

ANTI-BLACK RACISM PARTNERSHIP & ACCOUNTABILITY CIRCLE

1. BACKGROUND

The Toronto Action Plan to Confront Anti-Black Racism is a five-year plan that leverages the talents, knowledge, and experiences of Black residents and Black organizations as partners in making municipal services, spaces and policies fully inclusive and accessible to Torontonians of African descent in both intent and in practice. The Action Plan mandates shared leadership and ownership with people with lived experiences of anti-Black racism at every stage of implementation.

2. MANDATE

The Anti-Black Racism Partnership & Accountability Circle will guide and support the full implementation of the Toronto Action Plan to Confront Anti-Black Racism in ways that are collaborative, transparent, effective, and accountable to Torontonians of African descent. The Anti-Black Racism Partnership & Accountability Circle will partner with the City on municipal efforts to help the City of Toronto better serve Torontonians of African descent. The Circle will:

1. Provide guidance and advice to City staff in the planning, implementation, evaluation and reporting of the Toronto Action Plan to Confront Anti-Black Racism;
2. Contribute insight, analysis, information, and strategy to City service and policy planning that impacts outcomes for Torontonians of African Descent;
3. Advise on areas where the City should be taking a lead, facilitating or convening to effectively advance positive outcomes for Torontonians of African Descent;
4. Support partnership development with Black communities, leaders, organizations and institutions to advance positive outcomes for Torontonians of African Descent; and,
5. Facilitate transparent and effective communication and engagement with Toronto's communities of African descent.

3. VALUES, PRINCIPLES AND PRACTICES

The proposed model is informed by Indigenous African values, principles, and practices and builds on key learnings from the best practices of other partnership and accountability models, such as the African Nova Scotian Affairs and the Toronto Indigenous Health Advisory Circle (TIHAC). This partnership and accountability model proposes intentionally balancing western and Indigenous traditions to ensure professional excellence in implementation of the Action Plan.

4. COMPOSITION

The Anti-Black Racism Partnership & Accountability Circle is intended to be inclusive and reflect the diversity of Torontonians of African descent. Membership of the Circle is comprised of 12 Torontonians of African descent with diverse lived experience, education, professional expertise, and historical knowledge of anti-Black racism in Toronto:

- 4 elders who represent wisdom of community to hold the integrity of the Circle's principles, values and practices;
- 4 youth with diverse lived experience; and,

- 4 people who represent key stakeholder groups of African Toronto communities.

The Circle is supported by one independent, community facilitator of African descent with strong capacity in organizational development, governance and Indigenous African cultures to act as the bridge between the community and City. Secretariat support is also provided by the new ABR Unit in Social Development, Finance & Administration Division.

5. SCOPE & TERM

The Circle will focus their work on supervising and supporting City activities and community engagement towards the full implementation of all 22 recommendations and 81 actions, from 2018-2022.

6. REMUNERATION

Circle members will receive an honorarium and be supported by standard City accessibility supports of community engagement – TTC tokens, child minding, ASL interpretation, and refreshments at meetings.