

## ATTACHMENT E:

## 2017 WORK PLAN

In addition finalizing the Toronto Action Plan to Confront Racism with multi-year work plans, costing and partnership model development, the 2017 Work Plan arising from the Interim Toronto Action Plan includes the following actions:

Issue	#	Recommendation	#	Actions	2017 Actions	City Divisions
Children & Youth Development	2	Meet the specific needs and aspirations of Black queer and trans youth	2.1	Consult on and invest in meeting the specific needs and aspirations of Black queer and trans youth	Development of a City Trans Youth Advisory and a Trans Youth Action Plan with a focus on Black and racialized transgender youth	SDFA
		Improve the quality and effectiveness of health and community services for Black Torontonians	5.3	Regularly update 211 directory with community-based services for Black Torontonians	Provide data and information management support to 211 as part of the Community Connections Work Group to ensure Black families and youth have access to services and supports to promote their well-being	SDFA
Health & Community Services	6	Strengthen the accountability of health and community services for Black Torontonians	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	Invest in a community capacity initiative(s) within Toronto's Black communities	SDFA
			6.4	Coordinate with funders to invest in community capacity to comply with the collection of data disaggregated by race	Advance a Disaggregated Data Strategy for the City of Toronto including race-based data	EDHR SDFA
Job Opportunities & Income Supports	11	Increase employment and training opportunities for Black Torontonians at the City of Toronto	11.2	Engage diverse Black experts and community members to provide Anti-Black Racism training for all City staff	Partner with Black experts to develop a staff training program with a first priority on Human Resource matters	EDHR HR SDFA
			11.5	Engage Black City staff to create a Black Staff Network to support professional development, ideation, and strategic planning at the City	Initiate the Black Staff Network	EDHR HR SDFA
	13	13.1	Work with public and private sectors to create effective career pathways for Black youth, addressing the specific needs of Black young women, and Francophone, queer and trans youth from Toronto's Black communities and with experience in the criminal justice system	Make permanent a pilot program to provide construction and digital technology skills training for Black youth aged 18-29, in receipt of Ontario Works, with criminal records	TESS SDFA	

### LEGEND: City of Toronto Divisions & Agencies

EDC	Economic Development and Culture	S&CP	Strategic and Corporate Policy
EDHR	Equity, Diversity & Human Rights	SDFA	Social Development, Finance, and Administration
HR	Human Resources	TESS	Toronto Employment and Social Services