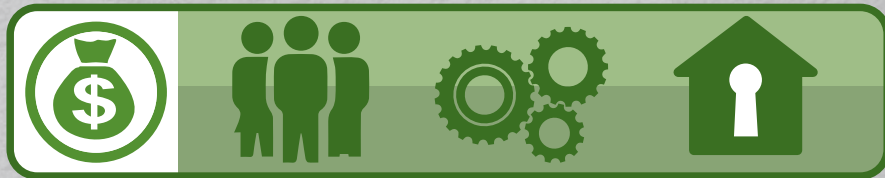
1. Children & Youth Development



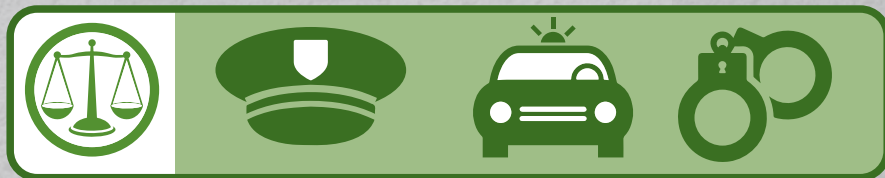
2. Community Engagement & Black Leadership



3. Health & Community Supports



4. Job Opportunities & Income Supports



5. Policing & The Justice System



INTRODUCTION

Welcome to the Community Conversation Guide for the Toronto for All: Confronting Anti-Black Racism Initiative.

On Nov 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 builds on the anti-Black racism work of Black leaders, activists, educators, and community groups and organizations, present and past.

The anti-Black racism campaign was meant to provoke, make people think, and start and continue a conversation about anti-Black racism in our city.

The campaign was part of a broader City of Toronto initiative on anti-Black racism.

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

The City has work to do. Recognizing that, we (the City) have listened to requests from various Black communities. We have enlisted support from individuals, communities, organizations and partners, and now we seek to engage the Black community broadly during these Community

Conversations to bring about sustainable, meaningful and collective change.

To help make sure that its decisions and actions are relevant, meaningful, and effective, a Toronto Action Plan to Confront Anti-Black Racism needs to be built on the recommendations that members of Toronto's Black communities have made since 1975 and prior. The Action Plan also needs to be informed by historical and current climate, while ensuring to centre community voices and grassroots ideas.

To make sure both of these happen, the City partnered with leaders, organizations and groups from diverse Black communities to have Community Conversations structured around 41 years' worth of recommendation on anti-Black racism.

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 deeply entrenched in Canadian institutions, policies and practices, often making anti-Black racism appear *normal* or invisible to the larger white society.

Anti-Black racism appears normal or invisible to the larger white society.

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). Some examples of how anti-Black racism 'plays out': carding regulations, the high numbers of Black children in the child welfare system, under/unemployment, hyper diagnosis of particular illness overall lack of/limited access to public resources, poor quality of services provided to the Black community, push-out rates of Black students, high rates of incarceration and lack of access to quality food, health and housing. (Benjamin, 2003)

What are some impacts of Anti-Black Racism on Torontonians?

A legacy of anti-Black racism lies in the current social, economic, and political marginalization of African Canadians in Toronto. It is experienced as a lack of opportunity, poor health/mental health outcomes, lower socio-economic status, precarious employment, higher unemployment, significant poverty rates and the overrepresentation in the prison, mental health and child welfare systems.

Anti-Black racism is embedded in institutions, socializing Canadians of all racial backgrounds (including other racialized non-Black people) to be inherently anti-Black. This makes it more difficult for Black Canadians 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.

Black peoples are overrepresented in the criminal justice system and child welfare systems, and they experience higher rates of poverty. They are provided inappropriate and inadequate access to health care services and face discrimination in the education system. Discrimination in the education system leads to disproportionate levels of disciplinary action being taken, and lower rates of high school and post-secondary completion/graduation. (Benjamin, 2003)



AT A GLANCE

Population

- 8.5% (218,160) of Toronto's population identify as Black.¹

Child Welfare

- 42% of children in the care of Toronto Children's Aid Society are born to Black parents.²

Graduation Rates

- In 2011, Black students had lower graduation rates (64.5%) compared to the overall student population (78.6%); 22.8% dropped out compared to 14.1%.³

