

Year Two Work Plan Summary

This document captures the Year Two (May 2019 to April 2020) actions from the Toronto Action Plan to Confront Anti-Black Racism. The Confronting Anti-Black Racism Unit worked with the City's Agencies, Boards, Commissions and Divisions to track, evaluate, and report out on the status of actions. The action statuses are divided into 5 major categories and are described below. The expected completion date for each action is divided into 3 categories and described below as well.

Action Status Categories:

<p><u>COMPLETE</u> Indicates that resources have been assigned and deployed, activities completed, outputs produced and desired short-term outcomes achieved.</p>	<p><u>IN-PROGRESS</u> Indicates that resources have been identified and deployed, activities are underway, resulting in some outputs and short-term outcomes.</p>	<p><u>PLANNING UNDERWAY</u> Indicates that resources may have been identified but not secured, activities may have been identified, but no outputs or short-term outcomes have been produced at the moment.</p>	<p><u>NOT-STARTED</u> Resources have not been identified, no activities started, no outputs or short-term outcomes.</p>	<p><u>REVISED</u> Indicates that this action has been merged with another, edited, or is not being pursued.</p>
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Expected Completion Date Categories:

<p><u>Completed in Reporting Year</u> Indicates that the action and activities (programs, services, or policy development) has been fully implemented.</p>	<p><u>Activities On-going</u> Indicates the action may have been implemented, but activities (programs, services, or policy development) and their outcomes are on-going.</p>	<p><u>Expected in Reporting Year</u> Indicates when the action and associated activities, (programs, services, or policy development) are expected to be completed.</p>
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Rec#	Year2 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
Priority 1: Building an Inclusive and Equitable Economy					
13.2	Enhance the quality of targeted employment and skills development programs in community hubs and Black-focused agencies.	<ul style="list-style-type: none"> • Social Development, Finance & Administration • People & Equity • Parks, Forestry and Recreation 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • Developed a list of over 30 Black-led employment-focused agencies for outreach for City recruitment needs. • Participated in job fairs for diverse Black community (focus on professionals and Black youth). These outreach events included the Black Policy Conference and the Canadian Association of Urban Financial Professionals.
13.5	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 a legal obligation.	<ul style="list-style-type: none"> • Social Development, Finance & Administration • People & Equity • Parks, Forestry and Recreation • Toronto Employment & Social Services 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • City launched in partnership with John Howard Society "Second Chance Program" which is an online e-learning program for those with a criminal to better understand their legal rights regarding criminal background checks and for employers on how to remove barriers to employment. • Toronto Employment and Social Services (TESS) delivered record suspension services in partnership with University of Toronto law students in 14 TESS offices with 232 clients receiving group or individualized onsite record suspension supports. • Toronto Employment and Social Services in partnership with People & Equity, Parks, Forestry and Recreation, Centre for Policy and Research, and the John Howard Society of Ontario, engaged employers to adopt rights-respecting hiring practices in relation to police record screening through hosting digital and in-person workshops for human resource professionals. Session was attended by 112 HR professionals and employers.
15	Support Black-owned businesses to better compete and thrive in Toronto	<ul style="list-style-type: none"> • Purchasing & Materials Management • Social Development, Finance & Administration • Economic Development & Culture 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • Established the Mayor's Business Roundtable for Black Businesses with two sectorial focus tables organized in Year 2. These tables included: <ol style="list-style-type: none"> 1. Black Tech Stakeholder Table- Organized in partnership with BFUTR, this table increased awareness for the City's Economic and Development Culture of Black tech business needs and priorities as well as connecting Black tech leaders to the City's public appointments process. 2. Little Jamaica/Eglinton West Table- This table organized with community partners such as Black Business Professionals Association (BBPA) and Black UrbanismTO to connect local business owners to Metrolinx and City officials to identify

					<p>immediate opportunities for support. Table lead to the creation of a social media campaign for Eglinton West as well as an intentional outreach program for Black business owners developed in partnership with BBPA.</p> <ul style="list-style-type: none"> • As part of <i>Growing in Place</i> initiative led by the Confronting Anti-Black Racism Unit in partnership with Economic Development and Culture, City Planning, Metrolinx, Black Business Professional Association, and Black Urbanism TO, launched the "The Little Jamaica" campaign which includes: <ul style="list-style-type: none"> ○ Dedicated website for Black businesses in the Little Jamaica area to market and promote their activities ○ Organized "I remember when" an online series of conversations with artists, entertainers, entrepreneurs sharing stories and experiences of impact of Little Jamaica over the years. series of stories, experiences and ○ \$ 103,500 in financial management, digital marketing, and Business empowerment support for interested businesses offered by the Black Business Professional Association
Priority 2: Community Capacity Building					
3.1	Advocate for and coordinate with the province and the school boards the need for education improvements that support safe and effective learning for students of African descent.	<ul style="list-style-type: none"> • Social Development, Finance & Administration • Children's Services 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • The Confronting Anti-Black Racism Unit partnered with the Urban Alliance for Race Relations (UARR) to host anti-black racism in education dialogues to identify issues Black children and families face in the education system. Outputs include: <ul style="list-style-type: none"> ○ 2 Town halls attended by 70 participants ○ Report developed for onward UARR advocacy efforts • Initiative is ongoing and will be completed in Year 3.
4	Improve the quality and availability of City programs and community mental health services to enable more mental health and addiction treatment services for Torontonians of African descent.	<ul style="list-style-type: none"> • Toronto Public Health • Social Development Finance & Administration 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • The Confronting Anti-Black Racism Unit and Toronto Public Health initiated a partnership the Black Health Alliance (BHA) to support the Pathways to Care project. Pathways to Care aims to remove barriers and improve access to mental health and addiction services for Black children, youth and their families in Ontario by making interventions at the policy, sector, and population levels. This work was impacted by COVID-19. Key Year 2 deliverables include: <ul style="list-style-type: none"> ○ Completed comprehensive scoping review "Barriers and Facilitators to Accessing

