



Toronto Action Plan to Confront Anti-Black Racism – Year Two Update

Date: October 28, 2020

To: Economic and Community Development Committee

From: Executive Director, Social Development, Finance and Administration

Wards: All

SUMMARY

On December 5, 2017, City Council unanimously adopted the Toronto Action Plan to Confront Anti-Black Racism which outlined 80 actions and 22 recommendations for the City to implement over five years 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 and pervasiveness lies in the current social, economic, and political marginalization of Torontonians of African descent. This is evident in Toronto's increasing levels of geographical racial segregation and the intensifying poverty, food insecurity, unemployment and poor health in neighbourhoods with high Black populations. It is further evidenced in the persistence of disproportionately high rates of racial profiling and police use of force against Black Torontonians. Toronto's growing levels of income inequality and other forms of intersecting precariousness and marginalization make neighbourhoods with high populations of Black residents more susceptible to societal disruptions like COVID-19.

The 2018 establishment of the Confronting Anti-Black Racism Unit in the Social Development, Finance and Administration Division, and the over \$17 million investment in Black communities since the Unit's inception demonstrate the importance of a continued and dramatic scale up in investment and policy transformation aimed at improving the life outcomes of Black communities. The City's increased investment in Black communities built the foundation that enabled a strong multifaceted and coordinated response to COVID-19 given its disproportionate impact on Black communities. The established levels of collaboration between City staff created through the Action Plan's cross divisional approach and training mandate heightened staff's ability to prioritize an anti-Black racism analysis in their respective areas of focus. Ultimately, the COVID-19 pandemic demonstrated the need for a continued scale up in the City's support, prioritization, and investments in the Action Plan's key intervention areas: staff learning, collaborative service planning, policy

development, community investment, staff recruitment and advancement, race-based data, public education, youth mentorship and employment, and Intergovernmental advocacy. The COVID-19 pandemic highlighted the equal importance of investing in staff resources that can actively and effectively respond to the increasing, complex demands.

The Toronto Action Plan to Confront Anti-Black Racism is the result of a collaborative effort between multiple divisions and agencies of 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. In the past two years of implementation, this plan has been seen and used as a model to address anti-Black racism across Canada.

The Action Plan makes intentional contributions to advancement of the United Nations International Decade for People of African Descent 2015-2024 goals of Justice, Recognition, and Development for people of African Descent across the world¹. Year Two coincided with the midway point of the International Decade for People of African Descent. As such, the Confronting Anti-Black Racism Unit focused much of its efforts on supporting the vision to create legacy projects/initiatives in honour of the Decade.

In Year One, 28 percent of the 80 actions in the Toronto Action Plan to Confront Anti-Black Racism were implemented. After completing Year Two, 50 percent of the Actions in the Plan were implemented, despite the significant disruptions of COVID-19.

This report is recommended to be received for information. It includes:

- A progress update on key priority areas in Year Two (May 2019 to August 2020) of the Action Plan led by the Confronting Anti-Black Racism Unit with further details provided at Appendix A. Key learnings, challenges, and opportunities identified in the efforts to address anti-Black racism in Year Two are also highlighted.
- Progress on the Partnership and Accountability Circle, composed of 12 Toronto residents, including their report on the Year Two work plan (attached in Appendix B).
- The Year Three Work Plan Priorities to be implemented from January 2021 to December 2021, with further details outlined in Appendix C.

RECOMMENDATIONS

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

1. City Council receive this report for information.

FINANCIAL IMPACT

There is no financial impact arising from the adoption of the recommendation in this report.

¹ United Nations International Decade for People of African Descent (IDPAD)
<https://www.un.org/en/observances/decade-people-african-descent>

The Chief Financial Officer and Treasurer has reviewed this report and agrees with the financial implications as identified in the Financial Impact section.

DECISION HISTORY

On July 16, 2019, City Council adopted the Toronto Action Plan to Confront Anti-Black Racism – Update, which outlined Year 1 progress on the Action Plan to Confront Anti-Black Racism 20 actions and 22 recommendations.

(<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.EC6.13>)

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

Impacts of COVID-19 and the Global Black Lives Matters Movement

The implementation of Year Two Actions was deeply impacted by the onset of the global COVID-19 pandemic and the resurgence of the global movement for Black lives instigated by the deaths of George Floyd, Breonna Taylor, and more locally, Regis Korchinski- Paquet. The disproportionate impacts of the local epidemic on Black residents and the global and local Black Lives Matters movements highlighted the urgency for deep systemic change that confronts the legacy and pervasive presence of anti-Black racism in our society and further reinforced the need for intensified investments in spaces, policies, programs, and institutional change.