Unemployment

- The unemployment rate for Black people in Ontario is 13%, higher than for non-racialized people (7.5%).⁴
- The unemployment rate for Black youth in Toronto and Ontario is 28%, which is two times higher than the national average of 14.3%.⁵

Incarceration

- While Black Canadians make up 3% of the Canadian population, they account for 10% of inmates in federal prison.⁵
- In 2013, 27% of all carding incidents were focused on Black Torontonians, despite Blacks making up only 8% of Toronto residents.⁵

¹NHS Profile, Toronto, C, Ontario, 2011

²"CAS study reveals stark racial disparities for blacks, aboriginals" by Sandro Contenta, Laurie Monsebraaten, Jim Rankin. Toronto Star, 2016.

³TDSB Black Students Report

⁴National Household Survey, Statistics Canada Catalogue no. 99-012-X2011038. 2011. Statistics Canada.

⁵The Colour Coded Labour Market By The Numbers: A National Household. Survey Analysis by Sheila Block, Grace-Edward Galabuzi and Alexandra Weiss. 2014. The Wellesley Institute.

⁶"Canada Has a Black Incarceration Problem" by Catherine McIntyre. Torontoist, April 21, 2016.

QUESTIONS & ANSWERS

How can I participate?

1. Community Conversations are one way to share your ideas. They are happening in neighbourhoods across the city, hosted by organizations serving Black Torontonians.
2. Toronto residents from diverse Black communities can also provide advice to the City through an online survey (www.TorontoForAll.ca). The questions are the same as those asked at Community Conversations.
3. You can also host a conversation with your friends or neighbours if you like. A Facilitator's Guide is online at www.TorontoForAll.ca to help you.

Why Community Conversations as the format?

Based on resident feedback, the City of Toronto is always exploring new ways to better engage communities in decision-making at the municipal level. Governments often use large forums for consultations with residents. Some work; some don't. We have learned that community-led conversations are an effective way to ensure that as many people as possible, have meaningful opportunities to share their thoughts and ideas. Conversations that happen locally in a neighbourhood, reduce the need to travel far; when they are hosted by community leaders and in existing community programs, they really create the conditions for safety; when more of them happen, more people are able to actively participate.

The **Toronto For All: Confronting Anti-Black Racism Initiative** is partnering with community leaders, animators and groups to create Community Conversations across the city. In these intimate conversations, members of Toronto's diverse Black communities can meaningfully share their ideas with their neighbours on how the City of Toronto can confront anti-Black racism in partnership with residents and community groups.

What about all those previous reports and recommendations on anti-Black racism?

Over the years, Black leaders, activists, educators, community groups and organizations, and public servants, have created a lot of reports that examine the impacts of anti-Black racism and have made recommendations to address it. Over the past few months, the City of Toronto reviewed 16 reports from the past 41 years. We get it – NO more reports are needed! The desire of communities at this stage are for actions to be taken based on those reports.

Some of these recommendations have resulted in key interventions that continue to address anti-Black racism in Toronto; others have been addressed and then dismantled; and many have yet to be enacted.

In 2016 in this city, there have been a lot of consultations by different government bodies, asking Toronto residents for ideas. Some of them speak to issues examined in those 16 reports. We have been listening and heard clearly from communities: it's time

for action, but how those actions are taken, who takes the leads and the overall process surrounding these actions matter!

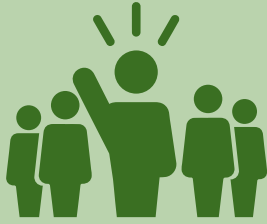
The Community Conversations are structured around the recommendations from those existing anti-Black racism research studies and reports. We grouped more than 113 recommendations into 5 themes to make the conversation(s) about them easier. The purpose of these conversations is to hear from Black Torontonians about how these recommendations should be implemented by the City of Toronto in collaboration with Black communities.

The results of all the Community Conversations will be compiled by City staff with help from Black leaders to inform the Action Plan to address the impacts of anti-Black racism on Black Torontonians.

What can the City of Toronto really do?