					<ul style="list-style-type: none"> ○ Launched engagement campaign for Pathways to Care focus groups focused LGBTQ2S, Justice Involved Youth, and Black youth ● Work will be completed in Year 3. Confronting Anti-Black Racism Unit will work with Pathways to Care to present final report and study to Toronto Public Health, Social Development Finance & Administration, Children Services, and Toronto Employment and Social Services
7.1	Improve youth recreation spaces in new community centres and renovation projects in neighbourhoods with high proportions of Black youth	<ul style="list-style-type: none"> ● Parks, Forestry and Recreation 	PLANNING UNDERWAY	Expected in Year 3	<ul style="list-style-type: none"> ● This work has been impacted by COVID-19 and is delayed for completion for Year 3. Parks, Forestry and Recreation will be developing in Year 3 a checklist for Black Youth needs to inform new builds on areas such as: physical facility, programming needs, and customer service. This checklist is expected to be used on the 10 new enhanced youth spaces (target opening November 2020) and new recreation centres being built. In Year 2 consultations for youth were initiated in Etobicoke, Bessarion and 1 Yonge Community Centres.
8	Work collaboratively with Black communities to improve food access for Black Torontonians with low income through food justice initiatives.	<ul style="list-style-type: none"> ● Social Development, Finance & Administration ● Toronto Public Health ● Parks, Forestry and Recreation 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> ● The Confronting Anti-Black Racism Unit partnered with the Afri-Can Food Basket to support a Black Food Sovereignty Alliance. The partnership will support pivotal community and key stakeholder-led conversations that will bring together residents and key Black food leaders, actors and activists in Toronto to develop a framework and focus for a long-term Black food sovereignty incubator. Significant outputs have so far been: <ul style="list-style-type: none"> ○ 4 community conversations organized on food injustice, food systems, and the potential for Black led change in the food sector attended by 60 participants ● Toronto Board of Health passed a motion to work with Black-led organizations to ensure the development of a Black Food Sovereignty Plan that will look at expanding access to affordable, healthy and culturally-appropriate food. Report will be delivered in Q1 of Year 3.
Rec#	Year2 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
19.1 & 19.2	Continue to promote the City's public appointments and opportunities on program advisory bodies through the "Blacks On Board" campaign to ensure that Black Torontonians have opportunities to participate in City decision-making.	<ul style="list-style-type: none"> ● City Clerk's Office ● Social Development, Finance & Administration ● City Manager's Office 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> ● Over Year 2, there was a slight decrease in Black applicants from 11.1% to 10.6%, but overall appointments went up from 6.6% to 7.3%. ● As part of Blacks on Board campaign, City Clerk's Office partnered with the Confronting Anti-Black Racism Unit to organize 2 outreach events: <ol style="list-style-type: none"> 1. First event was held at the BFUTR Summit, the largest gathering of Black tech professionals and included a roundtable with 20 senior executives.

