

Greetings members of the Toronto Board of Health

It is to be recalled that on December 9th, 2019, the Toronto Board of Health adopted a motion for its members to participate in a three-hour workshop on anti-Black racism, Understanding Equity from Afrocentric Values and Principles and Embedding Equity and Anti-Black Racism in Governance and Leadership. Accordingly, we are very pleased that we will be spending time with you on October 5, 2020.

With funding provided by the City of Toronto under the Action Plan to Confront Anti Black Racism recommendations, TAIBU in partnership with University of Toronto Scarborough, East Scarborough Boys and Girls Club, and Alpha Alpha Delta Omega Chapter of Alpha Kappa Alpha Sorority, Inc., has designed an innovative project to confront anti- Black racism barriers impacting the participation of Black Torontonians at governance, policy and decision-making tables. To that end the Black Governance & Leadership Project (BGLP) was established to develop and implement an African Centered focused curriculum for Governance and Leadership

This anti-Black racism workshop for governors and leaders provides an outline of concerns related to anti-Black racism and the health disparities experienced by Black people in Canada. The goal of the workshop is to summarize the impact of anti-Black racism and create a path forward to address the Black communities' priorities as it relates to health, social services, and other determinants of health and wellbeing from governance and leadership perspectives.

The session will incorporate discussions on awareness of Blackness in Canada and anti-Black racism. It also incorporates self reflections and other exercises that would help the workshop move from discussion to practical actions. Our aim is not just to impart information but to ensure that this training session is meaningful, practical and action oriented.

To this end, we have attached pre-session reading and reflection materials.

Attached is also an academic article, which effectively outlines a number of the inequities that is seen and experienced in Canada. This article includes a number of data and statistics that provide evidence of the urgency needed to address the disproportional issues that affect Black people. It further demonstrates the priorities outlined by Toronto Public Health in the 2013 report on Black health. [Veenstra, G., & Patterson, A. C. (2016). Black–white health inequalities in Canada. *Journal of immigrant and minority health*, 18(1), 51-57.]

There are a number of recent news stories, which also illustrate some of the health concerns which disproportionately affect Black people. Here are some links to relevant accounts of health disparities.

[Toronto-area rapper blames systemic racism for months of misdiagnosis](#) - CTV News

[Black Women and Health in Canada](#) - Huffington Post

Understanding the nature of the session and the sensitive material we will present and discuss, we prepared a preliminary reflection activity so that participants start the process of personally reflecting on their positions with the Board of Health and how they can support strategies for health equity in Toronto. Attached is a brief summary of the concept of anti-Black racism, meaning, and impact, as well as a brief reflection exercise that you can complete in the PDF. Each participant will receive a workbook to follow along with in the session on October 5th, this reflection is part of a series of reflections that are a part of the workshop.

Finally, we would like to express that we are encouraged by the plans and commitments that have been made and adopted by the Toronto Public Health to start addressing anti-Black racism in the City of Toronto. We look forward to engaging with members on this very important topic. We are also committed to holding members and authorities in positions of power accountable to actions that support the health and wellbeing of Black Torontonians.

Looking forward to engaging with you soon!

The BGLP Team –

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