With three levels of government in Canada (City of Toronto, Province of Ontario, Government of Canada), it can be hard to keep track of who does what. The city government is the closest level of government to residents. The City has many roles to play in creating an equitable Toronto. The City can make policies and regulations to govern behaviour. It can create, fund and administer services. It can influence hiring practices. It can invest in community leadership and support community capacity. There are also limitations to the City's authority. Some changes must be done by the Province or Federal Government. In these instances, the City can advocate to the Province and the Federal Government to achieve change. Below is a list of the policies and programs that City decisions and Budget can effect.

- Aboriginal Peoples
- Advocate to the Provincial and Federal Governments for Funding and Change in Legislation
- Arts and Culture Facilities/ Events
- Bylaw Enforcement
- Child Care
- City Planning
- Community Development
- Communications
- Consultation and Engagement
- Court Services
- Economic Development
- Emergency Medical Services
- Employer
- Employment Programs
- Environment
- Equity, Diversity & Human Rights
- Fire Protection
- Funding to Community Agencies
- Housing / Affordable Housing
- Hydro Services
- Libraries
- Municipal Licensing (Animals, Buildings, Businesses)
- Parking
- Parks and Forestry
- Policing
- Public Health
- Public Transit
- Recreation and Community Centres
- Seniors' Homes
- Settlement
- Shelters and Transitional Homes
- Social Assistance and Social Services
- Social Policy
- Streets and Roads
- Taxation
- Toronto Community Housing
- Transportation Infrastructure
- Waste and Recycling Services
- Water and Sewage
- Youth Services



WHAT HAPPENS TO COMMUNITY INPUT?

1. Your ideas will help create a Toronto Action Plan to Confront Anti-Black Racism. All feedback from the conversations and online input will be collected and shared with City staff who work on social development and equity issues.
2. City staff will analyze and summarize all the ideas and they will be accessible to the public.
3. Summaries of the ideas for the Action Plan will be posted on www.TorontoForAll.ca
4. The City will host a city-wide dialogue on the draft Anti-Black Racism Action Plan.
5. City Council will review and consider the Action Plan for implementation in partnership with Black communities.

Have questions? Email us at TorontoforAll@toronto.ca or call us at: 416-392-4627



WORKSHEETS

GETTING STARTED

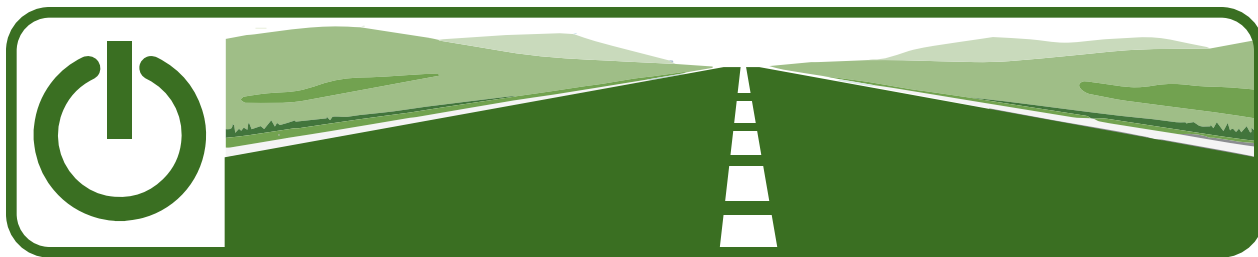
1. City does well...
2. City could do better...

THEMES

1. CHILDREN & YOUTH DEVELOPMENT
2. COMMUNITY ENGAGEMENT & BLACK LEADERSHIP
3. HEALTH & COMMUNITY SUPPORTS
4. JOB OPPORTUNITIES & INCOME SUPPORTS
5. POLICING & THE JUSTICE SYSTEM

You can choose to work on any theme or all themes. You decide based on your interest and experience.





GETTING STARTED

There is much talent and success in Toronto's Black communities. Residents are contributing to all areas of city life. However, studies show that Black Torontonians are overrepresented in the criminal justice system, in the child welfare system, and are poor or precariously employed. Poor mental health, higher unemployment, and a lack of opportunity shape the lives of many Black Torontonians.

As the government closest to the people, the City of Toronto has a responsibility to create a city that works for all residents.

Q1. What do you think the City does well for Toronto's Black communities today?

A1. I think the City does well today for Toronto's Black communities...