					<p>2. The second event was hosted with the Black Tech Stakeholder Working Group and involved 10 participants.</p> <ul style="list-style-type: none"> Action 19.2 calls for engagement of Black communities in program advisory bodies. Currently, there is a lack of information on the diversity of existing program advisory body composition. To better support recruitment the City Clerk's Office and the City Manager's Office have encouraged program advisory bodies to use the City Clerk's application portal to better track applicant socio-demographic information. So far a six program advisory bodies have moved their applications on to the system and others will be encouraged in Year 3.
6.2	Develop and implement an outreach initiative to recruit and train diverse Black Torontonians for leadership and governance roles in health and community organizations	<ul style="list-style-type: none"> Social Development, Finance & Administration Parks, Forestry & Recreation Toronto Public Health 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> City awarded a \$150,000 grant to TAIBU Community Health Centre in partnership with Boys and Girls Club of East Scarborough, Alpha Kappa Alpha Toronto Chapter and the University of Toronto Scarborough Campus, to develop and implement an initiative to increase representation of Black Torontonians on boards of health and social service organizations. <ul style="list-style-type: none"> As part of the program, 5 Black-led emerging and grassroots organizations executives and board members totaling 32 participated in the capacity training sessions and mentorship support. 27 participants interested in serving on boards completed the training and capacity building sessions and are in the process of being matched to governance and leadership opportunities. Project is engaging anchor institutions in Scarborough to provide pathways to serve on boards, these institutions include Scarborough Health Network; Centennial College, Toronto Zoo, and University of Toronto Scarborough Campus. Toronto Board of Health approved motion for anti-Black racism training for board members to be delivered by the project as well as to support recruitment of Black community members to serve on the board in the event of any vacancies.
21	Invest in Black arts and culture	<ul style="list-style-type: none"> Social Development, and Finance Administration 	IN-PROGRESS	Activities ongoing	<ul style="list-style-type: none"> As part of its mandate to invest in Black arts and culture, the Confronting Anti-Black Racism Unit partnered with seven community organizations across Toronto to support their Kwanzaa celebration events. Each Kwanzaa gathering included an education component to increase knowledge and awareness on Kwanzaa, its organizing principles, history and ongoing cultural relevance. These organizations included, the African Canadian Heritage Association, More Than a Hair, Domino Project, Oasis Centre des Femmes, FrancoQueer, Young and Potential Fathers, and A Different Booklist Cultural Centre. These events took place throughout the

					<p>month of December and brought together more than 300 community members to celebrate Kwanzaa.</p> <ul style="list-style-type: none"> The Unit partnered with Cultural Pluralism in the Arts movement (CPAMO) to support a City of Toronto and arts funder environmental scan to develop an evidence based report addressing opportunities and challenges for Black artists and organizations in Toronto as a contribution to the Year 3 Mayor's Roundtable on Black Arts and Culture. Year 2 CPAMO conducted interviews and focus groups with City staff, Black artists and funders. CPAMO also held an online forum with over 200 attendants to present early findings from the report.
22	<p>Provide public education on issues of Anti-Black Racism in Toronto as part of the City's recognition of the International Decade for People of African Descent</p>	<ul style="list-style-type: none"> City Clerk's Office People & Equity Economic Development & Culture Strategic Communications 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> As part of Action 22.2, to "Provide public education on how anti-Black racism negatively impacts the health of people of African descent including being a trigger for mental illness", the Confronting Anti-Black Racism Unit in partnership with TAIBU Community Health Centre and Toronto Public Health, launched the first ever Black Mental Health Day. Key outcomes from the day included: <ul style="list-style-type: none"> Inaugural proclamation by the Mayor of March 2nd as annual date to mark Black Mental Health Day 11 community-led organized events were held to mark the day, with approximately over 500 participants attending. Events included: a community healing circle, cooking workshop, film screening, Somali community discussion on impact of Islamophobia and anti-Black racism, and a youth spoken word event. Facebook Live Panel discussion with guest speakers that attracted over 10,000 views. City of Ottawa acknowledged Black Mental Health Day with a proclamation and community-led event. Bill 178, Black Mental Health Day Act, was submitted in the provincial legislature to mark Black Mental Health Day across the province. Toronto Public Health held an education session for frontline staff with approximately 40 staff participating to learn about the experience of Black patients with health care practitioners and how to better serve them. Three more sessions were planned but have been delayed because of COVID-19. Economic Development and Culture's Museums and Heritage Services partnered with York University Public History Program to host a symposium at Todmorden Mills on how museums can share difficult and invisible histories with a conversation on sharing Black communities

					<p>stories. A total of 84 participants were involved in the conversation including City staff, museum professionals, students and faculty.</p> <ul style="list-style-type: none"> • Economic Development and Culture and the Confronting Anti-Black Racism Unit organized a competition for the design of the new Nathan Philips Square Toronto sign wrap raising awareness around the International Decade for People of African Descent. The Unit opened applications to Black artists and convened a panel of Black arts for the selection process. Artists Danilo McCallum's submission was selected. In Year 3 the sign will be launched in September 2020. • The Confronting Anti-Black Racism Unit in collaboration, the Munk School of Global Affairs & Public Policy's Urban Policy Lab, University of Toronto Anti-Racism and Cultural Diversity Office, and the Toronto Black Policy Network (TBP), was proud to support the inaugural Toronto Black Policy Conference. The discussion attracted 150 attendees with more than 200 viewing via live-streaming. <ul style="list-style-type: none"> - 91% of survey respondents of attendees indicated they somewhat or strongly agreed with being very satisfied with the conference and 97% indicated they had interest in attending another Black policy conference.
Priority 3: Continuing to Create Culture Change at the City					
11.1	Engage diverse Black experts and community members to inform a recruitment and talent strategy for employees of African descent at the City of Toronto.	<ul style="list-style-type: none"> • People & Equity • Social Development, Finance & Administration 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • Developed recruitment list of over 30 Black organizations when targeting and attracting black talent during the recruitment process • Conducted 3 focus group meetings with Black Staff Network members to inform the the Black Professional Recruitment Strategy and support the process of applying an equity lens on the various steps of the recruitment process • Developed with consultation from the Confronting Anti-Black Racism Unit an Inclusive Recruitment Framework to build equitable recruitment plans and the City's talent strategy
11.2 & 16.5	Continue to deliver a comprehensive, mandatory learning program for City staff and Law Enforcement Officers in the Toronto Police Service from frontline to leadership levels, leveraging the expertise of Black subject matter experts and embedding capacity within the organization.	<ul style="list-style-type: none"> • People & Equity • Toronto Police Services • Social Development, Finance & Administration 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • As part of the continued development of a comprehensive Confronting Anti-Black Racism Corporate Learning program, the following key outcomes and outputs were delivered: <ol style="list-style-type: none"> 1. 8,838 City staff received 4 hour "How to Address Anti-Black Racism Training" in 175 sessions organized. 2. Nearly 50% of all senior management at the City of Toronto have now been trained. 3. The majority of respondents to the CABR training survey found the training sessions impactful (14%) or informative (44%). Information presented on the prevalence of anti-Black racism in Canadian society as well as examples of racist acts that are

