

**YEAR TWO 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 Two (May 2019 to April 2020), a range of City agencies, boards, commissions and Divisions will lead initiatives, annual monitoring and public reporting towards deliverables driven by five priorities.

#	Priorities	Rec. #	Year Two Key Deliverables	City Leads	
1	<b>Building an Inclusive &amp; Equitable Economy</b>	Year Two work prioritizes efforts that promote inclusion and equity in City programs and services where people of African descent can access viable training and employment across sectors, and Black-owned businesses receive sustainable supports to grow and compete.	13.2	Enhance the quality of <b>targeted employment and skills development programs</b> in community hubs and Black-focused agencies.	SDFA TESS PFR
			13.5	Champion <b>inclusive and equitable hiring practices among non-profit and private sector employers</b> that focus the use of police reference checks, including vulnerable sector checks, only for circumstances where there is a legal obligation.	TESS SDFA PEHR
			15	Support <b>Black-owned businesses to better compete and thrive</b> in Toronto as part of the City programs including the Toronto Social Procurement Program.	PMMD SDFA EDC
2	<b>Community Capacity Building</b>	This Year Two priority will build on recognition, justice and development for Black Torontonians through the City's declaration of the International Decade for People of African Descent which recognizes that people of African descent represent a distinct group.	3.1	Advocate for and coordinate with the province and the school boards the need for education improvements that support <b>safe and effective learning for students of African descent</b> .	SDFA CS
			4	Improve the quality and availability of City programs and community mental health services to enable more <b>mental health and addiction treatment services</b> for Torontonians of African descent.	TPH SDFA SSHA
			7.1	<b>Improve youth recreation spaces</b> in new community centres and renovation projects in neighbourhoods with high proportions of Black youth.	PFR
			8	Work collaboratively with Black communities to improve <b>food access for Black Torontonians</b> with low income through food justice initiatives.	SDFA TPH PFR
			19.1 & 19.2	Continue to promote the City's public appointments and opportunities on program advisory bodies through the " <b>Blacks On Board</b> " campaign to ensure that Black Torontonians have opportunities to participate in City decision-making.	Clerks SDFA S&CP
			22	Provide <b>public education on issues of Anti-Black Racism</b> in Toronto as part of the City's recognition of the International Decade for People of African Descent	SDFA PEHR EDC SC
3	<b>Continuing to Create Culture Change at the City</b>	Year Two will prioritize increasing the number of staff trained, expanding use of anti-Black racism analysis	11.1	Engage diverse Black experts and community members to <b>inform a recruitment and talent strategy</b> for employees of African descent at the City of Toronto.	PEHR SDFA

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	by City staff, and recruitment and talent strategy for Black staff, which is particularly important as the City focuses on building a workforce that reflects our city's diversity.	11.2 & 16.5	Continue to deliver a <b>comprehensive, mandatory learning program for City staff and Law Enforcement Officers</b> in the Toronto Police Service from frontline to leadership levels, leveraging the expertise of Black subject matter experts and embedding capacity within the organization.	SDFA PEHR TPS
		11.5	Strengthen and grow the <b>Black Staff Network as a professional development vehicle</b> for members of Toronto Public Service of African descent.	SDFA PEHR
4	<b>Investing in Black Children &amp; Youth</b> Year Two will build on the City's investments in the creation, continuation and expansion of high quality programs and opportunities to support equitable outcomes for children and youth of African descent.	1.2	Increase supply and variety of <b>culturally appropriate before and after school programs</b> for children, including STEAM (science, technology, engineering, arts and math).	CS PFR SDFA
		1.3	Continue to invest in <b>community-led initiatives to support Black youth innovative leadership development</b> , including rites of passage, civic and community leadership.	SDFA
		2.2 & 2.3	Continue to engage Black parents, service providers and youth to identify <b>relevant education and support services to better support Black queer and trans youth</b> .	CS PFR TPH SDFA
5	<b>Improving Customer Service</b> In Year Two, actions will expand to promoting how Black Torontonians can access and engage with City programs and services.	9.1	<b>Engage seniors of African descent</b> in Version 2.0 of the Toronto Seniors Strategy.	SSLTC
		10.1	Advance the recommendations of Tenants First, including <b>improvement in the quality of Toronto Community Housing</b> through a revised tenant-focused service delivery model that better serves families, youth and vulnerable tenants, including seniors, with a stable funding formula.	TCHC SSHA SDFA
		18.1	Invest in community capacity-building and public education on <b>'Know Your Rights' and policing-community issues</b> .	TPS SDFA
		19.5	Engage Black communities in promoting information on how to <b>access City programs and services</b> including the City's complaint process using an anti-Black racism analysis.	DCM- CS SDFA SC

LEGEND: City of Toronto Divisions & Agencies			
Clerks	City Clerk's Office	SDFA	Social Development, Finance & Administration
CS	Children's Services	SSHA	Shelter, Support & Housing Administration
DCM-CS	Deputy City Manager- Corporate Services	SSLTC	Seniors Services & Long-Term Care
EDC	Economic Development & Culture	TCHC	Toronto Community Housing Corporation
SC	Strategic Communications	TESS	Toronto Employment & Social Services
PEHR	People, Human Rights & Equity	TPH	Toronto Public Health
PFR	Parks, Forestry & Recreation	TPS	Toronto Police Services
PMMD	Purchasing & Materials Management Department		