



Update on Toronto Action Plan to Confront Anti-Black Racism

Date: June 12, 2019

To: Economic and Community Development Committee

From: Executive Director, of Social Development, Finance and Administration

Wards: All

SUMMARY

In December 2017, City Council unanimously adopted the Toronto Action Plan to Confront Anti-Black Racism, which contained 80 actions and 22 recommendations for City staff to implement to address anti-Black racism in Toronto.

Anti-Black racism is a historic, pervasive, and systemic issue in Toronto. Anti-Black racism includes policies and practices embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and colonization here in Canada.

The legacy of anti-Black racism lies in the current social, economic, and political marginalization of Torontonians of African descent. It is experienced as a lack of opportunity, poor health and mental health outcomes, poor education outcomes, higher rates of precarious employment and unemployment, significant poverty, and overrepresentation in the criminal justice, mental health, and child welfare systems.

The Toronto Action Plan to Confront Anti-Black Racism is the result of a collaborative effort between the City of Toronto and Torontonians of African descent to take corrective action that addresses anti-Black racism in the most diverse city in the world.

This report is recommended to be received for information and includes:

- A progress update on key priority areas in Year One (May 2018 to April 2019) of the Action Plan led by the Confronting Anti-Black Racism Unit with further details provided in Appendix A.
- This report outlines some of the key learnings, challenges and opportunities identified in efforts to address anti-Black racism in Year One.
- A report on the Year One work plan compiled by the Partnership and Accountability Circle composed of 12 Toronto residents is attached in Appendix B.
- Year Two (May 2019 to April 2020) priorities are outlined in Appendix C.

RECOMMENDATIONS

The Executive Director, Social Development, Finance and Administration recommends that:

1. City Council receive the report for information.

FINANCIAL IMPACT

There are no financial impacts resulting from this report. The Chief Financial Officer and Treasurer has reviewed this report and agrees with the financial impact information.

EQUITY IMPACT

Anti-Black racism is normalized and deeply entrenched in Canadian institutions, often making anti-Black policies and practices appear invisible to non-Black people. Yet, the realities of anti-Black racism are demonstrated in the many social, economic and political disparities of Black people's lives today. The Toronto Action Plan to Confront Anti-Black Racism centres on Black Torontonians as an equity-seeking group taking an intersectional approach. It also specifically examines the experiences and recommendations of Black residents who are also members of other equity-seeking groups, including women, youth, newcomers, LGBTQ2S people, Francophones, people affected by the justice system, people with disabilities, and people living with HIV/AIDS.

The Action Plan addresses key areas where diverse Black people face disparities and where City action can make demonstrable impact. The Action Plan mandates shared leadership and ownership with people with lived experiences of anti-Black racism at every stage of implementation.

The Action Plan utilizes an equity approach of targeted universalism in order to address anti-Black racism. Targeting equity measures for Black Torontonians will ensure they have access to the full benefits of living in this city like other Torontonians, and simultaneously, benefit other Toronto communities experiencing racism and marginalization, and all Toronto residents.

DECISION HISTORY

On December 5, 2017, City Council adopted The Toronto Action Plan to Confront Anti-Black Racism, which outlined 80 actions and 22 recommendations for the City to undertake over five years with funding for required resources.

(<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EX29.11>)

On June 19, 2017, Executive Committee adopted The Interim Toronto Action Plan to Confront Anti-Black Racism and requested that City staff to work collaboratively with subject matter experts from Toronto's Black communities to develop multi-year work

plans for implementation, identify resource requirements and recommend a model for partnership and accountability to oversee the implementation of the Action Plan. (<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EX26.5>)

COMMENTS

Anti-Black Racism is Historic, Pervasive and Systemic

Toronto is the most diverse city in the world. However, the experiences of Black Torontonians and studies continue to show that anti-Black racism still exists in this city, affecting the life chances of more than 200,000 people of African descent who call Toronto home.

Anti-Black racism is policies and practices embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and colonization here in Canada.

