

YEAR THREE WORK PLAN PRIORITIES

In Year Three (January 2021 to December 2021), the Confronting Anti-Black Racism (CABR) Unit will continue work with agencies, boards, commissions, and divisions across the City to refine and finalize 2021 work plans. Please see below for the CABR Unit's Year 3 Work Plan Priorities.

#	Priorities	Rec. #	Year Three Key Deliverables	City Leads
1	Continuing to Create Culture Change at the City Year Three will prioritize increasing the number of staff trained, expanding use of anti-Black racism analysis by City staff, and recruitment and talent strategy for Black staff, which is particularly important as the City focuses on building a workforce that reflects our city's diversity	11.1	Engage diverse Black experts and community members to continue to inform recruitment and talent strategies with the aim to advance professional development, promotion, and leadership opportunities for employees of African Descent at the City of Toronto.	TTC SSLTC TPL SDFA EDC SSHA
		11.2 & 16.5	Continue to deliver a comprehensive, mandatory learning program for City staff from frontline to leadership levels, leveraging the expertise of Black subject matter experts and embedding capacity within organizations.	TTC TPL P&E SSLTC
		20	Make city spaces more accessible and welcoming to Black Torontonians through reviews of City consultation processes and public space and street naming review.	DCM- CS EDC
		6.3, 6.4, 10.5, 11.3	Promote the institutionalization and support for disaggregated race based data collection through the creation of strategies, public awareness initiatives, and corporate strategies.	SDFA SSHA
2	Community Capacity Building Year Three will prioritize building on recognition, justice and development for Black Torontonians through the City's declaration of the International Decade for People of African Descent which recognizes that people of African descent represent a distinct group.	21.3 & 21.4	Enhance supports to the Black arts & culture sector through increase investments in Black festivals. This includes promoting and preserving Black cultural heritage , while conducting targeted outreach to Black communities.	EDC CS TPL
		2	Meeting the specific needs of Black queer and trans youth through intentionally designed outreach initiatives and housing supports.	CS SSHA PFR
		7.1	Improve youth recreation spaces in new community centres and renovation projects in neighbourhoods with high proportions of Black youth.	PFR
		5	Enhance quality and effectiveness of health and community services for Black Torontonians through creation of new Black organization focused funding frameworks.	SDFA

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3	Community Safety, Wellbeing and Alternatives to Policing In Year 3 will focus on the supporting the development of alternatives to police response for mental health crisis calls, wellness checks and low-level disputes between community members	18.2 & 16	Implement measures to stop racial profiling and over-policing of Black Torontonians through the development and implementation of new alternative models. This will advance models of policing that focus on community engagement, including the implementation of community-led safety initiatives and increased investments in Black communities.	SDFA TPS
4	Black Community Resilience Year 3 work prioritizes building Black community resilience through the Black Resilience Cluster and increased institutional investments in the "Black COVID-19 frontlines".	8	Work collaboratively with Black communities to improve food access for Black Torontonians with low income through food sovereignty initiatives.	SDFA TPH
		10	Improve shelter and housing conditions for Black residents through the creation of corporate anti-Black racism plans and collaboration with community partners to address gentrification and Black displacement.	TCHC SDFA SSHA
		4 & 22.2	Improve the quality and availability of City programmed community mental health services for Black Torontonians through community partnership and Black mental health awareness.	SDFA
		15	Support Black-owned businesses to better recover from COVID-19, compete and thrive in Toronto as part of the City programs in including Digital Main Street and Social Procurement Programs.	EDC TTC
		13.2	Enhance the quality of targeted employment and skills development programs in community hubs and Black-focused organizations and Black focused employment agencies.	PFR TTC SDFA P&E TESS

LEGEND: City of Toronto Divisions & Agencies			
CS	Children's Services	SSHA	Shelter, Support & Housing Administration
DCM CS	Deputy City Manager – Corporate Services	SSLTC	Seniors Services & Long-Term Care
EDC	Economic Development & Culture	TCHC	Toronto Community Housing Corporation
SC	Strategic Communications	TESS	Toronto Employment & Social Services
PE	People & Equity	TPH	Toronto Public Health
PFR	Parks, Forestry & Recreation	TPS	Toronto Police Services
SDFA	Social Development, Finance & Administration	TTC	Toronto Transit Commission