

ATTACHMENT C: INTERVENTION STRATEGIES

An intervention is an act of intentional involvement to interrupt a negative situation in order to improve it. The 80 actions of the 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.

#	Actions
1	Staff Training: Train staff using an Anti-Black Racism Lens
1.1	Develop and implement training on effective programming for Black children and youth, through an Anti-Black Racism Lens
4.1	Work with the Province to support training for community mental health service providers through an Anti-Black Racism Lens
10.3	Ensure shelter staff are trained on anti-Black racism as a trigger to mental illness
11.2	Engage diverse Black experts and community members to develop Anti-Black Racism training for all City staff and leaders with a focus in the areas of Human Resources practices, including recruitment, hiring, and retention
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
2	Staff Recruitment: Recruit staff from diverse Black communities
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
6.1	Outreach, recruit and hire from diverse Black communities to increase number of permanent Black health, social & 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
11.1	Outreach to, recruit and hire diverse Black people to increase the number of Black employees at the City of Toronto
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
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
3	Race-based Data: Collect and report on race-based data
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
10.5	Collect race-based data on the needs of Black queer and trans youth for shelters support services planning
11.3	Include socio-demographics, including race and gender identity, as part of the City's Count Yourself In employee survey
17.1	Collect and publicly report mandatory race-based data for greater transparency
21.1	Report the economic impacts from City-funded, major community festivals

4	Collaborative Service Planning: Collaborate with Black people to improve systems	
	2.1	Consult on and invest in meeting the specific needs and aspirations of Black queer and trans youth
	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
	7.2	Regularly engage with diverse Black people on how to expand and improve recreational programming and facilities
	11.5	Engage Black City staff to create a Black Staff Network to support professional development and engagement
	16.1	Review communication strategies with Black communities about the ongoing elimination of carding as a policing practice
	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
	21.2	Actively engage Black community advice to review routes, sites and security for Black cultural festivals
5	Community Investment: Invest in community resources	
	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
	2.2	Expand resources for Black queer and trans services providers
	4.2	Work with the Province to 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
	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
	7.1	Improve recreation spaces in neighbourhoods with high proportions of Black residents
	9.2	Increase settlement sector knowledge of programs and services for Black newcomers
	9.6	Provide culturally appropriate supports to address violence against women in Francophone communities
	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
	10.4	Create safe spaces within new LGBTQ2S shelters for Black queer and trans youth
	10.6	Create safe spaces within women's and family shelters for Black women
	13.2	Host employment fairs and skills development programs in community hubs and Black-focused agencies
	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
	20.1	Leverage City spaces to create a Black community hub in partnership with Black service providers
	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

6	Youth Mentorship & Employment: Prioritize mentorship for Black youth	
	1.5	Develop and implement intergenerational and cultural connections through Black mentorship initiatives
	11.4	Enhance current City internship programs to include Black youth, including Black queer and trans youth
	12.1	Leverage federal and provincial funding to create mentorship programs for Black youth to support skill development and the building of professional networks
	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
	13.3	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 federal and/or provincial governments to support Black youth with criminal records and integrate funding for these youth to apply for record suspensions
7	Public Education: Provide civics and public education using an Anti-Black Racism Lens	
	18.1	Work with community partners to translate and expand the dissemination of "know your rights" information about policing and the criminal justice system
	19.3	Engage Black City staff to develop and implement civic education for Black people
	19.5	Advertise the City's complaint processes in Black communities
	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
8	Policy Development: Develop policy using 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
	9.1	Ensure Black seniors are represented in the new Senior Strategy
	9.3	Ensure Black newcomers are represented in the Toronto Newcomer Strategy and the Integrating Cities Charter
	9.5	Apply an Anti-Black Racism Lens as the City implements AODA and other steps to accommodate people with disabilities
	10.2	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
	16.2	Review the decision not to destroy the previously collected carding data
	16.3	Review police 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
	17.2	Review and overhaul the Professional Standards for discipline at the Toronto Police Service
	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
	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

9	Intergovernmental Advocacy: Advocate for recommendations to the Province	
3.1		Communicate to the Province and the school boards the need for education improvements that support safe and effective learning for Black students
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 enrolled in schools and supported
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
13.6		Advocate to the provincial and federal governments to remove barriers to applying for criminal record suspensions
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
16.7		Communicate to the Province the need for improvements to Policing and the Justice System to better serve and protect Black people