

Issue	#	Community Recommendations	#	Community Actions
Children & Youth Development	1	Improve the Education System to support safe and effective learning for Black children and youth	1.1	Increase the number of permanent Black teachers, early childhood educators, support staff, and administrators in schools
			1.2	Improve the curriculum in partnership with Black leaders, including a review of high school academic streaming
			1.3	Provide mandatory and ongoing training to teachers on anti-Black racism, anti-oppression, mental health and trauma
			1.4	Collect and publicly report race-based data on student achievement and student discipline and address disproportionality
			1.5	Review policies, procedures and disciplinary actions using an Anti-Black Racism Lens
			1.6	Conduct ongoing engagement with parents and caregivers of Black children and youth to improve school culture and policies
			1.7	Review before finalizing recommended suspensions, expulsions, and placement in a behavioural programs of Black students with a Black Advisory Committee
			1.8	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
	2	Advocate for better protection and supports for Black children and youth	2.1	Create and implement a Black Children's Aid Society with an office for supporting Black queer and trans youth
			2.2	Improve coordination across all Children's Aid Societies and other child protection agencies to share best practices and conduct collective service planning for prevention work
			2.3	Develop and implement Black-led training through an Anti-Black Racism Len
			2.4	Invest in culturally appropriate, preventative services from Black community organizations and service providers to keep Black children and youth safely in their homes, including Black newcomer children and youth
			2.5	Apply an Anti-Black Racism Lens to child welfare guidelines and standards to remove anti-Black biases and practices that lead to unnecessary apprehensions of Black children and youth
			2.6	Establish an advisory committee of Black community organizations, foster parents, and youth to advise the Ministry of Children and Youth Services on child welfare issues
			2.7	Collaborate with municipal and federal institutions to ensure Black newcomer children reuniting with their parents/caregivers are enrolled in schools and supported

Health & Community Services	3	Improve the quality and availability of mental health services for Black Ontarians	3.1	Increase the availability of mental health services, including clinics, on call counsellors, harm reduction programs and supports for post-traumatic stress disorder	
			3.2	Work with municipalities to support training for community mental health service providers through an Anti-Black Racism Lens	
			3.3	Work with municipalities to leverage Black cultural knowledge to lead and provide more mental health services for Black Ontarians, including clinics, on call counselors, harm reduction programs and supports for post-traumatic stress disorder	
Job Opportunities & Income Supports	4	Improve the quality and effectiveness of health and community services for Black Ontarians	4.1	Increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Ontarians	
			4.2	Increase the number of permanent Black staff in management and leadership positions in health and community services	
			4.3	Provide essential extended health insurance coverage for precariously employed families who are not covered by employer funded extended health insurance program	
	5	Strengthen the accountability of health and community services for Black Ontarians	5.1	Support contracted agencies to better outreach, recruit and hire from diverse Black communities to increase number of permanent Black health, social and community workers	
			5.2	Coordinate with municipal, community and provincial funders to require the collection and public reporting of health and community service data disaggregated by race and other characteristics	
			5.3	Coordinate with municipal, community and provincial funders to invest in community capacity to comply with the collection of data disaggregated by race	
	6	Improve support models to better address the specific needs of Black Ontarians living with HIV/AIDS and Francophone women	6.1	Provide greater funding support for Black organizations that provide services for Black Ontarians living with HIV/AIDS	
			6.2	Invest in culturally appropriate supports to address violence against women in Francophone communities	
	7	Provide mentorship programs as a pathway to employment and promotion for Black Ontarians	7.1	Work with municipalities to provide funding to create mentorship programs for Black youth to support skill development and the building of professional networks	
	8			8.1	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
				8.2	Establish a clear protocol for the development of employment plans for youth when they are (a) released from court; (b) released from a provincial correctional facility; (c) released from court after serving time in a provincial correctional facility; or (d) released from court after being held in police custody to support their re-entry into community
				8.3	Remove barriers for Black Ontarians to apply for criminal records suspensions
8.4				Champion inclusive and equitable hiring practices in the non-profit & private sectors that focus the use of police reference checks, only where there is a legal obligation	
9	Improve job quality and income supports for	9.1	Invest in subsidized child care, tuition funding, and other supports to enable Black Ontarians to secure employment		

Policing & The Justice System		precariously employed Black Ontarians	9.2	Raise social assistance rates
	10	Improve human rights and employment equity for Black Ontarians	10.1	Re-enact Employment Equity Legislation
			10.2	Legislate mandatory training through an Anti-Black Racism Lens for public sector employees
			10.3	Make the Ontario Human Rights Commission more accessible to Black Ontarians
	11	Implement measures to stop racial profiling and over-policing of Black Ontarians	11.1	Create a paid community oversight committee with Black civilians to act as a community police watchdog
			11.2	Develop and implement training through an Anti-Black Racism Lens led by Black experts and community members for correctional officers and those in the legal system
	12	Build a more transparent, accountable and effective police oversight system to better serve Black Ontarians and to strengthen community trust in police to serve and protect them	12.1	Develop and implement an accessible, responsive complaint system for Black Ontarians to report grievances with policing and justice systems
			12.2	Develop and implement paid community and civilian advisory committees
			12.3	Overhaul the Special Investigations Unit (SIU) and the Office of the Independent Police Review Director (OIPRD)
			12.4	Review and overhaul the police discipline system
			12.5	Mandate body cameras on all field officers, and ensure that cameras turn on and record full police interaction and does not require individual officer discretion on recording and reporting