					<p>normalized in society proved eye-opening for the majority of respondents to the survey.</p> <ol style="list-style-type: none"> 4. A training program was developed in partnership with the Toronto Transit Commission and 390 trainings delivered to the TTC Executive, Fare Inspector, Special Constable new recruit classes, TTC Trainers, TTC internal investigators and The TTC's Diversity and Human Right's Department. 5. Awareness building sessions were organized with the Toronto Transit Commission, with over 800 senior managers attending introductions to the Toronto Action Plan sessions. 6. Facilitators list with 10 Black subject matter experts build to support the delivery of the Confronting Anti-Black Racism Corporate Learning Program. <ul style="list-style-type: none"> • Toronto Police Service continued to delivery an in-class anti-Black racism training module for all officers. Details include: Training began in January 2019 for new hires, lateral hires, special constables, court officers and civilian members. 4744 TPS officers received the anti-Black racism module as a part of their in-service training. <ol style="list-style-type: none"> 1.
11.5	Strengthen and grow the Black Staff Network as a professional development vehicle for members of Toronto Public Service of African descent.	<ul style="list-style-type: none"> • People & Equity • Social Development, Finance & Administration 	COMPLETE	Activities On-going	<ul style="list-style-type: none"> • Black Staff Network has grown to over 700 members, an increase of 42% from year one. The Black Staff Network continued to build on successes from year 1 and organized two events for staff this past year: <ol style="list-style-type: none"> 1. Over 70 staff attended a Black Staff Network Professional Development Day workshop in October aimed at helping Black staff to identify and clarify their values, core strengths, and talents and how to leverage them for greater performance at work. 2. In December, over 50 staff attended a professional development workshop focused on developing leadership skills and building emotional intelligence. • Shelter, Support and Housing Administration developed a Black Staff advisory group to support implementation of the action plan and organized 3 support circles with staff and allies that had over 185 staff attend.
Priority 4: Investing in Black Children & Youth					
1.2	Increase supply and variety of culturally appropriate before and after school programs for children, including STEAM (science, technology, engineering, arts and math).	<ul style="list-style-type: none"> • Children's Services • Parks, Forestry and Recreation 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • The Confronting Anti-Black Racism Unit (CABR), developed a Black Tech engagement plan to support building capacity in youth to succeed in tech. The following are major components and outcomes of that program:

		<ul style="list-style-type: none"> • Social Development, Finance & Administration 			<ol style="list-style-type: none"> 1. Partnership with Microsoft to host 28 of free youth-friendly technology workshops over the past year. The workshops were centered on empowering Black youths from ages of eight to 15. The workshops taught youth how to create a list of coding instructions, instruct a computer to perform tasks in a sequence, create original coding programs in their own Minecraft world, and helped them to practice their computational, problem-solving, and creative thinking skills. 2. Sponsored 50 Black youth to attend Collision 2019 (North America's fastest growing technology conference). As part of the sponsorship provided career development training and mentorship opportunities for the youth. 3. Sponsored over 100 Black youth to attend Move the Dial Global Summit to hear from Black women leaders in the tech industry, to network and learn from other tech professionals in attendance. 4. In partnership with TalentX, sponsored over 100 Black youth to attend the BFUTR, the largest gathering of Black tech professionals held in Toronto. <ul style="list-style-type: none"> • The Confronting Anti-Black Racism Unit initiated its first International Decade for People of African Descent (IDPAD) partnership with Nelson Mandela Park Public School in Regent Park. The partnership is a part of the Units broader IDPAD initiative to see the vision and principles of the decade embedded in educational institutions across the City. In Year 2 the full staff complement of Nelson Mandela Public School was trained in Anti-Black Racism. In Year 2 the Unit also established an formal partnership with the Toronto District School Board • Parks, Forestry and Recreation developed a resource toolkit for staff to inform how to embed anti-Black racism analysis in the development and creation of community recreation programming and to support greater documentation and supply of culturally appropriate before and after school programs for Black children, including STEAM (science, technology, engineering, arts and math).
1.3	Continue to invest in community-led initiatives to support Black youth innovative leadership development, including rites of passage, civic and community leadership.	<ul style="list-style-type: none"> • Social Development, Finance & Administration 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • In Year 2, the City continued to support Black youth leadership programs initiated in Year 1 with \$465,000 grant. The recipients were the following 2 Black-led organizations and the outputs and outcomes include: <ol style="list-style-type: none"> 1. Delta Family Centre (\$175,000) focusses on engaging youth in civic participation. Short-term outputs from this grant have included creation of youth councils with over a hundred youth participating in