CREATING AN ACTION PLAN

Theme 1: CHILDREN & YOUTH DEVELOPMENT

42% of children in care, are Black children. Black youth have higher drop out and expulsion rates than other Toronto children. The unemployment rate of Black youth is two times higher than the national average. And Black youth report not feeling welcomed or supported in many programs funded to assist them. Many Torontonians feel that something needs to change.

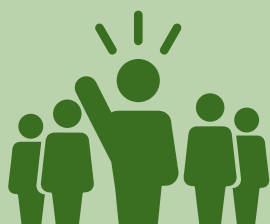
Your ideas are important to creating action on children and youth development. Below, are recommendations from 41 years worth of reports and research, and also some of the changes that have been made because of community voice.

Recommendations to Build On:

- Collaborate across sectors and funders to assess and address the issues facing vulnerable Black youth
- Collaborate across sectors to create meaningful employment pathways for youth - including skills development and on-the-job mentorship leading to well-paid employment
- Invest in culturally appropriate mental health care and supports for children and youth
- Create accessible recreation programs for Black youth
- Develop an African Canadian child and family service agency to deliver culturally appropriate services
- Create an inclusive curriculum that reflects and addresses the histories of multiple communities including Black history
- Provide teacher training on diversity and inclusion
- Build and enforce stronger anti-racism and anti-Black racism policies

- Increase regular consultations with Black communities to provide guidance and support to improve outcomes for Black students
- Hire and promoting more Black teachers/staff
- Disaggregate educational data by race
- Create broader interventions as alternatives for streaming and expelling Black students

Related Reports: FACES of Peel (2015), African Canadian Summit (2015), Ontario Alliance of Black School Educators (2015)



COMMUNITY VOICE LED TO GOVERNMENT ACTION:

2006: Toronto District School Board launched its first **Student/Parent Census**, which included race-based data on student enrolment, attendance and achievement

2006: Government of Ontario and United Way Toronto established the **Youth Challenge Fund** with \$45 million dollars to invest in youth leadership, spaces and programs for African Canadian youth.

2014: City of Toronto launched the **Toronto Youth Equity Strategy (TYES)** to address what the City can do to better serve youth most vulnerable to involvement in serious violence and crime

2015: Ministry of Children and Youth Service Youth Policy Framework – The **Youth Action Plan** increases opportunities for youth in underserved and disadvantaged communities.

Think about the recommendations that you have experience with or passion about.

Q1. What are your ideas for how the recommendation(s) should be implemented?

A1. My ideas for how the recommendation(s) should be implemented are...

Q2a. What role(s) should the City play in taking action?

A2a. The role(s) the City should play...

Q2b. How would you like to see the Black communities involved in the implementation of these actions?

A2b. I would like to see the Black communities involved in...



CREATING AN ACTION PLAN

Theme 2: COMMUNITY ENGAGEMENT & BLACK LEADERSHIP

For over 41 years Torontonians have been asking for government support for sustainable investment in Black specific spaces, programming, etc. that will strengthen the social, economic, and spiritual capacity of Black communities. Many Torontonians feel that something needs to change.

Your ideas are important to creating action on community engagement and black leadership. Below, are recommendations from 41 years worth of reports and research, and also some of the changes that have been made because of community voice.

Recommendations to Build On:

- Black organizations to collaborate on and collect evidence-based information
- Joint advocacy for community advancement
- Collaborate with leaders of other racialized groups to address discrimination
- Push collectively for more civic involvement from Black communities especially as it relates to voting
- Develop strategy/practice for regular consultations with members of Black communities
- Develop strategy across all levels of government to ensure the economic viability of the Caribana Festival
- Reverse all City-mandated changes imposed on Afrofest including restoration to a two-day festival

Related Report: W. Head (1975), S.Lewis (1992), McMurty and Curling (2008), Access Alliance (2011), 2nd African Canadian Summit (2015), OACAS (2016),



COMMUNITY VOICE LED TO GOVERNMENT ACTION:

- 1975: Urban Alliance on Race Relations** established to provide educational programs and research to address racism in society
- 1992: Provincial Anti-Racism Secretariat** established and later dismantled in 1995
- 2016:** Province of Ontario created an **Anti-Racism Directorate**
- 2016:** City of Toronto partnered with OCASI on a **public education campaign on anti-Black racism**, and started training senior managers on anti-Black racism and implicit bias

Q2a. What role(s) should the City play in taking action?