The legacy of anti-Black racism lies in the current social, economic, and political marginalization of Torontonians of African descent. It is experienced as a lack of opportunity, poor health and mental health outcomes, poor education outcomes, higher rates of precarious employment and unemployment, significant poverty, and overrepresentation in the criminal justice, mental health, and child welfare systems.

Recent studies have highlighted the impact of anti-Black racism on people of African descent. Examples of the many disparities Black Torontonians face include:

- According to Census Canada, Ontario saw an 84 per cent increase in crimes against Black people in 2017¹.
- 44 per cent of Black children live in poverty compared to 15 per cent of non-racialized children².
- Despite making up 8.9 per cent of Toronto's population, data obtained by the Ontario Human Rights Commission shows that Black people were over-represented in use of force cases (28.8 per cent), shootings (36 per cent), deadly encounters (61.5 per cent) and fatal shootings (70 per cent) involving Toronto Police³.

¹ Statistics Canada, Canadian Centre for Justice Statistics, Uniform Crime Reporting Survey. "Police-reported hate crime in Canada, 2017." The Daily. <https://www150.statcan.gc.ca/n1/daily-quotidien/181129/dq181129a-eng.htm>

² 2018 Toronto Child & Family Poverty Report. Retrieved on May 13, 2019.

http://www.torontocas.ca/sites/torontocas/files/2018_Child_Family_Poverty_Report_Municipal_Election_Edition.pdf

³ Ontario Human Rights Commission, A Collective Impact: Interim report on the inquiry into racial profiling and racial discrimination of Black persons by the Toronto Police Service. <http://www.ohrc.on.ca/en/public-interest-inquiry-racial-profiling-and-discrimination-toronto-police-service/collective-impact-interim-report-inquiry-racial-profiling-and-racial-discrimination-black#Endnotes>

- 32 per cent of children in the care of the Children’s Aid Society of Toronto are Black, three and half times their representation in the overall population⁴.
- Black students become “early leavers” of high school at higher rates – 23 per cent compared to 12 per cent of white students⁵.
- Torontonians of African descent have an unemployment rate of 12 per cent, nearly two times the provincial rate⁶.
- Black women in Ontario earn 57 cents for every dollar that a non-racialized man earns⁷.

Anti-Black racism can manifest itself in day-to-day interactions and can be seen in laws and policies that govern this city. Anti-Black racism is deeply entrenched in Canadian institutions, policies and practices, often making this particular form of racism appear normal or invisible to the larger society. This makes it more difficult for Black people to name their specific experiences of anti-Black racism. Often doing so comes with severe consequences such as loss of employment, targeting, isolation, violence, and emotional and spiritual injuries. The ongoing reality of anti-Black racism in Toronto stands as an obstacle to a truly fair and just city.

Development of Action Plan

To begin confronting anti-Black racism in Toronto, the City of Toronto partnered with Black leaders and organizations to create and implement a four-phase process.

- Phase one: Developed and launched the Toronto For All public education campaign in November 2016, naming and challenging anti-Black racism through advertisements on bus shelters and in public spaces.
- Phase two: Reviewed 41 years of research and recommendations about addressing anti-Black racism in Toronto.
- Phase three: City partnered with 18 community agencies serving Toronto’s diverse Black communities to host 41 community conversations that were guided by the research from phase two from January to March 2017, which engaged close to 1,000 participants.
- Phase four: City staff and subject matter experts from across Toronto’s Black communities worked together to create work plans and identify resource requirements to begin implementation.

⁴ Children Aid Society of Toronto Annual Report. Retrieved May 13, 2019.

http://www.torontocas.ca/sites/torontocas/files/AnnualReports/CAST_AR2018_English.pdf

⁵ Ministry of Children and Youth Services. Newsroom: Ontario’s Black Youth Action Plan. Queen’s Printer for Ontario, March 7, 2017. Retrieved May 13, 2019: <https://news.ontario.ca/mcys/en/2017/03/ontarios-black-youth-action-plan.html>

⁶ Statistics Canada. 2016 National Household Survey: Data Tables. Statistics Canada Catalogue no. 98-400-X2016286

⁷ Canadian Centre for Policy Alternatives, Persistent Inequality: Ontario’s Colour-coded Labour Market. December 2018. Retrieved June 5, 2019.