					<p>civic engagement leadership series. 81% of youth participating reported increased knowledge of civic engagement and 60% reported increased knowledge of community resources.</p> <p>2. Centre for Young Black Professionals (\$104,000) that aims to increase representation of young Black leaders in the Social Service Sector. Short-term outputs include 64 participants completed frontline trainee program with a professional development accreditation as well as employment placements with not-for-profit agencies; 9 partner agencies offered placements to 12 program participants.</p>
Rec#	Year2 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
2.2 & 2.3	Continue to engage Black parents, service providers and youth to identify relevant education and support services to better support Black queer and trans youth.	<ul style="list-style-type: none"> • Children's Services • Parks, Forestry and Recreation • Toronto Public Health • Social Development, Finance & Administration 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • Children's Services procured a consultant to work with early and child care sector and Black queer and trans families to support development of inclusive practices and professional learning materials for child and family programs. Will develop learning materials into learning modules for distribution to EarlyON and child care operators. Project delayed because of COVID response and recovery efforts.
Priority 5: Improving Customer Service					
6.3 & 6.4 11.3 17.1	Develop a Disaggregated Race-Based Data Collection Strategy and public education initiative to better address racial inequities in service, program and funding delivery	<ul style="list-style-type: none"> • Social Development, Finance & Administration • People, Equity & Human Rights • Toronto Police Services 	IN-PROGRESS	Activities On-going to Year 5	<ul style="list-style-type: none"> • Draft set of Data for Equity Guidelines developed to provide City staff with guidance, information and questions for collecting socio-demographic data from City service users and Toronto residents. A staff report to Council planned for fall of 2020 will include the Data for Equity Strategy and the final Guidelines. • Divisions, agencies and corporations have incorporated race-based and other socio-demographic data collection into at least 15 surveys, program records and other data collection activities. • As part of Phase One of the proposed Data for Equity Strategy, 4 pilots projects were identified to test and learn from the application of the Data for Equity Guidelines in different program contexts. Projects will be implemented in Year 4 and 5 of the Action plan, if approved by Council. These pilot projects are in existing programs: <ul style="list-style-type: none"> ○ EarlyON Centres: Learning from the first phase of Toronto Children's Services' implementation of a standardized client registration system collecting socio-demographic data across EarlyON Child and Family Centres in Toronto

					<ul style="list-style-type: none"> ○ Ontario Works: Building on the expanded socio-demographic data now being collected from Ontario Works recipients by Toronto Employment and Social Services by analyzing disaggregated program data and developing staff education ● Pilot project developed as part of Action 6.3 & 6.4 where community organizations funded by Social Development, Finance and Administration's Community Funding Unit, United Way Greater Toronto and Toronto Central Local Health Integration Networks are collecting, analyzing and reporting standardized socio-demographic data from their service users and program participants. 11 community organizations participated in training in March 2020. After being put on hold temporarily due to COVID-19, two organizations implemented pilots in summer and fall 2020 and other are planned for November 2020. This phase of the pilot will end in 2020 followed by a launch of the next phase. ● Children's Services developed and re-launched Raising a Village, a website that visualizes data about health, development and the wellbeing of children aged 0-14 living in Toronto and their families. Confronting Anti-Black Racism Unit supported the analysis and presentation of data collected. ● Toronto Police Services Board adopted Race-Based Data Collection, Analysis and Public Reporting Policy on collection of socio-demographic data. As of January 2020, Toronto Police Services is collecting socio-demographic data in all use of force incidents and strip searches. Training underway of officers on collection, and data analysis and reporting is expected by end of 2020.
9.1	Engage seniors of African descent in Version 2.0 of the Toronto Seniors Strategy.	<ul style="list-style-type: none"> ● Seniors Services & Long-Term Care ● Toronto Community Housing Corporation 	REVISED	Activities On-going	<ul style="list-style-type: none"> ● Engaged Black-serving seniors' agencies and formalized their participation on the City's main Seniors Sector stakeholder group, the Seniors Strategy Accountability Table. Black-serving senior's agencies will help connect SSLTC with Black seniors to join the stakeholder group. The stakeholder group is consulted while implementing the recommendations of the Seniors Strategy V 2.0 and holds the City accountable to them. <ul style="list-style-type: none"> ○ Presentation was delivered by the Confronting Anti-Black Racism Unit to the Toronto Seniors Strategy Accountability Table ○ Black-serving senior's agencies recruited and invited to join the Toronto Seniors Strategy Accountability Table. Organizations include