A2a. The role(s) the City should play...

Q2b. How would you like to see the Black communities involved in the implementation of these actions?

A2b. I would like to see the Black communities involved in...



CREATING AN ACTION PLAN

Theme 3: HEALTH & COMMUNITY SUPPORTS

Anti-Black racism continues to impact the lives of Black people in Toronto and limited access to health and community supports remains a huge challenge for Black individuals and families living in Toronto. Many Torontonians feel that something needs to change.

Your ideas are important to creating action on health and community supports. Below, are recommendations from 41 years worth of reports and research, and also some of the changes that have been made because of community voice.

Recommendations to Build On:

- Direct mainstream community service agencies to examine the effectiveness of their programs in meeting the needs of Black clients
- Expand funding and programming for Black-focused agencies
- Appoint Black individuals to leadership positions in social service agencies and public institutions, commissions and boards
- Hire more Black staff as represented by the client base
- Develop policies and procedures for organizations to collect and publicly report on clients, programs, and data disaggregated by race
- Fund responsive and appropriate mental health services for Black individuals and families from an anti-Black racism lens
- Expand health insurance coverage for precariously employed families.

Related Report: McMurty and Curling (2008), Access Alliance (2011)



COMMUNITY VOICE LED TO GOVERNMENT ACTION:

- 1991:** Following community led actions in shaping the philosophy of a multidisciplinary and holistic health centre, **Women's Health in Women's Hands** secured ongoing funding for the organization from the Ontario Ministry of Health.
- 2005:** Following years of work from the Black Health Alliance and other community organizations on the pressing need for Black centric, holistic community based health services, the Ministry of Health announced the opening of a new community health centre in Malvern, **TAIBU**.
- 2015:** Toronto Public Health began collecting data **disaggregated by race** in some programs

Think about the recommendations that you have experience with or passion about.

Q1. What are your ideas for how the recommendation(s) should be implemented?

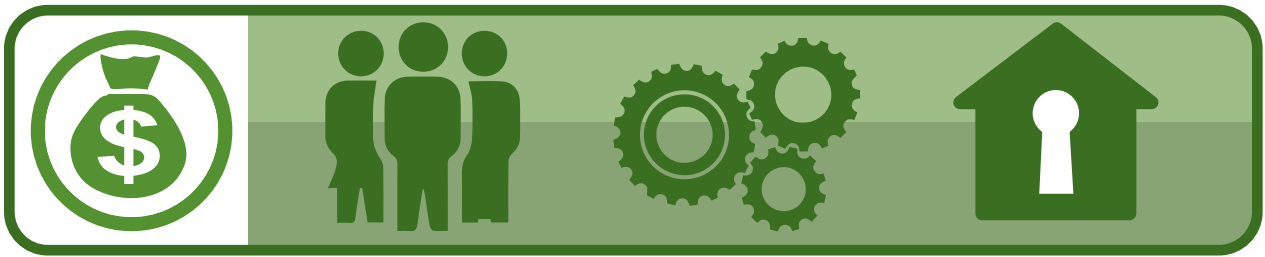
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CREATING AN ACTION PLAN

Theme 4: JOBS OPPORTUNITIES & INCOME SUPPORTS

Black Torontonians experience lower graduation rates and high rates of unemployment and poverty. Many are stuck in part-time and precarious work that fails to meet their needs or leverage their talents. Many Torontonians feel that something needs to change.

Your ideas are important to creating action on job opportunities and low income supports. Below, are recommendations from 41 years worth of reports and research, and also some of the changes that have been made because of community voice.