Recent studies have highlighted the way a lack of long term systemic policy and action as well as investment in addressing anti-Black racism results in disproportionate levels of vulnerability and intensified marginalization. Examples include:

- According to research conducted by the University of Toronto and Foodshare, Black households are 3.5 times more likely to be food insecure in Canada in comparison to white households²

² University of Toronto (PROOF – Food Insecurity Policy Research) & Food Share Fact Sheet. Retrieved October 28th. https://foodshare.net/custom/uploads/2019/11/PROOF_factsheet_press_FINAL.6.pdf

- Racialized workers make up 63% of the cities working poor and Black workers make up the highest percentage of that number at 10.5% of the working poor. Second and third generation Black Canadians are especially vulnerable.³
- Areas in Toronto with 36% or higher Black resident populations have two times the eviction rates of other areas⁴
- According a University of Toronto study, Black residents make up 9% of the population but make 13% of the residents in low income neighbourhoods⁵
- According to the same research the last 25 years income polarization increased +47% and income inequality increased +56%. The spatial segregation of Black populations in Toronto increased +21%⁶
- Black residents are 9% of the population but make up 23% of the COVID cases and live in lower income neighbourhoods with the highest rates⁷
- According to the Ontario Human Rights Commission, between 2013 and 2017, Black people were significantly over-represented in Special Investigations Unit investigations. Special Investigations Unit data showed that Black people were over-represented in use of force cases (28.8%), shootings (36%), deadly encounters (61.5%) and deaths caused by police shootings (70%).⁸

A lack of new and robust policy interventions and accompanying investment contribute to an increasingly racially segregated Toronto. This reality for Black Torontonians intensifies the vulnerability of Black residents to societal and environmental shocks like COVID-19. In the Unit's experience, one response is the broad scale "refunding" of Black communities efforts to advance systemic change in relation to policing and justice system, and now the COVID-19 pandemic.

The COVID-19 crisis and global movement for Black lives resulted in immense demand for the Confronting Anti-Black Racism Units expertise and guidance both within the City and from external partners. Two years of robust staff training efforts, anti-Black racism policy collaboration, and intentional community partnership resulted in a wave of requests for

³ Metcalf Foundation "The Working Poor in Toronto Report". <https://metcalffoundation.com/publication/the-working-poor-in-the-toronto-region-a-closer-look-at-the-increasing-numbers/>

⁴ Wellesley Institute "Forced Out: Evictions Race and Poverty in Toronto". <https://www.wellesleyinstitute.com/wp-content/uploads/2020/08/Forced-Out-Evictions-Race-and-Poverty-in-Toronto-.pdf>

⁵ Neighbourhood Change Research Partnership "Toronto's Segregated Ethno Cultural Population 2016". Retrieved October 28th 2020. https://www.scribd.com/document/389522397/Toronto-s-Segregated-Ethno-Cultural-Population-2016#from_embed

⁶ University of Toronto "How Segregated is Toronto? Income Inequality and Socio-spatial Polarization Trends and Processes, 1971 -2016". Retrieved October 28th 2020. <http://sites.utoronto.ca/innis/III/includes/pdf/A-Hulchanski-LLL%2023-Sept-2019.pdf>

⁷ City of Toronto "City of Toronto: COVID-19 Status of Cases" Retrieved October 28th 2020. <https://www.toronto.ca/home/covid-19/covid-19-latest-city-of-toronto-news/covid-19-status-of-cases-in-toronto/>

⁸ Ontario Humans Rights Commission "A Disparate Impact". Retrieved October 28th 2020. <http://www.ohrc.on.ca/en/disparate-impact-second-interim-report-inquiry-racial-profiling-and-racial-discrimination-black>

support and guidance. Continuous demands for intense and sustained engagement from the small staff complement is increasing. This reinforced both the need for increased investment in anti-Black racism work across the City and the need for intentional and sweeping systemic change.

In response to COVID-19, the Confronting Anti-Black Racism Unit anticipated the disproportionate impacts of the pandemic on Black communities early on and immediately worked through the City of Toronto COVID-19 emergency response mechanisms and with Black-mandated⁹ organizations to mount and support a broad based response to the pandemic.

