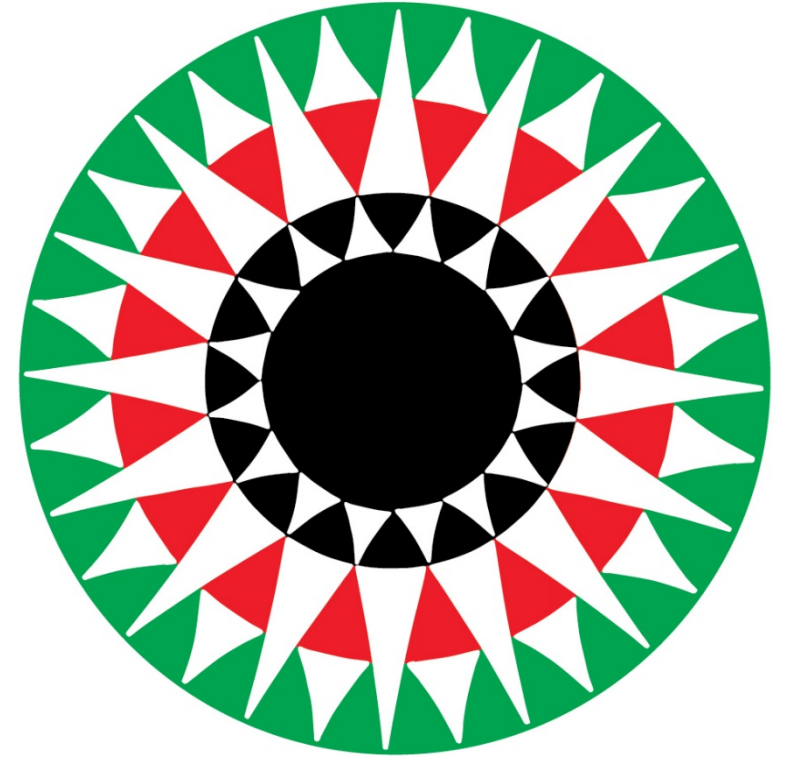


The Confronting Anti-Black Racism Unit

CABR Advisory Committee

May 21, 2021



The History of Toronto Action Plan



The Action Plan

City Council passed the Action Plan to Confront Anti-Black Racism on December 5, 2017.

The Toronto Action Plan to Confront Anti-Black Racism is a five-year plan (2018-2022) with 22 recommendations and 80 actions

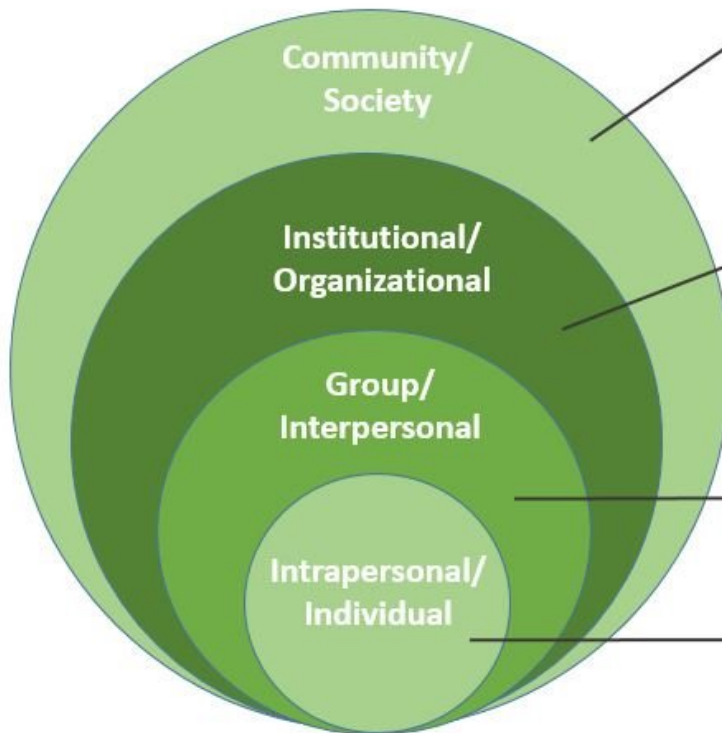
Year 2 (May 2019 to April 2020) work plan priorities:

1. Building an inclusive and equitable economy
2. Community capacity building
3. Creating a culture of change within the City
4. Investing in Black children and youth
5. Improving customer service

CABR operating framework is Ubuntu: “I am because you are, you are because I am”

The UBUNTU Framework

The Confronting Anti-Black Racism Ubuntu Framework:



Community/Society: We need to sustain and contribute to broader societal and communal change. Anti-Black racism is embedded in all parts of society. Anti-Black racism must be confronted in all of its societal incarnations. Whether it be racial profiling, disproportionate levels of mental health challenges, or a higher vulnerability to gentrification and displacement.