Recommendations to Build On:

- Develop initiatives that support members of the Black community to consider and pursue entrepreneurial activities
- Implement employment equity legislation and accountability for public services, institutions, the non-profit sector and corporations
- Introduce mandatory anti-racism or anti-oppression training for employers in both the private and public sector
- Expand funding and resources for collaboration between employers, unions and community agencies to create stable employment opportunities/pathways.
- Establish community hubs to provide services and supports to Black communities especially youth at the neighborhood level
- Develop and implement poverty reduction at all levels of government with specific actions to address poverty among Black individuals
- Invest more in services that address the basic needs of families, including supports for a living wage, child care, affordable housing and transit
- Expand decent affordable housing



COMMUNITY VOICE LED TO GOVERNMENT ACTION:

1993: City of Toronto **Fair Wage Policy**, protecting the public and workers from exploitation

1998: City of Toronto **Human Rights Policy**

2000: City of Toronto **Employment Equity Policy** for City employees

2004: City of Toronto launched the Profession to Profession - **Mentoring Immigrants Program**

2015: City of Toronto adopted TOProsperity: **Toronto Poverty Reduction Strategy** which includes an awareness of the racialization of poverty

2016: City of Toronto **Social Procurement Program** provides businesses owned by diverse suppliers with equal opportunity to compete for City contracts and creates workforce opportunities for equity-seeking groups

Think about the recommendations that you have experience with or passion about.

Q1. What are your ideas for how the recommendation(s) should be implemented?

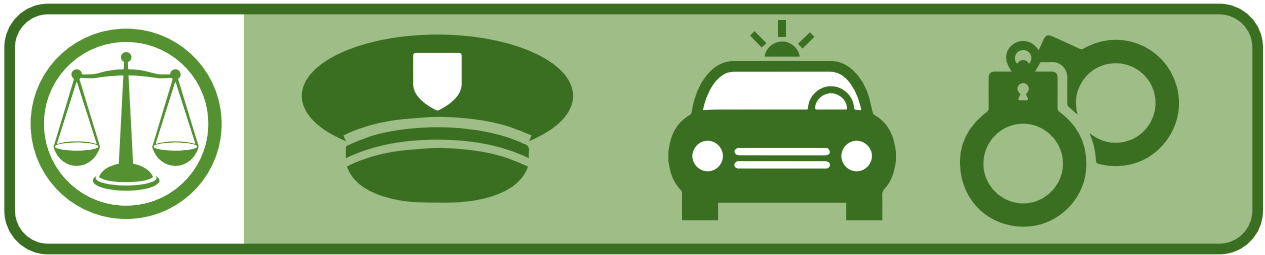
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A2b. I would like to see the Black communities involved in...



CREATING AN ACTION PLAN

Theme 5: POLICING & THE JUSTICE SYSTEM

Black Torontonians are overrepresented in the prisons. There are concerns about policing practices. Many Torontonians feel that something needs to change.

Your ideas are important to creating action on policing and the justice system. Below, are recommendations from 41 years worth of reports and research, and also some of the changes that have been made because of community voice.

Recommendations to Build On:

- Replace mandatory “cultural competence” training with Anti-Black Racism training to address the structural issues that give rise to anti-Black policing practices (e.g., disproportionate carding of young black men)
- Collect race-based data on police interactions, inmates, and re-offenders
- Eliminate racial profiling/carding
- Develop stronger policies and training on ‘use of force’ and de-escalation to reduce fatal encounters
- Implement regularly scheduled meetings with Black communities for accountability and community relations
- Create civilian review committees to examine race relations in the administration of justice
- Fund culturally appropriate re-integration programs
- Develop culturally appropriate programs for inmates
- Develop a framework for alternatives to imprisonment for minor offenses



COMMUNITY VOICE LED TO GOVERNMENT ACTION:

- 1994:** The **African Canadian Legal Clinic (ACLC)**, a not-for-profit organization, was established expressly to address anti-Black racism in Canadian society.
- 2006:** **Toronto Anti-Violence Intervention Strategy (TAVIS)** was implemented as an intensive violence reduction and community mobilization strategy aimed to reduce crime and increase neighbourhood safety.
- 2012:** **Youth In Policing** Initiative was launched to expose youth to working in police services and provides an employment opportunity for youth.
- 2016:** Ministry of Community Safety and Correctional Services issued **measures to ban carding/street checks**.
- 2016:** A **Police Oversight Committee** was created to examine the operation and efficiency of the Special Investigations Unit and Independent Police Review.
- 2016:** Toronto Police, under the **Transformational Taskforce**, held community consultations to identify issues and barriers to community/police relations.

Think about the recommendations that you have experience with or passion about.

Q1. What are your ideas for how the recommendation(s) should be implemented?

A1. My ideas for how the recommendation(s) should be implemented are...

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