Early in pandemic, the Unit supported the broader efforts of Social Development, Finance and Administration to establish a Black Resilience Cluster within the Community Coordination Plan to better share information and coordinate responses with community-based organizations to the COVID-19 emergency. The Black Resilience Cluster partnered with over 20 Black organizations to foster greater communication and coordination in meeting the urgent needs of Black Torontonians. Through the TO Supports Investment Fund, a combined total of \$2.1 million was disbursed to 21 Black-mandated organizations across Toronto over two funding rounds to the meet emergency needs of Black Torontonians. The Confronting Anti-Black Racism Unit also engaged and facilitated a number of Black focused COVID-19 response initiatives detailed in Appendix C: Confronting Anti-Black Racism Unit COVID-19 Response Summary.

Progress on Year Two Priorities

On July 16, 2019, City Council received the following Year Two Work Plan focused on the following five (5) themes:

1. Building an Inclusive & Equitable Economy;
2. Black Community Capacity Building;
3. Continuing to Create Culture Change;
4. Investing in Black Children & Youth; and,
5. Improving Customer Service.

Year Two outcomes reflect the rapid expansion of Confronting Anti-Black Racism Unit's intentional collaboration with City divisions, agencies, boards and commissions as well as local community partners to fully activate the Toronto Action Plan to Confront Anti-Black Racism. Growing collaboration extended reach and intensified impacts.

An African-Centred Approach to Monitoring and Evaluating Impact

In Year Two, the guiding principle of Ubuntu, an African principle, "I am because you are" was transformed into the Confronting Anti-Black Racism Unit's official anti-Black racism operating framework. Ubuntu speaks to a demand that all people deserve respect despite their circumstances. The Ubuntu framework outlines the holistic approach to promoting systemic change in the City that requires change at the individual, group, institutional, and

⁹ Social Development, Finance and Administration previously used the term, B3 (Black-Led, Black Focused and Black Service) to describe organizations that require intentional investment to lead the achievement of greater outcomes for Black Torontonians. In the development of a new Funding Framework focused on B3 organizations, the division is now using the term, Black-mandated organizations.

societal level through internal City transformation efforts and strong partnerships and engagement with Black communities. The Ubuntu framework provides the Unit with a lens to evaluate and learn from the yearly impact of the Action Plan's implementation over the long term.

In Year One, 28% of the 80 actions in the Toronto Action Plan to Confront Anti-Black Racism were implemented. After completing Year Two, 50% of the Actions in the Plan were implemented, despite the significant disruptions of COVID-19.

The following are key highlights of the Confronting Anti-Black Racism Unit Year Two Work Plan Priorities. Further details are outlined in Appendix A.

1. Building an Inclusive and Equitable Economy

This priority calls for the City to promote inclusion and equity in City programs and services where people of African descent can access viable training and economic employment across sectors, and through Economic Development and Culture programs and services, where Black-owned businesses receive sustainable supports to grow and compete. The status of the major deliverables under this priority are included in Table 1.

Table 1: Year Two Progress

Recommendation	Year Two Progress
<p>Recommendation 15</p> <p>The Mayor's Roundtable on Black Business</p> <p>Support Black-owned businesses to better compete and thrive in Toronto</p>	<ul style="list-style-type: none"> • Mayor Tory hosted two roundtables: one focused on the "Little Jamaica" along the Eglinton West corridor; the second, on Black businesses and professionals within the growing tech sector. • \$103,500 in partnership grants to Black Business Professionals Association and Black UrbanismTO by Economic Development and Culture Division to support local business empowerment support to the Black Business. • Launch of "The Little Jamaica" social media campaign and website www.thelittlejamaica.com dedicated to marketing the area, resulting in expanding media City to champion inclusive and equitable hiring practices among non-profit and private sector employers that focus the use of police reference checks, including vulnerable sector checks, only for circumstances where there is legal obligation.. In Year Three, a number of businesses will finalize the development of their online presence. • Consulted over 33 Black businesses, community stakeholders, and partners in the development of A Black Business Conversation: On Planning for the Future of Black Businesses and Residents on Eglinton West by Black UrbanismTO. In Year Three, City staff will work with Black UrbanismTO on the report findings.

