

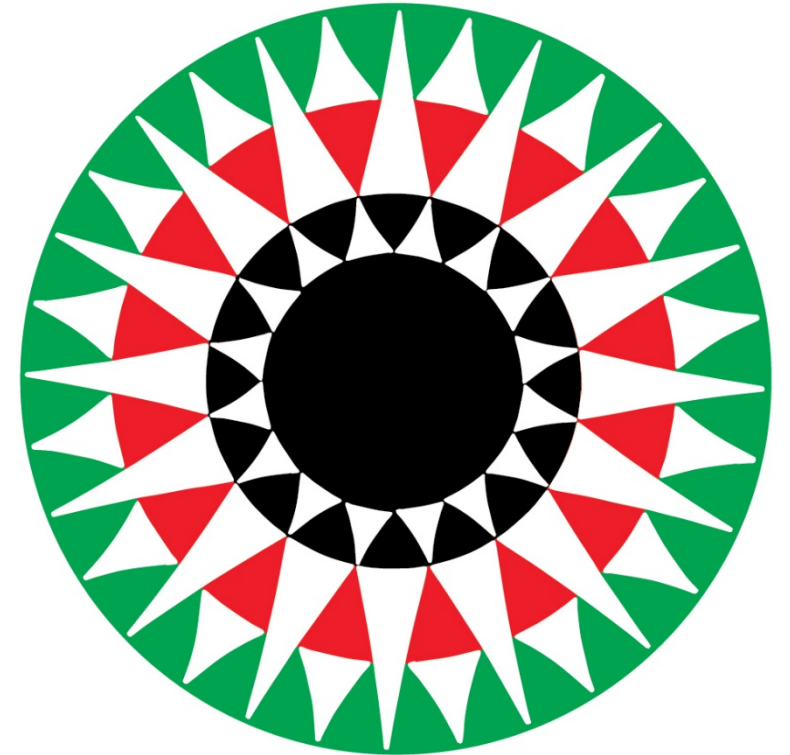
Confronting Anti-Black Racism

FA2.4

Presentation to:

*Toronto Francophone Affairs Advisory
Committee*

Tuesday, February 11



December 5, 2017: Toronto City Council passed Toronto Action Plan to Confront Anti-Black Racism



What is Anti-Black Racism?

Anti-Black Racism is policies and practices that are embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that are directed at people of African descent and are rooted in their unique history and experience of enslavement and colonization here in Canada.

Breaking Down Anti-Black Racism

1. **Historically-Rooted:** Rooted in African descendants' history and experience of enslavement and colonization here in Canada;
2. **Stereotype-Driven:** Reflects and reinforces beliefs, attitudes, prejudice, stereotyping and/or discrimination that are directed at people of African descent;
3. **Institutional/Systemic:** Policies and practices that are embedded in Canadian institutions.

8.9%
of Toronto's
population
yet...



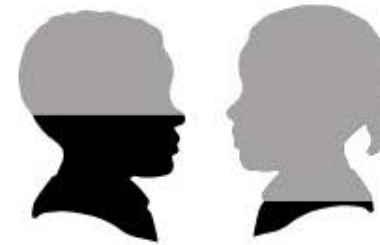
85%
of racist hate crimes
in Toronto were against
Black people



48%
of Black children live
in low income households
compared to only **9%**
of non-racialized children



13%
of Black Torontonians are
unemployed,
2x the provincial rate



42%
of children in the care of the
Children's Aid Society of
Toronto are Black,
5x of the overall Black
population in Toronto



27%
of all carding incidents were
focused on Black Torontonians,
3x their representation in
the overall Black population



48%
of all those expelled
from school are Black
despite being only **12%**
of the Toronto School
population



Barriers Faced by Black Francophones

- Black Francophone community faces barriers to access to services and programs that is compounded by language and systemic racism
- Black Francophone youth are forced to seek counselling, housing, and employment help from Anglophone services due to a lack of French-language resources.
- The Ontario Human Rights Commission has found that Francophones, can experience other forms of social disadvantage and systemic discrimination compounded by language.
 - Examples include: racial profiling in the criminal justice system; harassment and violence against women; differential treatment towards newcomers and barriers to employment such as Canadian work experience requirements for foreign trained workers.
 - In one case, a tribunal found employees repeatedly harassed a co-worker because he was a Francophone and a Black person of Haitian origin.

City of Toronto Took Action 41 years of research, reports and activism



**41 Community Conversations across
Toronto January to March 2017**



Intervention Themes

22 Recommendations & 80 Actions

1. Children and Youth Development
2. Health and Community Services
3. Job Opportunities and Income Supports
4. Policing and the Justice System
5. Community Engagement and Black Leadership

Key Action Areas in the Plan for Black Francophones

Action 9.6

Provide culturally appropriate supports to address violence against women of African descent in Francophone communities

Action 13.1

Work with public and private sectors to create effective career pathways for Black youth by leveraging federal and provincial youth employment funding and addressing the specific needs of young women, young Francophones, youth who have been incarcerated, and queer and trans youth from Toronto's communities of African descent

Action 15.3

Target development supports for businesses owned by Black women, Francophones, and people who were formerly incarcerated

Anti-Black Racism & Mental Health

- City launched the 9th Toronto for All campaign that features a focus on anti-Black racism impact on mental health.
- Campaign calls for a March 2nd to be recognized as a Black Mental Health Day
- Residents and organizations are encouraged to come together on Black Mental Health Day by organizing conversations, participating in events, and calling for systemic changes to address anti-Black racism, including supporting accessible and culturally focussed mental health services and programs for Black residents
- Posters were translated into top five spoken languages in Black community.