<https://www.policyalternatives.ca/sites/default/files/uploads/publications/Ontario%20Office/2018/12/Persistent%20inequality.pdf>

Progress on Year One Priorities

A foundational accomplishment in Year One (May 2018 to April 2019) of the Action Plan has been the establishment of the Confronting Anti-Black Racism Unit. The Unit reached its full-time complement in October 2018. The Unit's work is guided by the African principle Ubuntu: "I am because you are." Ubuntu speaks to a demand that all people deserve respect no matter what their circumstances may be. This principle has guided the Unit's work to influence, promote and activate social harmony by identifying and removing barriers for Black residents of Toronto.

The Unit focused on building sustainable systems and processes that enabled successful progress in implementing 28 per cent of the 80 actions recommended in the five-year Plan. To track and monitor the Action Plan's progress, the Unit developed a logic model to measure the impact of the work.

Over the past year, the Unit has collaborated with City Agencies, Boards, Commissions and Divisions, including the Toronto Police Service, to implement the following key priorities. More details are available in Appendix A.

1. CREATING CULTURE CHANGE AT THE CITY

One of the priorities of the Action Plan includes driving systemic change at the City of Toronto by working to shift the City's culture to better understand and actively address anti-Black racism in City practices, policies, hiring and retention strategies and service delivery. The status of the major deliverables under this priority include:

Developing and delivering Staff training: Action 11.2 of the Action Plan calls on the City to build City staff competency, training, and understanding on how to utilize an anti-Black racism analysis. This work is critical to removing systemic barriers, and leveraging the experiences, knowledge, capacities and talents of diverse Black Torontonians.

Major deliverables that were accomplished include the development of an anti-Black racism corporate learning program, which will be delivered in full-day, half-day, and one-and-a-half hour in-class training sessions. Training sessions underway are being delivered by highly-trained, skilled and professional Black facilitators. An online training module is being developed to expedite access for all City staff. The Unit also worked with Toronto Police Services to develop an in-class anti-Black racism training module that has been delivered to 1,609 officers and special constables as of April 30, 2019.

Establishing a Black Staff Network: Action 11.5 calls for Black City staff to be engaged in the creation of a Black Staff Network to support professional development and engagement. Activities in Year One included:

- Establishing a Black Staff Network with a volunteer base of 53 staff including an advisory body.
- Created a Champions Circle composed of senior leaders from the Toronto Public Service to support the efforts of the Black Staff Network.
- Organized three events with 500 participants including an inaugural network event and two corporate-wide Black History Month events.
- Created self-selected ListServe with more than 400 Black staff.

Partnership and Accountability Circle: During the development of the Action Plan, Black residents underscored the need for consistent community engagement throughout the implementation of the Plan. As part of Action 19, staff created the Partnership and Accountability Circle composed of twelve (12) diverse Torontonians of African descent. There was public call for applications promoted on the City's website and social media platforms, through the Unit's ListServe, and promoted at four community awareness events leading to 158 applications received.

The Partnership and Accountability Circle, serving as an advisory body, is informed by African values, principles and practices. Their mandate is to guide and support the full implementation of the Action Plan. In Year One, the Partnership and Accountability Circle met four times and supported the Unit in promoting events, informing diverse Black communities about the Action Plan, and providing advice to the Unit. The Partnership and Accountability Circle has provided their Year One report in Appendix B.

2. INVESTING IN BLACK CHILDREN & YOUTH

Another Year One priority was for the City to invest in the creation, continuation and expansion of high-quality programs and opportunities to support equitable outcomes for children and youth of African descent. The status of the major deliverables under this priority include:

Black Youth Leadership Grant: Action 1.3 in the Action Plan calls on the City to support effective Black youth leadership programs. As part of this work, the City in partnership with the United Way of Greater Toronto, awarded the Black Youth Leadership Project Grant of \$520,000 to three Black-led organizations to provide Black youth leadership programs. Grant recipients have been able to:

- Develop a training program on arts administration,
- Provide an opportunity to participate in five newly established youth councils across the City including the participation of over a 100 youth in a civic engagement leadership series, and
- Develop a frontline trainee program for Black youth in the social service sector with professional development accreditation as well as employment placements with non-profit organizations.