Recommendation	Year Two Progress
<p>Action 13.5</p> <p>Inclusive and Equitable Hiring Practices</p> <p>City to champion inclusive and equitable hiring practices among non-profit and private sector employers that focus the use of police reference checks, including vulnerable sector checks, only for circumstances where there is legal obligation</p>	<ul style="list-style-type: none"> • 112 human resources professionals engaged by Toronto Employment and Social Services in partnership with People and Equity, Parks, Forestry and Recreation, Centre for Policy and Research, and the John Howard Society of Ontario to promote the adoption of rights-respecting hiring practices in relation to police record screening. • 232 clients across 14 Toronto Employment and Social Services offices received group or individualized onsite record suspension supports by Toronto Employment and Social Services in partnership with University of Toronto law students. Record suspensions significantly increase opportunities for hiring.
<p>Recommendation 10</p> <p>Gentrification and Black Displacement:</p> <p>Calls on the City to improve shelter and housing conditions to better support Black Torontonians</p>	<ul style="list-style-type: none"> • Launch of the Growing in Place initiative by the Confronting Anti-Black Racism Unit, aimed at addressing the impacts of gentrification and Black displacement on the social determinants of Black communities through broad scale policy change and alignment that transforms the way infrastructural growth and development in neighbourhoods with high Black populations are approached by relevant City divisions. • Established key partnerships with Toronto Community Benefits Network, North York Community House, Wellesley Institute and Black place-making experts to advance intervention in Jane and Finch and Lawrence Heights redevelopments. • Mainstreaming Growing in Place as an official part of the Jane and Finch secondary plan development process by City Planning, Economic Development and Culture, Heritage Toronto, and Social Development, Finance and Administration • Developed the Equity Engagement Framework for the Jane and Finch Initiative/Secondary Plan process in collaboration with Black place-making experts and community leaders. • Year Three will continue the consolidation of this work and prioritize the creation of an internal City of Toronto Growing in Place working group focused on policy review and change.

2. Community Capacity Building

This Year Two priority accelerated City efforts that promote inclusion and equity in City programs and services to enable people of African descent to access opportunities across

sectors, including healthcare, education, food and community services. The status of major deliverables are detailed in Table 2:

Table 2: Progress on Community Capacity

Recommendation	Year Two Progress
<p>Action 22.2</p> <p>Black Mental Health Day</p> <p>Provide public education on issues of anti-Black racism in Toronto</p>	<ul style="list-style-type: none"> • The Confronting Anti-Black Racism Unit and Toronto Public Health partnered with TAIBU Community Health Centre to launch the City's first Black Mental Health Day. • As part of the City's Toronto For All public education program, this campaign focused on the detrimental impacts of anti-Black racism and systemic discrimination on mental health. • The campaign lead to the following: <ul style="list-style-type: none"> • Proclamation of every first Monday in March as Black Mental Health Day in Toronto, effective March 2020 • City of Ottawa, inspired by the City of Toronto Black Mental Health Day model, officially recognized Black Mental Health Day with a proclamation and community event. • The Official Opposition of the Ontario Government introduced Bill 178, Black Mental Health Day Act, in the provincial legislature, which has passed first reading. • Toronto Public Health held education sessions for 40 frontline staff focused on the experience of Black patients in health care. • 11 community-led Black Mental Health day events with 500 participants across Toronto supported by the Confronting Anti-Black Racism Unit. • Black Mental Health Day Facebook live discussion attracting over 10,000 views, with a panel of some of Toronto's brightest and best Black mental health experts • More than 10 million media impressions overall in the campaign including social and broadcast media.
<p>Action 9.4</p> <p>Service for People of African Descent Living with HIV/AIDS</p> <p>Calls on the City to communicate to the Province the need for greater funding support for Black organizations that provide services to people of African</p>	<ul style="list-style-type: none"> • Provision of \$475,696 in funding from the City's Urban Health Fund to seven African, Caribbean, and Black projects focused on addressing HIV/AIDS and substance misuse prevention. Major Deliverables include: <ul style="list-style-type: none"> ○ 197 health education sessions reaching 2,543 participants ○ 68 community events hosting 14,777 participants ○ 143 print and electronic health information assets disseminated engaging 731 contact • Activities will continue through to Year Five of the Action Plan.

Recommendation	Year Two Progress
descent living with HIV/AIDS	
<p>Action 5.1</p> <p>Addressing Black Queer and Trans Service Gaps</p> <p>Calls on the City to increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Torontonians</p>	<ul style="list-style-type: none"> • A \$100,000 Identify & Impact grant to The Black Coalition for AIDS Prevention to utilize learning from the Confronting Anti-Black Racism Unit's Black Lives Getting Better Together project in Year One to practically address the needs and services gaps identified by Black Queer and Trans youth. • Outcomes are expected in Year Three.
<p>Recommendation 8</p> <p>Improve Food Access for Black Torontonians</p> <p>Calls on the City to work collaboratively with Black communities to improve food access for Black Torontonians with low income through food justice initiatives</p>	<ul style="list-style-type: none"> • Partnership established with the Afri-Can Food Basket to develop Toronto's first Black Food Sovereignty Alliance. While the COVID-19 crisis impacted the activities to develop the framework, the Confronting Anti-Black Racism Unit was able to work with Afri-Can Food Basket to swiftly shift focus to a Black food emergency response enabled by the City's TO Supports community response (See COVID-19 Appendix). • Black Food Sovereignty is now integrated into the City's 20-year Toronto Poverty Reduction Strategy. • In Year Three, the Unit will develop a Black Food Sovereignty report for Council consideration.

