

2018 WORK PLAN PRIORITIES

The Toronto Action Plan to Confront Anti-Black Racism is a five-year plan with implementation scheduled from 2018-2022. In Year One (2018), a range of City divisions will lead initiatives, annual monitoring and public reporting towards deliverables driven by four priorities.

#	Priorities	Rec. #	2018 Key Deliverables	City Leads
1	Creating Culture Change at the City	11 19	Develop an Anti-Black Racism Unit at the City to lead the implementation of the Action Plan across the City divisions and agencies, including community engagement and public reporting	SDFA HR EDHR
		19	Develop the Anti-Black Racism Partnership & Accountability Circle comprised of diverse Torontonians of African Descent to support accountability, transparency and the implementation of the Toronto Action Plan to Confront Anti-Black Racism and community engagement	SDFA
		11 16	Develop and deliver a comprehensive, mandatory learning program for City staff and Law Enforcement Officers in the Toronto Police Service from frontline to leadership levels, leveraging the expertise of Black subject matter experts and embedding capacity within the organization	TPS EDHR HR SDFA
		11	Engage City staff to develop the Black Staff Network as a professional development vehicle for members of Toronto Public Service of African descent	EDHR SDFA
2	Investing in Black Children & Youth	1	Invest in community-led initiatives to support Black youth leadership development, including Rites of Passage, civic and community leadership through the Black Youth Leadership Project Grant to Confront Anti-Black Racism	SDFA
		13	Initiate a Black Youth Internship Initiative starting with two paid internships for youth of African descent to support career exploration by working at the City of Toronto to actively support the implementation of the Toronto Action Plan to Confront Anti-Black Racism	SDFA
		13	Advance employment initiatives that support youth with experience in the criminal justice system through City-community partnerships with in demand sectors, such as manufacturing, hospitality, construction, retail or information technology	TESS SDFA
		2	Invest in effective programs and services for Black Queer and Trans youth	CS PFR SDFA
3	Connecting Black Torontonians to Civic Decision-Making	15	Develop the Mayor's Roundtable on Black Business to provide strategic advice and guidance to the Mayor on entrepreneurship, business development, cultural industries, and economic development issues in Toronto's Black Communities	Mayor's Office EDC
		19	Build a Talent Bank of Black Torontonians for Public Appointment Opportunities to City Agencies, Commissions and Corporations through targeted outreach, training and recruitment	Clerks EDHR S&CP

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4	Improving Customer Service Year One will prioritize City efforts to improve the quality and effectiveness of the customer service experienced by Torontonians of African descent at the City	6	Develop a Disaggregated Race-Based Data Collection Strategy and public education initiative to better address racial inequities in service, program and funding delivery	SDFA TPH EDHR SSHA TPS
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21	Deliver the first annual Public Report on the Economic and Cultural Impacts of City of Toronto-funded festivals	EDC		
18	Invest in community capacity-building and public education on rights and policing-community issues	TPS SDFA		
17	Activate a Community and Police Eliminating Anti-Black Racism (CAPE-ABR) Team to support the Toronto Police Service in applying an ABR analysis to procedures and policies	TPS		

LEGEND: City of Toronto Divisions & Agencies			
Clerks	City Clerk's Office	SDFA	Social Development, Finance, and Administration
EDC	Economic Development and Culture	SSHA	Shelter, Support and Housing Administration
EDHR	Equity, Diversity and Human Rights	TESS	Toronto Employment and Social Services
HR	Human Resources	TPH	Toronto Public Health
Mayor's Office	Office of the Mayor	TPS	Toronto Police Service
S&CP	Strategic and Corporate Policy		