					<p>TAIBU Community Health Centre and CAFCAN. Recruitment continuing to engage others agencies.</p> <ul style="list-style-type: none"> In Year 3 Black-serving senior's agencies and Black seniors to the group SSLTC can leverage their lived-experience and expertise to inform service design and delivery.
10.1	<p>Advance the recommendations of Tenants First, including improvement in the quality of Toronto Community Housing through a revised tenant-focused service delivery model that better serves families, youth and vulnerable tenants, including seniors, with a stable funding formula.</p>	<ul style="list-style-type: none"> Toronto Community Housing Corporation Social Development, Finance & Administration Shelter, Support and Housing Administration 	COMPLETE	Activities On-going	<ul style="list-style-type: none"> Tenants First is implementing a plan in which Toronto Community Housing Corporation focuses on being a social housing landlord, where buildings are in a good state of repair, and tenants are connected to appropriate services, these changes will have a positive impact on Black residents living in TCHC housing. As part of the Tenants First Phase One Implementation Plan, Council tasked Tenants First to review governance, mandate and accountability for Toronto Community Housing Corporation's key business areas. A staff report outlining significant changes was adopted by City Council in July 2019, the changes included: <ul style="list-style-type: none"> Creating a new Seniors Housing Corporation Implementing the Integrated Service Model for seniors housing Creating a City Housing Corporation Relationship Unit Transitioning Toronto Community Housing Corporation's Development Functions to CreateTO Continuing to transfer uninhabitable houses to non-profit organizations In November, a staff report on a funding model to stabilize Toronto Community Housing Corporation was adopted by City Council. Tenants First recommendation included that Toronto Community Housing Corporation have predictable annual capital funding of up to \$160 million from the city to ensure a state of good repair and ensure no units are closed. This provides greater housing security for Black residents living in TCHC and ensures a higher quality of life.
18.1	<p>Invest in community capacity-building and public education on 'Know Your Rights' and policing-community issues.</p>	<ul style="list-style-type: none"> Toronto Police Services Social Development, Finance & Administration 	IN-PROGRESS		<ul style="list-style-type: none"> To advance this project Toronto Police Services developed a Know Your Rights Sub-Committee including members of the TPS Equity Inclusion and Human Rights unit and PACER 2.0 community members to advance this action. Through the subcommittee the Toronto Police Service developed a Know Your Rights video script to be reviewed and finalized through community consultation in Year 3 along with the development of a Know Your Rights Campaign Strategy
19.4 & 19.5	<p>Review and revise the City's complaint processes to ensure that anti-Black racism is addressed and</p>	<ul style="list-style-type: none"> Deputy City Manager- Corporate Services 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> City's Corporate Complaint Handling Guidelines updated to ensure that an anti-Black racism analysis is included as potential barriers to complaints

	<p>engaged Black communities in promoting information on how to access City programs and services.</p>	<ul style="list-style-type: none"> • Children's Services • Social Development, Finance & Administration • Strategic Communications 			<p>processes and how divisions should seek to ensure Black communities are engaged.</p> <ul style="list-style-type: none"> • Deputy City Manager- Corporate Services convened a working group with key City divisions that provide direct services (Parks, Forestry and Recreation; Children's Services; Shelter, Support and Housing Administration; and Strategic Communications) to support the development of a Black community engagement plan. As part of this work the following are outputs and outcomes: <ul style="list-style-type: none"> - Contracted user experience research with Black researchers to understand what channels, messages and information sources will be important for the outreach campaign. 47 interviews were completed and recommendations shared on how to improve the customer service experience of Black residents. - Partnered with ArtWorksTO to hire Black youth to develop content and outreach for customer service campaign. Campaign expected to be launched by end of 2021.
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Rec#	Year2 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
Divisional-led Work Plan Actions – Year Two					
1.5	Develop and implement intergenerational and cultural connections through Black mentorship initiatives	<ul style="list-style-type: none"> • Children's Services • People & Equity • Parks, Forestry and Recreation • Social Development, and Finance Administration • Toronto Community Housing Corporation 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> • The Confronting Anti-Black Racism Unit partnered with Positive Change Toronto Initiative to support Unit the Start Healing, Stop Bleeding project aimed at addressing youth gun violence and building community capacity. Positive Change Toronto is a group of volunteer-led concerned citizens who have united to tackle youth violence in the Somali-Canadian community. The organization works to end youth violence by advocating, researching, and lobbying to address systemic barriers in the criminal justice system, education and policing, employment, family and community, and mental health.
3.2	Communicate to the Province the need for improvements to the Child Welfare System to better serve and support Black children and youth	<ul style="list-style-type: none"> • Social Development, Finance & Administration • Strategic & Corporate Policy 	IN-PROGRESS	Expected in year 3	<ul style="list-style-type: none"> • The Confronting Anti-Black Racism Unit partnered the Black Creek Community Health Centre to support the African, Caribbean, Black (ACB) Restorative Justice – Family Group Conferencing (FGC) .Research and Development Project. The purpose of this initiative is to implement a mediation model that can serve to reduce the rate of overrepresentation of Black children in the child welfare system by empowering Black families and the communities that work with them, supporting the maintenance of family and kinship connections of Black people and improve child welfare outcomes for African, Caribbean and Black (ACB) families in Ontario.
5.2	Improve the quality and effectiveness of health & community services for Black Torontonians	<ul style="list-style-type: none"> • Social Development, Finance & Administration 	COMPLETE	Activities On-going	<ul style="list-style-type: none"> • As a continuation of Year 1, a grant of \$210,000 was awarded to "Black to the Future" a consortium of three Black community organizations that include: CEE Centre for Young Black Professionals, Harriet Tubman Community Organization, and Black Moms Connection • The grant was co-designed grant was developed by the City of Toronto, and leaders and organizations representing the Black community in Toronto. • The grant is intended to strengthen capacity of emerging and grassroots Black non-profit organizations. • Established the community of practice by engaging 145 Black community leaders through meet-up events, coming from 44 different non-profit organizations. • The Black to the Future website was developed and launched to serve as a platform for the community of practice and to facilitate knowledge exchange between groups: www.blacktothefuture.org • Organized a summit for Black non-profit staff, with 98 participants engaging in 6 training sessions and networking component.