3. Continuing To Create Culture Change

Year Two priority, continuing to Create Culture Change, prioritized increasing the number of City staff participation in the Confronting Anti-Black Racism Corporate Learning program, expanding use of anti-Black racism analysis by City staff, and a recruitment and talent strategy for Black staff. This priority is particularly important as the City focuses on building a workforce that reflects Toronto's diversity. The status of major deliverables are detailed in Table 3:

Table 3: Progress on Creating Culture Change

Recommendation	Year Two Progress
<p>Action 11.1</p> <p>Recruitment and talent strategy for employees of African Descent</p> <p>Calls on the City to engage Black experts and community members to inform a recruitment and talent strategy for employees of African Descent at the City of Toronto</p>	<ul style="list-style-type: none"> • Development of a recruitment list of over 30 Black organizations by the People and Equity Division as a contribution to the Black talent recruitment process. • Three (3) focus groups hosted through the Black Staff Network to inform the Black Professional Recruitment Strategy. • Creation of an Inclusive Recruitment Framework by People and Equity that will help in the development of strong equitable recruitment plans and the City's Talent Strategy.
<p>Action 11.2 and 16.5</p> <p>Mandatory learning program for City staff and Law Enforcement Officers</p> <p>Calls on the City to deliver comprehensive, mandatory, learning programs 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</p>	<ul style="list-style-type: none"> • Delivered Confronting Anti-Black Racism Corporate Learning Program through the Confronting Anti-Black Racism Unit's staff and 10 Black subject matter experts on the established facilitators list, with the support of People and Equity: ¹⁰ <ul style="list-style-type: none"> ○ 8,838 City staff received a 4-hour "How to Address Anti-Black Racism Training" in 175 training sessions ○ Nearly 50% of all senior management (heads of divisions) at the City of Toronto have now been trained. ○ 44% found the sessions informative and 14% of respondents found the training sessions to be impactful. ○ Negative and sometimes even anti-Black racist anonymous responses to the content of the Confronting Anti-Black Racism Unit training sessions indicate that there are still great resistance to addressing anti-Black racism in the Toronto Public Service. • 4,744 Toronto Police Service officers, including new hires, lateral hires, special constables, court officers, and civilian members received the anti-Black racism module as a part of their in-service training Toronto Police Service. • 390 Toronto Transit Commission executives, fare inspectors, special constable new recruit classes, Toronto Transit Commission trainers, Toronto Transit Commission internal investigators and the Toronto Transit Commission's Diversity and Human Rights Department received a new anti-Black racism training program.

¹⁰ Reflects the latest retrieved data from People & Equity for Year 2

Recommendation	Year Two Progress
	<ul style="list-style-type: none"> • 800 Toronto Transit Commission senior managers participated in Confronting Anti-Black Racism awareness sessions. • In Year Three, three new Training and Development Consultants will join the Confronting Anti-Black Racism Unit team. The additional support will strengthen innovative ways to the learning and the evaluation of these interventions.

4. Investing in Black Children and Youth

This priority builds 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. The status of major deliverables are detailed in Table 4:

Table 4: Progress on Investing in Black Children and Youth

Recommendation	Year Two Progress
<p>Action 1.3</p> <p>Support Black youth innovative leadership development</p> <p>Calls on the City to invest in community-led-initiatives to support Black youth innovative leadership development, including rites of passage, civic, and community leadership</p>	<ul style="list-style-type: none"> • Initial funding of \$465,000 to Black-mandated organizations to support through the Black Your Leadership Program: <ul style="list-style-type: none"> ○ \$175,000 was delivered to Delta Family Resource Centre. They created youth councils for over 100 Black youth participating in a civic engagement leadership series. ○ \$104,000 was delivered to Centre for Young Black Professionals. They supported 64 Black participants through the frontline trainee program that included professional development accreditation as well as placements with not-for profit agencies.
<p>Action 1.2</p> <p>Culturally appropriate before and after school programs</p> <p>Calls on the City to increase the supply and variety of culturally appropriate before and after school programs for children, including</p>	<ul style="list-style-type: none"> • Development of the Black Tech Engagement Plan by the Confronting Anti-Black Racism Unit to enhance Black youth capacity to succeed in the tech sector: <ul style="list-style-type: none"> ○ 28 free youth-friendly technology workshops for Black youth from ages of 8-15 were delivered in partnership with the Microsoft Corporation. Youth learnt and enhanced their coding capacity as well as practiced computational problem solving and creative thinking skills. ○ 50 Black youth were sponsored to attend Collision 2019 and Collision 2020 in partnership with Economic Development and Culture.

Recommendation	Year Two Progress
science, technology, engineering, arts and math.	<ul style="list-style-type: none"> ○ 100 Black youth participated in the Move the Dial Global Summit focused on Black women leaders in the tech industry ○ +100 Black youth secured sponsorship to attend the BFUTR conference through a partnership with Talent X ○ 10 Black youth attended the coveted Economic Club of Canada event, Future Skills: A Conversation with President Barack Obama ● Participating Black youth in the above-noted initiatives/events noted that the exposure expanded their employment prospects and exposure to coding and tech oriented professions.

5. Improving Customer Service

Year Two priority, Improving Customer Service, advances actions that will expand to promoting how Black Torontonians can access and engage with City programs and services. The status of major deliverables are detailed in Table 5:

Table 5: Progress on Improving Customer Service

Recommendation	Year Two Progress
<p>Actions 6.3, 6.4, 11.3 and 17.1</p> <p>Disaggregated race-based data</p> <p>Develop a Disaggregated Race-Based Data Collection Strategy.</p>	<ul style="list-style-type: none"> ● Development of the Data for Equity Strategy by Social Development, Finance and Administration, People and Equity, Technology Services and the Indigenous Affairs Office. The Strategy includes objectives, guiding principles and guidelines on how City programs and services should collect, manage and share data that is broken down by socio-demographic groups. ● Divisions, agencies and corporations incorporated race-based and other socio-demographic data collection into at least 15 surveys, program records and other data collection activities. ● In Year Three, the Strategy (including the guidelines) will be considered by City Council in December 2020. Four pilot projects will then be developed for implementation in Years 4-5 of the Toronto Action Plan to Confront Anti-Black Racism. ● Pilot projects are in existing programs and include the collection of expanded socio-demographic data from Ontario Works recipients, people diagnosed with COVID-19, clients accessing EarlyON child and family centres, and program users at 11 community organizations funded by the City and the United Way (See Appendix A Year Two Summary for more details).

	<ul style="list-style-type: none"> • The Confronting Anti-Black Racism Unit became sitting members of the Anti-Racism Advisory Panel to the Toronto Police Service Board. • Race-Based Data Collection, Analysis and Public Reporting Policy adopted by the Toronto Police Service Board through the work of the Anti-Racism Advisory Panel, supported by the Confronting Anti-Black Racism Unit. • Policy mandates the collection of socio-demographic data in all use of force incidents and strip searches by members of the Toronto Police Service.
<p>Action 10.4</p> <p>LGBTQ2S Shelters and Black Queer and Trans Youth</p> <p>Calls on the City to create safe spaces within new LGBTQ2S shelters for Black Queer and Trans youth</p>	<ul style="list-style-type: none"> • 20 racialized youth ages 16-24 were provide with rent supplement supports as well as wrap-around services through Shelter Supports Housing & Administrations partnership with Homes for Good Innovation Stream support Services that provided funding to Eva's Place for this initiative • Year Three will see ongoing efforts to meet the 50-70 racialized youth support target

Additional Interventions to Confront Anti-Black Racism

In addition to Year Two Priorities, the Confronting Anti-Black Racism Unit led various internal and external interventions. The key interventions are outlined below and further detail can be found in Appendix A.

Consultations on Anti-Black Racism

The Confronting Anti-Black Racism Unit is increasingly being sought out by municipalities across Canada and the USA, offices of other orders of government, post-secondary institutions, and even private corporations to provide guidance on effective institutional responses to addressing systemic anti-Black racism. The Unit received an average of 10 (ten) requests for consultations per week over the course of Year Two. These requests doubled from May to September 2020 in the wake of the police-involved deaths of George Floyd in the United States, and Regis Korchinsky-Paquet in Toronto.