All grant recipients reported that interest from Black youth exceeded leadership opportunities, and two of the three programs were able to expand to accommodate more participants.

Advocating for Opportunities for Youth with Criminal Records: Action 13.5 calls on the City to support the removal of barriers to employment for diverse Black communities. Toronto Employment and Social Services organized an employer focussed webinar on hiring individuals with criminal records that was attended by 80 private and non-profit sector employers. In addition, Toronto Employment and Social Services staff who worked with Ontario Work clients were trained on how to engage with employers on the topic of criminal records, with 90 per cent of staff attending the

session reporting an improved understanding of the issue and 82 per cent reporting increased confidence in engaging employers around inclusive hiring practices.

Collaborative Service Planning with LGBTQ2S Youth: Action 2.1 in the Action Plan calls on the City to consult and invest in effective programs and services for Black queer and trans youth. Parks, Forestry and Recreation consulted 174 Black queer and trans youth on how to provide better access to recreation programming. This led to the establishment of an on-going reference group of 30 Black queer and trans youth to continuously provide input on programs and services. Participating youth were also given career mentorship opportunities, including training on how to apply and compete for City jobs.

In partnership with Black organizations, the Confronting Anti-Black Racism Unit has organized a community conversation with youth, parents and service providers who support queer and trans youth with further conversations planned in Year Two. The goal of the conversations is to identify service gaps and recommendations, as well as to connect service providers to service users. The first event focused on youth and service providers and had more than 150 people in attendance. A report on the recommendations from the participants on how the City could improve service access and delivery for Black LGBTQ2S youth was written and shared with relevant City Agencies, Boards, Commissions and Divisions.

3. CONNECTING BLACK TORONTONIANS TO CIVIC DECISION-MAKING

This priority supports City actions that seek to leverage the leadership capacity, talents and skills of diverse Black Torontonians by increasing their participation in civic and business leadership opportunities. A "Blacks on Boards" campaign was launched to meet the objectives of this priority by supporting and recruiting Black Torontonians who were "board ready" to apply for public appointment opportunities and for those who were not ready to be supported with the training and mentorship needed. The status of the major deliverables under this priority include:

Recruiting Black Torontonians for Public Appointment Opportunities: Action 19.1 calls for the City to outreach, recruit and appoint diverse people of African descent to City Agencies, Boards, Commissions and Divisions. The City Clerk's Office partnered with the Confronting Anti-Black Racism Unit to launch the targeted events to encourage Black Torontonians to learn more about the City's public appointments opportunities. Two outreach events that were organized to promote the City's public appointments process, attracted more than 200 Black professionals and executives. After the last event in February, there was a doubling of applications from the Black community for public appointments.

Black Leadership Governance Training Grant: Action 6.2 calls for the development and implementation of an outreach initiative to recruit and support diverse Black Torontonians for leadership and governance roles in health and community organizations. To best support these efforts, the City has awarded \$150,000 for Black Leadership Governance Training to TAIBU Community Health Centre and partners, the East Scarborough Boys and Girls Club, Alpha Kappa Alpha Toronto Chapter, and the University of Toronto Scarborough Campus. Activities are underway to develop training

materials, to recruit Black Torontonians interested in joining the Board of Directors for health and community organizations. Outcomes will be reported out in Year Two.

Mayor's Roundtable on Black Business: Action 15 calls for the development of the Mayor's Roundtable on Black Business to provide strategic advice to the Mayor on topics of entrepreneurship, business development, cultural industries, and economic development in Toronto's Black Communities. This initiative is expected to be launched at the end of June by Economic Development and Culture, the Confronting Anti-Black Racism Unit, the Chair of Economic and Community Development Committee, and in partnership with Black community business leaders. The inaugural meeting of the roundtable will focus on supporting Black-owned businesses in Eglinton-West.