Rec#	Year2 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
Divisional-led Work Plan Actions – Year Two					
					<ul style="list-style-type: none"> 80 participants attended 6 Learning Labs hosted by sector experts in person and through online recorded sessions, covering topics from leadership skills building to digital marketing. 6 groups were recommend for \$60,000 in micro action grants out of 62 applications received. The infrastructure development requests covered the development of governance policies and procedures, website development, to translating mental health information resources for program users
5.1	Increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Torontonians	<ul style="list-style-type: none"> Social Development and Finance Administration 	IN-PROGRESS	Actions On-going	<ul style="list-style-type: none"> The Community Funding Unit, as part of its Identify 'N Impact grant, has awarded \$100,000 to the Black Coalition for AIDS Prevention for the African, Caribbean and Black Queer and Trans Youth pilot program. The proposed pilot will build work to identify and address the needs and service gaps articulated by Black queer and trans youth and in the CABR unit's Black Lives Getting Better Together (BLGBT) Initiative. Outcomes are expected in Year 3.
9.4	Communicate with the Province the need for greater funding support for Black organizations that provide services for people of African descent living with HIV/AIDS	<ul style="list-style-type: none"> Toronto Public Health 	IN-PROGRESS	Action On-going to Year 5	<ul style="list-style-type: none"> The City's Toronto Urban Health Fund provided funding of \$475,696 to seven African Caribbean Black focused projects to address HIV and substance misuse prevention. Outputs and outcomes included: <ul style="list-style-type: none"> 197 health education sessions were organized reaching 2,543 participant 68 community events was hosted for 14,778 participants disseminated 143 health information through print and electronic media that engaged 731 contacts
10	Improve shelter and housing conditions to better support Black Torontonians	<ul style="list-style-type: none"> Social Development, and Finance Administration Economic Development & Culture City Planning 	IN-PROGRESS	Activities On-going	<p>Growing in Place initiative aimed at addressing the impacts of gentrification and Black displacement on the social determinants of Black communities. Growing in Place aims to contribute to broad scale policy level change and alignment that transforms the way infrastructural growth, development, and change in neighborhoods with high Black populations are approached by relevant City divisions. Key deliverables were as follows:</p> <ul style="list-style-type: none"> Established key partnerships with Toronto Community Benefits Network (TCBN), North York Community House (NYCH), advance gentrification and Black displacement intervention in Jane & Finch and Lawrence Heights Established research partnership with the Wellesley Institute to develop a Black focused evictions research report focused on Jane & Finch Planning, Economic Development and Culture, Heritage Toronto, and Social Development Finance and Administration to mainstream Growing in Place into the Jane & Finch secondary plan development process resulting in