Community Development and Engagement Initiatives

The Confronting Anti-Black Racism Unit recognizes that the fulsome implementation of the Toronto Action Plan to Confront Anti-Black Racism cannot be achieved by the City alone. Meaningful partnership and engagement with Black community is essential to the realization of that Action Plan. The Unit prioritized Black community engagement and development in the following ways:

- Organized and supported 63 community engagements that reached 3,726 people in person and 9,600 people virtually. The engagements included community awareness

- events, partnership events, and conferences where the Confronting-Anti Black Racism Unit presented.
- o Developed 38 partnerships with diverse Black community organizations, and public and private sector groups to help promote the Action Plan at community awareness events. Organizations included Toronto Community Benefits Network, Toronto District School Board, Black Health Alliance, Black Urbanism TO, Domino Project, Cultural Pluralism in the Arts Movement in Ontario, and Afri-Can Foodbasket.

Key Learnings, Opportunities & Challenges

Dismantling systemic racism and the structural barriers they create for Black communities requires ambitious and comprehensive policy change and creation. It requires new and sustained levels of investment in the Black community, Black business sector, and Black led, Black focused, and Black serving organizations.

Year Two of the Action Plan focused on scaling up and intensifying the City activation and realization of the Action Plan's 80 actions and 22 recommendations to make a contribution to long term systemic change within the City. This involved continued efforts to identify and remove systemic barriers and ensuring municipal services, spaces and policies are fully inclusive and accessible to Torontonians. Key reflections, opportunities and challenges from Year Two are captured below.

Key Learnings:

COVID-19 and the global Black Lives Matter movement demonstrated the intense need to accelerate and more intensely invest in systemic change that dismantles systemic anti-Black racism in City practices. Implementing Year Two actions against the backdrop of a global pandemic that disproportionately affected Black communities and the global Black Lives Matter movement have brought into sharp focus the ways that pervasive and unaddressed systemic racism create disproportionate levels of vulnerability. It has also brought into sharp focus the need to consider key learnings, opportunities, and challenges within the context of a radically transformed work and global climate.

In Year One, the Confronting Anti-Black Racism Unit shared some challenges associated with forwarding an anti-Black racism agenda in a governing institution that is 180 years old. Year Two demonstrated the intense need to accelerate institutional transformation.

The following are key learnings from Year Two:

CABR Legacy Projects & Long Term Impact: A number of the Confronting Anti-Black Racism Unit's initiatives have become multi-year legacy projects with high team commitments aimed at implementing long term, deep impact. Initiatives like Black Mental Health Day, BLGBT, Growing in Place, and Black Food Sovereignty are legacy projects. We have learned that this are projects that will take constant support, energy, and time for the team in order to come to fruition.

Deepening Targeted Universalism and Intensifying an Intersectional Anti-Black Racism Approach: The importance of taking a targeted universalism approach to addressing anti-Black racism has made clearer in light of the COVID-19 pandemic. While the

pandemic has had a disproportionate negative impact on Black communities, we have learned that this impact have been harsher still for communities that experience other intersectional barriers, such as gender identity. COVID-19 responses and ongoing community engagement highlighted the need for the Unit to more explicitly and intensely focus its efforts on centering Black Queer and Trans Youth, African Continental, and Black Francophone communities in its implementation plans, partnership development focus, and systems change work. Despite actively engaging Black-mandated organizations in Year Two and throughout the COVID-19 response, the Unit acknowledged the need to more purposefully intensify its focus on engaging specific Black communities.

The Importance of Black Led, Black Serving, and Black Focused Organizations: Black-mandated organizations (those that are Black led, Black serving, and Black focused) are the backbone of Black communities and the frontlines of Black emergency response, ongoing community capacity enhancement, and transformation efforts. Persisting levels of underinvestment in Black organizations limits the transformative potential of the Toronto Action Plan to Confront Anti-Black Racism. The Action Plan's impacts cannot be fully realized without the strong presence of a stable, fully funded, and sustainable Black-mandated ecosystem.

Opportunities:

Anti-Black Racism Units across Canada: The Confronting Anti-Black Racism Unit was the first of its kind in government. Since its establishment, it has set a precedents that other cities like Ottawa and Brampton have followed. There is an opportunity to do some municipal level bench marking on anti-black racism actions across Canada and to learn and benchmark from other initiatives. There is a mainstreaming of anti-Black racism work in institutions.