4. IMPROVING CUSTOMER SERVICE

This priority reflects the intent to improve the quality and effectiveness of the customer service experienced of Torontonians of African descent at the City. The status of the major deliverables under this priority include:

Developing a "Data for Equity" Strategy: Several actions call on the City to develop a race-based data collection strategy and public education initiative to better address racial inequities in service, program and funding delivery. Work is underway to establish what is now being called the "Data for Equity" strategy that will include;

- Guidelines for demographic data collection questions, analysis tools, resources, reporting and use for the City with a staff report expected in November 2019.
- Pilots by several City Divisions and Agencies to test recommended demographic questions through surveys and data collection tools.
- The establishment of a cross-funder collaboration by the Community Funding Unit with United Way of Greater Toronto and Toronto Central Local Health Integration Networks to develop and pilot a standardized demographic client survey for funded agencies in Year Two.

As part of action 17.1, Toronto Police Services Board is leading community consultations on a draft policy for the collection and use of demographic data that is expected to occur over the summer of 2019.

Embedding Anti-Black Racism Analysis into the City's Complaint Processes: Action 19.4 calls on the City to review and revise the City's complaint processes using an anti-Black racism analysis. City staff are conducting a review of the City's Corporate Complaint Handling Guidelines and scanning best practices in other jurisdictions for handling and resolving complaints.

ADDITIONAL INTERVENTIONS TO CONFRONT ANTI-BLACK RACISM

In addition to Year One Key Priorities approved by Council in December 2017, the Confronting Anti-Black Racism Unit led various internal and external interventions, which are outlined below and can be found in further detail in Appendix A:

Driving Systemic Change & Internal Capacity Building

Anti-Black racism and discrimination are systemic and require fundamental changes in policy and practice across institutions within and beyond municipal government. While individuals may experience interpersonal acts of racism, it is the structural barriers to equal opportunity that cause the most harm. To bolster systemic change and build capacity in the City of Toronto, the Unit engaged in the following internally focused initiatives:

- Organized or participated in 61 internally focussed engagements with approximately 2,721 City staff reached. These engagements included: staff awareness events, senior leadership meetings, lunch and learn events, Black Staff Network events, and training.
- Implemented a City Leads Circle composed of City staff representing the 22 City Divisions and Agencies identified by the Toronto Action Plan to Confront Anti-Black Racism. The group acts as a forum to highlight corporate best practices, identify resources and supports, and maintain forward momentum on the successful implementation of the Action Plan. Five meetings were held in year one. Supported Divisions as they established advisory bodies composed of Black staff to guide and support the implementation of the Action Plan. Divisions included Children's Services; Parks, Forestry and Recreation and Shelter, Support and Housing Administration.
- Supported several consultative engagements where various internal and external stakeholders have requested the Unit's support in implementing an anti-Black racism analysis in the planning, development, operation, resource allocation and evaluation of policies, services and practices, and spaces. A few examples include the use of anti-Black racism analysis in developing new shelter design guidelines, review of the City's grant policy, and consultation with Heritage Canada on federal government's anti-racism strategy.

Community Engagement Initiatives

A key priority for the Confronting Anti-Black Racism Unit during Year One was to ensure Black communities were engaged in the implementation of the Action Plan. To fulfill this goal, the Unit:

- Organized and supported 53 community engagements that reached approximately 3,811 people. The engagements included community awareness events, partnership events, and conferences where the Confronting Anti-Black Racism Unit was invited to present.
- Developed 34 partnerships with diverse Black community organizations, and public and private sector groups to help promote the Action Plan at community awareness events. Organizations included the Black Business and Professional Association, NIA Centre for the Arts, Positive Change Toronto, TAIBU Community Health Centre, Black Coalition for AIDS Prevention, and Black Ontario Public Servants.
- Represented the City's addressing anti-Black racism efforts at seven major conferences, including the Ontario Black History Month Launch, National Black Canadians Summit, and Facing Race Conference.

Capacity Building for Black Community Organizations

In addition to these engagement activities, Action 5 calls on the City to help improve the quality and effectiveness of health and community services for Black Torontonians. The

City through a co-designed process has awarded a grant of \$210,000 intended to support, enhance, and strengthen capacity in emerging and grassroots organizations. Further details can be found in Appendix A. Key actions expected to be delivered in Year Two include:

- The development of a community of practice for Black organizations to share best practices and opportunities.
- Selection of micro grants to strengthen emerging and grassroots organization capacity.
- The organizing of a conference bringing together emerging and established Black community organizations.

