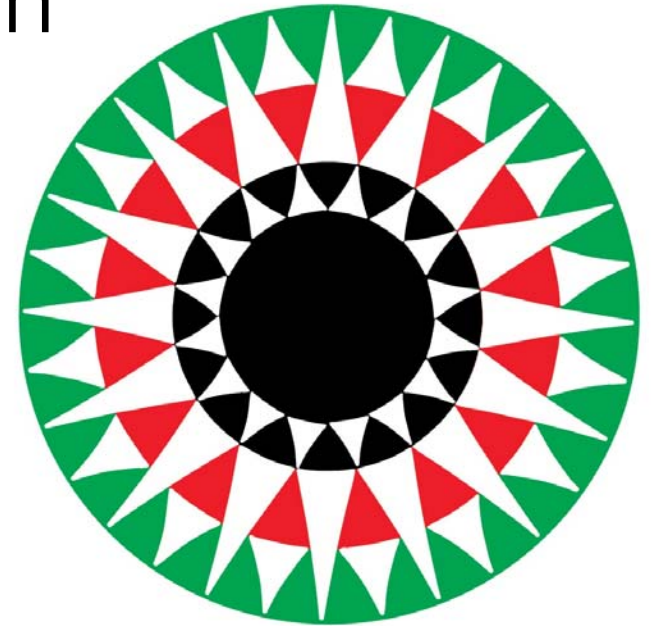


Re: EC17.3

Toronto Action Plan to Confront Anti-Black Racism Year 2 Update

**Economic & Community Development Committee
November 12, 2020**

**Denise Andrea Campbell
Social Development, Finance & Administration**



The Action Plan

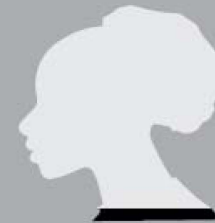
On December 5, 2017, City Council unanimously approved the Toronto Action Plan to Confront Anti-Black Racism: a **5-year plan (2018-2022)** containing **22 recommendations** across **5 themes** involving **80 actions**

Levers of Institutional Change at the City

1. Staff Recruitment & Advancement
2. Staff Learning
3. Race-Based Data
4. Collaborative Service Planning
5. Community Investment
5. Youth Mentorship & Employment
6. Public Education
7. Policy Development
8. Intergovernmental Advocacy



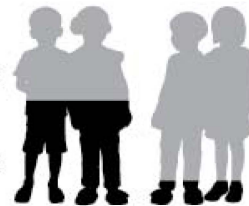
In Toronto **Black people** make up **7.5%** of the population yet...



3.5x Black households are more likely to be food insecure in Canada in comparison to white households

43.6%

of Black children live in poverty in comparison to 15.1% of non-racialized children in Toronto



Growing levels of **income inequality** increased by **21%+** for Black populations and caused increased spatial segregation of Black populations in Toronto



25% COVID cases are Black people who live in lower income neighbourhoods with the highest rates

Special Investigations Unit data showed that **Black people** were over-represented :

28.8%

TPS Use of Force cases



61.5%

Deadly encounters with police



36%

Police shootings



70%

Deaths caused by police shootings





Key Impacts of Year 2

1. **\$17M+ invested** in Black Communities
 - Arts & Culture, Queer & Trans Youth, COVID-19 emergency response to Food & Mental Health
2. Created the Little Jamaica **Black Economic Sustainability and Heritage Plan**
3. Over 8,000 staff across City, TTC and TPS completed **anti-Black racism training**
4. **Black Mental Health Day** raised national awareness for increased funding and introduction of Bill-178, (Provincial) Black Mental Health Day Act
5. Development of a **Black applicant recruitment strategy and anti-Black racism training for recruiting staff**



Key Priorities for Year 3

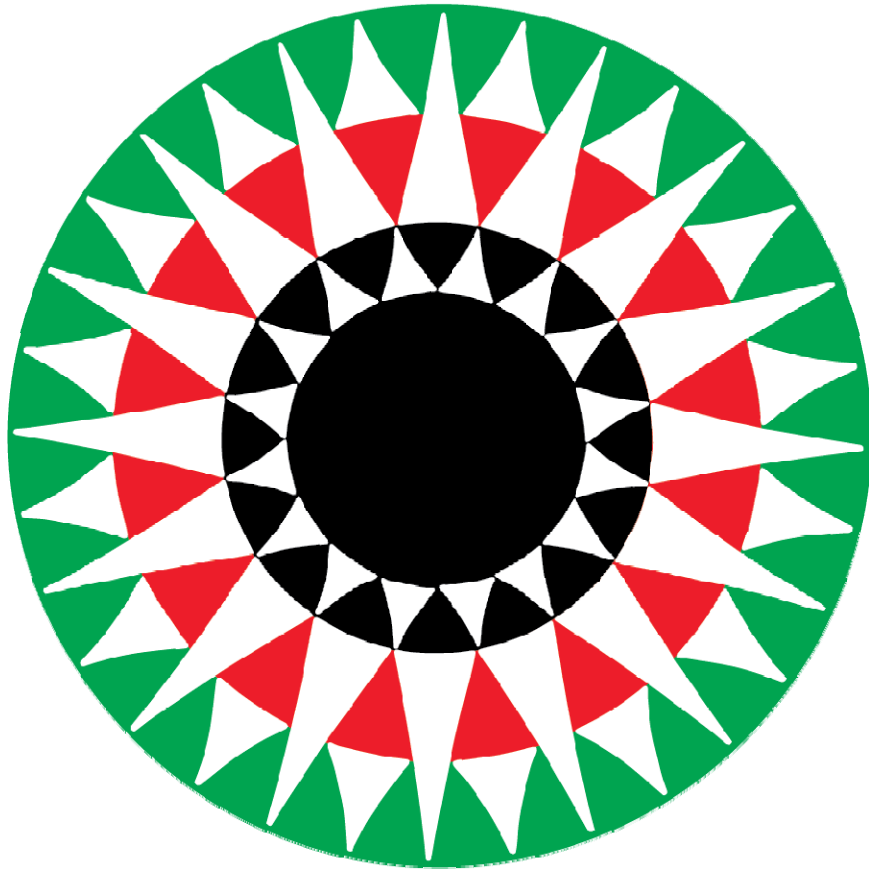
1. Black **Food Sovereignty Plan** to advance food security for Black Torontonians
2. **Alternative models of policing** that focus on community-led safety initiatives and increased investments in Black community efforts
3. New **Black Funding Framework** that prioritizes community funding for Black mandated organizations year over year
4. Enhanced **Social Procurement** practices to achieve 7.5% Black business enrollments in the City's diversity vendors database



Building an Equitable Toronto

By 2024:

- Food insecurity among Black Torontonians **reduced by 50%**
- **3 or more** dedicated Black child and family centres in City spaces
- **Increased representation** of Black staff at all levels of the corporation
- **30% increase** in Black leaders appointed to Boards
- **7.5%** of the Toronto Diversity Vendors list are Black businesses
- A **safe, responsive community-based alternative** to police response for crisis calls that **protects the wellbeing of Black Torontonians** and ensures a continuum of appropriate care



THANK YOU

Confronting Anti-Black Racism Unit
Social Development, Finance &
Administration

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