Leveraging the International Decade for People of African Descent: There Unit sees an increasing opportunity to both leverage and magnify the relevance of the International Decade for people of African Descent in our work. In Year Two, there were a number of initiatives aimed at advancing the goals of the Decade. The increased demand for the Unit's time and consultative supports provides an opportunity to drive home the principles of the Decade and to encourage more internal City actors and external stakeholders to take on the aims of the Decade.

Supporting Grassroot Responses in Black Communities: A number of Black organizations emerged out of the need to respond to community and grassroots needs. These organizations may not fit in the standard funding frameworks or structures but have great impact on the communities they serve. These organizations may also be less interested in formalizing but require sizeable funds to scale up on their work and increase impact. There is an opportunity to learn from the organizations and identify new ways to support them.

Challenges:

Big Systems Change and High Expectation: Global movement for Black lives heightened and focused Black communities' desire to see the broad systemic change needed to address histories of anti-Black racism. As a result, the Black communities' patience for slow institutional change has decreased. Black communities want systems to change and act

quicker, and yet the City as a large and complex organization, takes time to change. The Unit has the challenge of balancing the very real and necessary expectation for systemic change with the challenge of driving change in a 180 year old institution.

The Confronting Anti-Black Racism Unit Capacity in Crisis: With the onset of COVID-19 and the Global Black Lives Matters Movement there have been significant demands placed on the expertise of the Unit from across the City of Toronto and beyond 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. This period highlighted the importance of ensuring the Unit's human resources equitably reflect the scale of demand on the team's time, expertise and support.

Year Three 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 three (January 2021 to December 2021), the Confronting Anti-Black Racism Unit will continue to engage the expertise and resources from City divisions, agencies, boards and commissions, and City partners to lead initiatives, monitor progress and publicly report on key deliverables driven by four priorities listed below. Key initiatives for Year Three can be found in Appendix C.

1. 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.

2. 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 more¹¹. 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 Three, 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.

3. Community Safety Wellbeing with Alternatives to Policing

Responding to Black Communities call for alternatives to policing and new forms of safety and wellbeing the Unit will support the development and policy and interventions in these

¹¹ Deloitte, "Outcomes over optics: Building inclusive organizations". Retrieved May 27, 2019: https://www.canada175.ca/sites/default/files/download/files/inclusion_aoda_en.pdf

areas. Social Development, Finance and Administration, which houses the Confronting Anti-Black Racism Unit, is also facilitating the development of the provincially legislated Community Safety and Wellbeing Plan, and the work to develop alternatives models to police response for mental health crisis calls, wellness checks and low-level disputes between community members. The Confronting Anti-Black Racism Unit has already begun to collaborate in these areas of work to bring forward related actions and insight from the Toronto Action to Confront Anti-Black Racism, anti-Black racism analysis and insights, and key partnerships to help deliver comprehensive strategic and relevant policy. The Unit will also invest in critical community and social services that better address the root causes of safety and security including investments in the Action Plan.

4. Black Community Resilience

The COVID-19 pandemic exposed the ways that chronic underinvestment in Black organizations and persisting social and economic disparities placed Black residents at greater risk. COVID-19 exposed the immense need to both enhance Black community resilience through increased investments in Black organizations on the frontlines and Black resilience organizational eco-systems. It also highlighted need for broad based systemic change that address way Toronto's current growth trajectory creates heightened vulnerability in the Black community. In Year Three, the Unit will continue to build Black community resilience through the Black Resilience Cluster and increased institutional investments in the "Black COVID-19 frontlines". The Unit will also develop broad comprehensive multi-divisional policy frameworks through the Growing in Place and Black Food Sovereignty that can have a dramatic impact on the way Toronto grows and develops to address the roots causes of Black community vulnerability in the midst of crisis.

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 both a challenging and impactful year of implementation and change shaped by both the COVID-19 pandemic and accelerated by the global uprising for Black lives, the Unit aims to expand and deepen its impact through continued partnership with City Agencies, Boards, Commissions and Divisions.

CONTACT

Aina-Nia Grant, Director, Community Resources, Social Development, Finance and Administration, 416-392-8608, E-mail: aina-nia.grant@toronto.ca

SIGNATURE

Denise Andrea Campbell
Executive Director, Social Development, Finance and Administration

ATTACHMENTS

Appendix A: Year Two Action Plan Summary
Appendix B: Year Two Partnership and Accountability Circle (PAC) Report
Appendix C: Confronting Anti-Black Racism (CABR) Unit COVID-19 Response Summary
Appendix D: Year Three Work Plan Priorities