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Divisional-led Work Plan Actions – Year Two					
					<p>gentrification and Black displacement being official part of Jane & Finch plan engagement process.</p> <ul style="list-style-type: none"> Collaborated with City partners, Black place-making experts, and Black community representatives in Jane & Finch to develop an Equity Engagement Framework for the Jane & Finch Initiative/Secondary Plan process <p>Year 3 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</p>
10.2	Apply an Anti-Black Racism Analysis to shelter standards and procedures	<ul style="list-style-type: none"> Shelter, Support and Housing Administration Toronto Public Health 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> Shelter, Support and Housing Administration staff are leading a review of health and safety policies to better capture and address violent incidents towards clients and staff that are racially motivated. Staff and client survey to be completed in 2020 that will identify ways to better support staff and address safety concerns.
10.4	Create safe spaces within new LGBTQ2S shelters for Black queer and trans youth	<ul style="list-style-type: none"> Shelter, Support and Housing Administration 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> As part of the Home for Good Innovation Stream Support Services, Eva's Place project "YOUth Belong" was funded to provide rent supplement supports as well as wrap-around services for 50-70 racialized youth aged 16-24. As of March 31, 20 youth have been provided rent supplement as part of this program.
12	Provide mentorship programs as a pathway to employment and promotion for Black Torontonians	<ul style="list-style-type: none"> Social Development, and Finance Administration 	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> The Confronting Anti-Black Racism Unit partnered with 100ABC Women to support the hosting of the Pathways to Exceptional Leadership 2019 Inaugural Biennial Symposium and sponsored 12 young Black women to attend. The event served as a platform for Toronto's Black women in business and other professional leadership as to learn about ways to address critical issues that impact the Black community, inspire and provide tools for Black women to feel empowered to become leaders and mentors in their work, community and life, and support the social and political advancement of Black women in Canada.
21	Invest in Black arts and culture	<ul style="list-style-type: none"> Social Development, and Finance Administration 	IN-PROGRESS	Activities ongoing	<ul style="list-style-type: none"> As part of its mandate to invest in Black arts and culture, the Confronting Anti-Black Racism Unit partnered with seven community organizations across Toronto to support their Kwanzaa celebration events. Each Kwanzaa gathering included an education component to increase knowledge and awareness on Kwanzaa, its organizing principles, history and ongoing cultural relevance. These organizations included, the African Canadian Heritage Association, More Than a Hair, Domino Project, Oasis Centre des Femmes, FrancoQueer, Young and Potential Fathers, and A Different Booklist Cultural Centre. These events took place throughout the month of December and brought together more than 300 community members to celebrate Kwanzaa.

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Divisional-led Work Plan Actions – Year Two					
21.2	Deliver the first annual Public Report on the Economic and Cultural Impacts of City of Toronto-funded festivals	<ul style="list-style-type: none"> Economic Development & Culture 	COMPLETE	Completed in reporting year	<ul style="list-style-type: none"> Economic Development and Culture have completed a report on the economic and cultural impacts of Black festivals and events and have engaged the Partnership and Accountability Circle to identify key indicators and Black-led festivals and events. The report has informed Economic Development and Culture allocating 15% of funding for Festivals Recovery program to Black organizations or festivals serving Black communities The report findings have informed Economic Development & Culture's partnership with Cultural Pluralism in the Arts Movement Ontario to identify more supports and funding opportunities for Black arts and culture. Report with recommendations expected in Year 3.
n/a	Policy Development: Develop policy using anti-Black racism analysis	<ul style="list-style-type: none"> Toronto Transit Commission 	IN-PROGRESS	<ul style="list-style-type: none"> Activities ongoing 	<ul style="list-style-type: none"> The Confronting Anti-Black Racism Unit consulted and provided support to the Toronto Transit Commission's development of an anti-racism strategy that was adopted by City Council in June 2020. The strategy includes the development of race-based data collection strategy, review of TTC's operating procedures and policies with an anti-Racism analysis, talent recruitment and retention strategy for Black staff, review of the fare inspection policies and enforcement team, and staff training. Outcomes and outputs are expected in year 3.
		<ul style="list-style-type: none"> Children's Services 	IN-PROGRESS	<ul style="list-style-type: none"> Expected In Year 3 	<ul style="list-style-type: none"> Children's Service is developing a five-year service plan and as part of its development engaged Black-led organizations and families. This included direct engagement with five Black-led organizations (Delta Family Resource Centre, Tropicana Community Services, The Black Moms Connection, Nia Centre for the Arts, and the Domino Project for Black Queer and Trans Youth) serving children to inform the service plan and pressing needs. The Children Services Confronting Anti-Black Racism Strategic Circle was established to oversee the key action items that were assigned to the division to confront anti-black racism. The Circle provides guidance on Divisional policy, planning, and programming. The Strategic Advisory Circle also develops programming and learning engagements throughout Black History Month. The Circle supported corporate Confronting Anti-Black Racism (CABR) training for Children's Services staff, and is contributing to the development of the upcoming Children's Services service plan. The Circle will also be providing guidance to TCS SMT regarding future CABR activities within the Division As part of the Toronto Early Learning and Child Care Services review partnered with the Confronting Anti-Black Racism Unit and Young and Potential Fathers on experiences of Black parents and caregivers using child care services.

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Divisional-led Work Plan Actions – Year Two					
		<ul style="list-style-type: none"> • Social Development, Finance and Administration 	COMPLETE	<ul style="list-style-type: none"> • Completed in reporting year 	<p>Engagement was summarized in a report back to community through the Confronting Anti-Black Racism Unit.</p> <ul style="list-style-type: none"> • The Confronting Anti-Black Racism Unit created an Anti-Black Racism Toolkit to assist City staff in integrating anti-Black racism analysis and assessment in policies and programs.