Recognition of International Decade for People of African Descent

Recommendation 22 in the Action Plan calls on the City to “provide public education on issues of anti-Black racism in Toronto. The Confronting Anti-Black Racism Unit brought together more than 100 Black community leaders, advocates and activists, foundations and policy leaders with Mayor John Tory and senior leaders at the City to officially recognize the Decade for People of African Descent. The United Nation’s International Decade for People of African Descent (2015-2024) was established as a way for the international community to recognize people of African descent as a distinct group whose human rights must be promoted and protected. The City of Toronto is the second municipality in Canada to recognize the Decade.

Key Learnings, Opportunities and Challenges

Eradicating anti-Black racism is not a task that a municipal government can do alone. It requires mutually reinforcing efforts from all orders of government, institutions, businesses, schools, community agencies and individuals. That is how sustainable, long-term, societal impact will be achieved.

Year One of the Action Plan was focused on establishing the Confronting Anti-Black Racism Unit to support and lead City efforts to identify and remove systemic barriers and ensuring municipal services, spaces and policies are fully inclusive and accessible to Black Torontonians. Key reflections, opportunities and challenges from Year One are captured below.

Key Learnings

Systemic change requires actively addressing anti-Black racism in City practices, policies, hiring and retention strategies and service delivery. In Year One, the Unit focused on developing City staff’s capacity to understand, identify and to remove systemic barriers to Black Torontonians. Supporting the implementation of an anti-Black racism analysis within the activities of a government institution that is more than 180 years old is not an easy task and involves consistent effort to remove structural and systemic barriers as well as the resources to make it possible. The following are key learnings from Year One:

- Staff training on addressing anti-Black racism has demonstrated that success relies on support and buy-in from senior staff at the City and an expectation that familiarity with how to address anti-Black racism is an essential core competency expected for the Toronto Public Service to best serve the public.

- Preliminary survey responses from the staff addressing anti-Black racism sessions indicate that some staff do not yet recognize that they have a direct role to play in removing systemic barriers for Black Torontonians. This has and will continue to require consistent engagement efforts and recognition that culture change cannot be achieved in one year.
- A key learning from community engagement has been the importance of working with Black organizations to reach diverse Black communities. This has allowed the City to multiply our efforts by drawing on the immense fountain of knowledge, experience, and strength of the Black community so that City programs, services policies and practices can better serve Black residents and all residents.

Opportunities

- The City of Toronto has shown leadership by being the only known municipality in North America with a targeted plan to address anti-Black racism and one of only two municipalities in Canada to acknowledge the United Nations International Decade for People of African Descent (2015-2024). This provides the City with opportunities to lead collaborative efforts with other orders of government by sharing best practices and approaches on how to eradicate anti-Black racism. Opportunities to collaborate and leverage efforts include working with the federal government who recently announced greater support for anti-racism work in its 2019 Budget.
- The Confronting Anti-Plan Racism Unit has identified opportunities to align the Action Plan with multiple City strategic policies that promote equity. These include efforts related to achieving reconciliation with First Nations, Métis, and Inuit peoples; Community Benefits Framework; Data for Equity Strategy; Poverty Reduction Strategy; Social Procurement Policy; Toronto Newcomer Strategy; Toronto Strong Neighbourhoods Strategy and the City's Equity Responsive Budgeting.

Challenges

Anti-Black racism and discrimination are systemic and require fundamental changes in policy and practice across institutions within and beyond municipal government. However, these changes require sustained commitment and dedication to removing systemic barriers to improve the lives of Black Torontonians. Challenges identified in Year One include the following:

- Anti-Black racism is experienced as a lack of opportunity, poor health and mental health outcomes, poor education outcomes, lower socio-economic status, precarious employment, higher unemployment, significant poverty rates, and overrepresentation in the criminal justice, mental health, and child welfare systems. The 2019 provincial budget announced reductions in services and programs that are likely to further strain and put at risk programs and services Black residents rely on and further marginalize the community.
- Since the establishment of the Confronting Anti-Black Racism Unit, there have been significant demands placed on the expertise of the Unit from across the City of Toronto, seeking support to implement an anti-Black racism analysis and better engage diverse Black communities. This has placed a challenge on the Unit to ensure all requests are supported in a timely and efficient manner as we build out capacity across the City.