#BlackMentalHealthDay March 2, 2020

TorontoForAll.ca



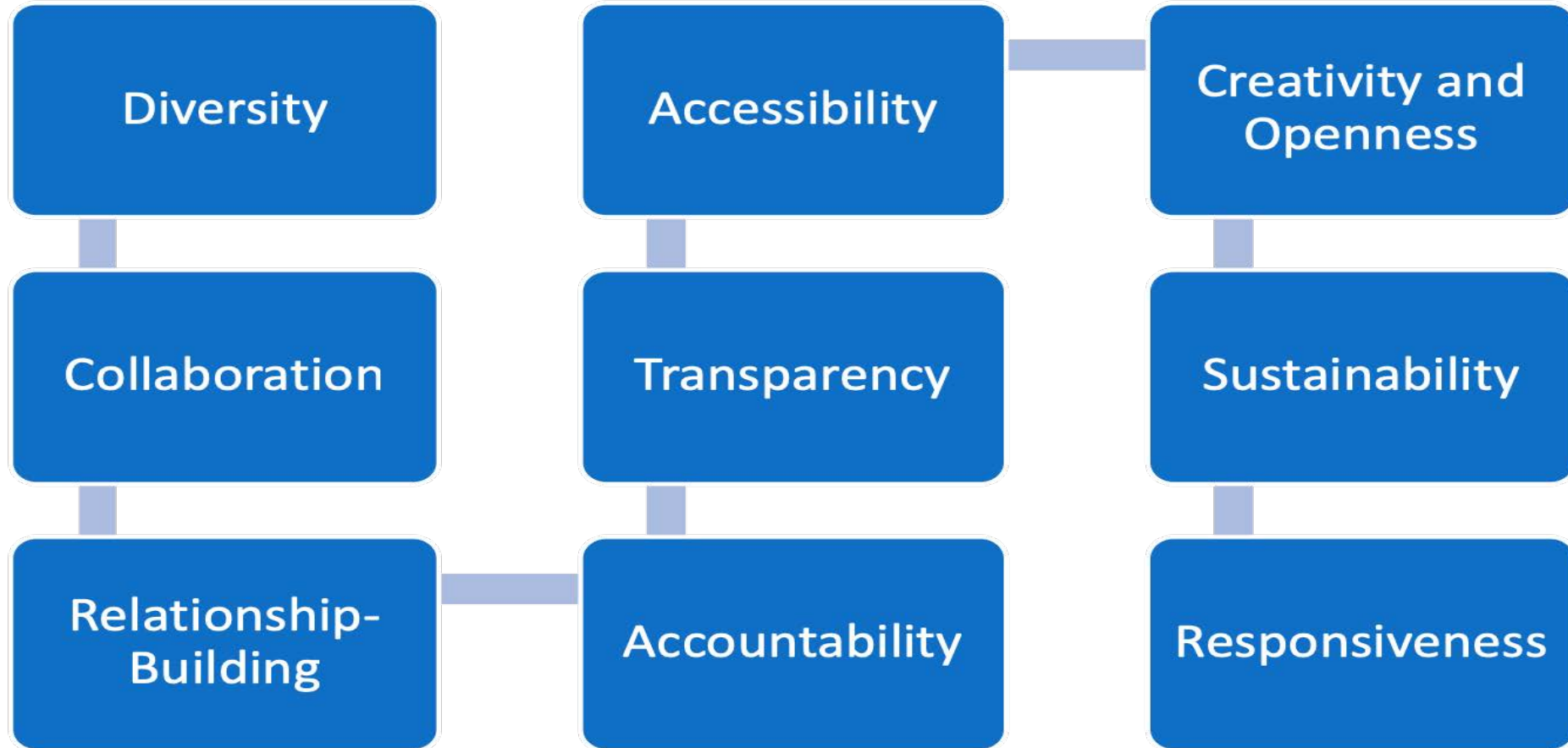
A Benefit to All – Targeted Universalism

Whenever governments and service providers work to target the removal of systemic barriers experienced by the most disadvantaged communities, all residents benefit. The Toronto Action Plan to Confront Anti-Black Racism follows this approach of targeted universalism. The actions, when taken as a whole and executed fully, will benefit all Torontonians, especially other Toronto communities experiencing racism and/or marginalization.

Anti-Black Racism Analysis Tool

Anti-Black racism analysis can be used complementary to the City's Equity Lens to help target the removal of systemic barriers and leverage experiences, knowledge, capacities, and leverage the talents of diverse Black Torontonians and Black organizations in shared leadership at all levels of implementation.

Operationalizing the Anti-Black Racism Analysis Tool



Contact Us and Learn More

General Inquires:
CABR@toronto.ca

Website:
www.toronto.ca/abr

