

ATTACHMENT B: ANTI-BLACK RACISM LENS

The Toronto Action Plan to Confront Anti-Black Racism requires the use of an Anti-Black Racism Lens toward the full implementation of all 22 recommendations and 80 actions, and in the execution of 11 actions specifically:

- 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
- 14.2 Apply an Anti-Black Racism Lens to shelter standards and procedures
- 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
- 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. It 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. The removal of anti-Black bias, prejudice, and discrimination from Toronto requires fundamental changes in policy and practice, across institutions within and beyond municipal government.

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.

An Anti-Black Racism Lens is the application of this understanding of anti-Black racism to the planning, development, operation, resource allocation and evaluation of policies, services, practices, and spaces, with the intent of achieving transformative change. This equity approach of targeted universalism will work to identify and remove systemic barriers that prevent Black people from having access to the full benefits of living in the city of Toronto, while benefitting other disadvantaged communities and the city at large.

The Lens is complementary to the City's new Equity Lens, and can be integrated into the Lens for regular application.

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.

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 diverse Black people and Black organizations in shared leadership at all levels of the implementation of the Toronto Action Plan to confront Anti-Black Racism.