- City Agencies, Boards, Commissions and Divisions have been heavily reliant on the Unit to execute activities in the Action Plan and some divisions are having difficulty integrating the Action Plan as core to their day-to-day business operations. This approach will limit the City's ability to fully drive systemic change if the work plan is not seen as core to the City's business.
- As we continue to engage and build our partnerships with Black organizations, the City cannot ignore the financial constraints these organizations are facing with limited resources and scarce grant funding opportunities. The pressure that this fiscal climate places on Black non-profit organizations is tremendous and the Unit is continuously seeking innovative ways to support new and ongoing work in the community.

Year 2 Priorities and Next Steps

The Toronto Action Plan to Confront Anti-Black Racism is a five-year plan with implementation scheduled from 2018-2022. In Year Two (May 2019-April 2020), the Confronting Anti-Black Racism Unit will continue to engage the expertise and resources from City Agencies, Boards, Commissions and Divisions to lead initiatives, monitor progress and publicly report on key deliverables driven by five priorities listed below. Key initiatives for Year Two can be found in Appendix C.

1. Building an Inclusive and Equitable Economy

An inclusive economy creates more sustainable growth for all residents and prevents social inequality. In Year Two, the City will focus on supporting Black Torontonians to create effective pathways for training and employment across sectors, create strong mentorship programs that build up networks for Black youth, and provide supports for Black-owned businesses to grow and compete.

2. Community Capacity Building

As part of the recognition of the International Decade for People of African Descent, the City will build on recognition, justice and development for Black Torontonians through activities that support and strengthen the capacity of Black organizations in the non-profit sector and work to support community leadership in building a better Toronto. Initiatives launched in Year One will serve as a strong foundation for what meaningful community engagement and capacity building looks like in Year Two.

3. Continuing to Create Culture Change at the City

Research by Deloitte reported that when institutions bring together people with different backgrounds, skillsets, and mindsets, they achieve more⁸. As part of driving systemic change, the Unit will continue to embed an anti-Black racism analysis in the City's culture, practices, policies, hiring and retention strategies and service delivery. In Year Two, the focus will be on increasing the number of staff trained, expanding use of anti-Black racism analysis by City staff, and recruitment and retention of Black staff, which is particularly important as the City focuses on building a workforce that reflects our city's diversity.

⁸ Deloitte, "Outcomes over optics: Building inclusive organizations". Retrieved May 27, 2019: https://www.canada175.ca/sites/default/files/download/files/inclusion_aoda_en.pdf

4. Investing in Black Children and Youth

This priority builds on the City's Year One investments in the creation, continuation and expansion of high-quality programs and opportunities to support equitable outcomes for children and youth of African descent. Investing in this priority can meet some immediate needs and seed long-term positive child and youth development.

5. Improving Customer Service

This priority builds on Year One work to improve the quality and effectiveness of the customer service experienced by Torontonians of African descent at the City. In Year Two, actions will expand to promoting awareness to Black communities of the City's services and programs and how to engage with the City.

Next Steps

The Toronto Action Plan to Confront Anti-Black Racism necessitates shared leadership and ownership with Black organizations and Black people, including the Partnership and Accountability Circle, as well as action from non-Black people and institutions.

After a successful first year of implementation guided by the principle of Ubuntu, the Unit is equipped to continue leading the work with City Agencies, Boards, Commissions and Divisions for systemic change to address anti-Black racism. The Unit will continue to engage the assets and talents of Black Torontonians to help make our city stronger, more vibrant and successful.

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ATTACHMENTS

Appendix A: Year One Work Plan Summary
Appendix B: 2019 Partnership and Accountability Circle Report
Appendix C: Year Two Work Plan Priorities
Appendix D: Map of Toronto by Black Neighbourhoods
Appendix E: Resource List of Major Reports