Institutional/Organizational: We need to transform and cultivate new cultures within organizations and institutions. Cultures that promote robust engagement with the root causes of systematic disadvantage and inequity built on and sustained by anti-Black racism. This level is about our shared psychologies, emotions, systems, policies and practices.

Group/Interpersonal: We need to transform group dynamics on the small scale to form a foundation for broader institutional and communal change. We need to engage teams, working groups, committees in disruptive conversations that upset the dominance of white supremacy, hetero-patriarchy, and class in small to mid size group dynamics.

Personal/Individual: We need to activate, sustain, and promote change at the personal and individual. Confronting Anti-Black Racism depends on psychological, emotional, spiritual and intellectual level change in individuals.

CABR Unit's Theory of Change

1. **Staff Recruitment & Advancement:** Recruit staff from diverse Black communities
2. **Race-Based Data:** Collect, report, and use race-based data to inform service and program development and delivery
3. **Collaborative Service Planning:** Collaborate with people of African descent to improve systems
4. **Community Investment:** Invest in community resources
5. **Youth Mentorship & Employment:** Prioritize mentorship for youth of African descent

CABR Unit's Theory of Change

6. **Public Education:** Provide civics and public education using an Anti-Black Racism Analysis
7. **Policy Development:** Develop policy using an Anti-Black Racism Analysis
8. **Intergovernmental Advocacy:** Advocate for recommendations to the Province
6. **Staff Learning:** Train staff using an Anti-Black Racism Analysis

The Partnership and Accountability Circle

The Partnership and Accountability Circle have a mandate to:

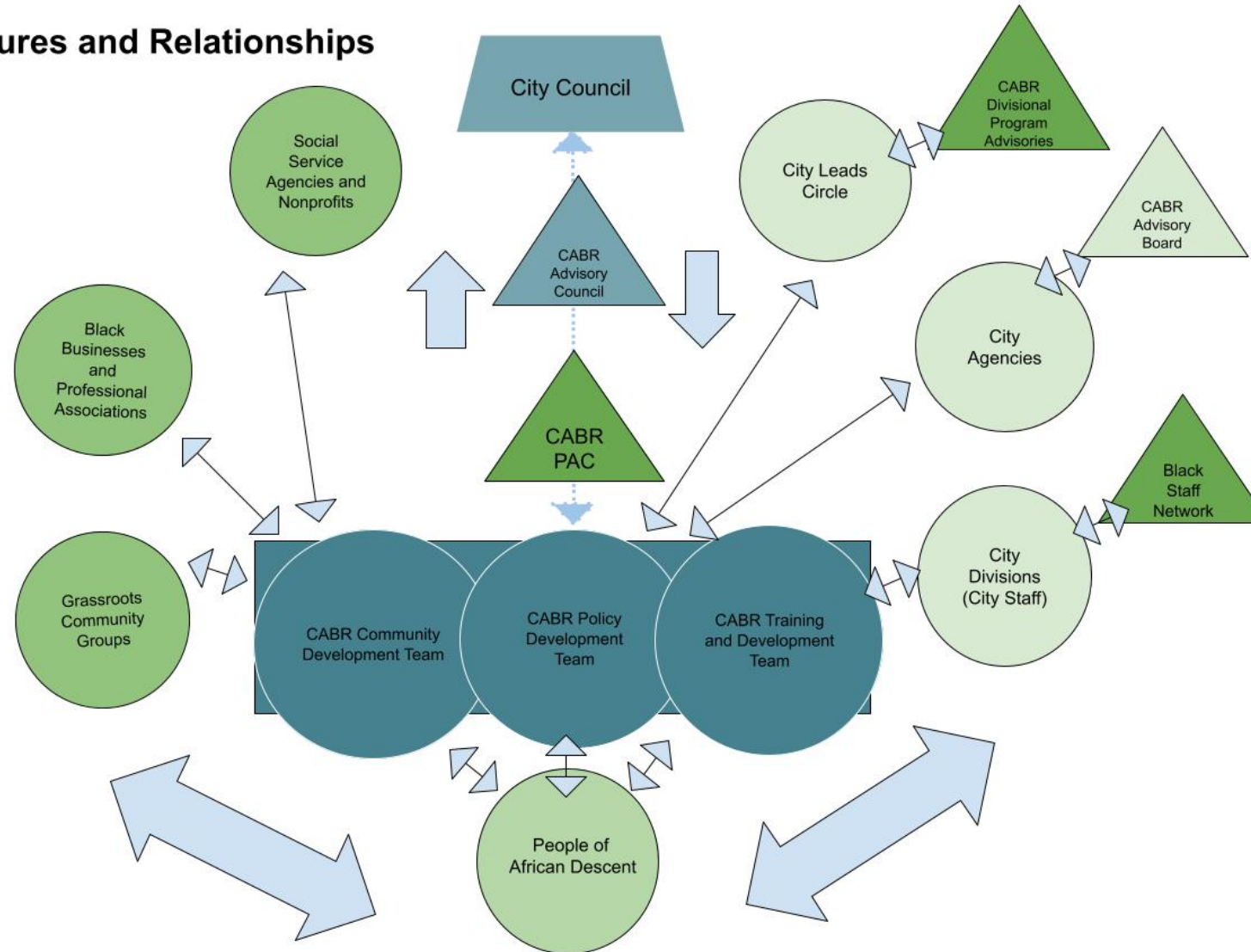
1. Provide guidance and advice to CABR Unit staff in the planning, implementation, evaluation and reporting of the Toronto Action Plan to Confront Anti-Black Racism;
2. Contribute insight, analysis, information, and strategy to CABR Unit service and policy planning that impacts outcomes for Torontonians of African Descent as reflected in the Toronto Action Plan to Confront Anti-Black Racism;
3. Advise the CABR Unit on areas where the City should be taking a lead, facilitating or convening to effectively advance positive outcomes for Torontonians of African Descent;
4. Support partnership development with Black communities, leaders, organizations and institutions to advance positive outcomes for Torontonians of African Descent; and
5. Facilitate transparent and effective communication and engagement with Toronto's communities of African descent.

CABR Advisory Structures

CABR Structures and Relationships

Legend

-  Program Advisory Committees
-  Appointed and Elected Representatives
-  City and Agency Staff
-  Community Stakeholder Groups
-  Confronting Anti-Black Racism Unit



Progress to Date

Creating Culture Change at the City

- Over 2,000 City staff and all Toronto Police Services staff completed anti-Black racism training
- Establishment of Black Staff Network
- Building capacity of City staff to lead anti-Black racism work with City Leads Circle
- New Partnership and Accountability Circle and development of the CABRAC

Investing in Black Children and Youth

- Awarded the Black Youth Leadership Project Grant of \$520,000 to three Black-led organizations to provide Black youth leadership programs
- Mapping mental health services and addiction services for Black children, youth and families through Pathways to Care, and developing community resources for navigating services
- Supported collaborative service planning with Black LGBTQ2S Youth and service providers

Progress to Date

Connecting Black Torontonians to Civic Decision Making

- Collaborative engagement with Black business leaders, Mayor's Office, and Economic Development & Culture focussing on needs of Black-owned businesses in Little Jamaica and Jane and Finch and on Black Tech.
- First ever Black Policy Conference held in fall 2019 bringing together government, academic, business and community leaders to explore anti-Black racism and policy solutions.
- Completion of year 1 of Black Leadership Governance Training program aimed at developing next generation of Black non-for-profit board leaders.
- Inaugural year of the first Black Youth Fellowship building civic leadership and workforce pathways for young people at the City and in politics.

Improving Customer Service

- Collection of socio-demographic data through the Data for Equity Strategy with identified pilots in Children's Services, Toronto Employment & Social Services, and Toronto Public Health.
- Completion of research project on user experience of Black residents to inform development of customer service and complaint guidelines



CABR Operationalizing the Plan

Vision:

The Confronting Anti-Black Racism Unit (CABR) acts as a model for change, not only for equity and inclusion of Black people but other groups who are racialized and marginalized in Toronto.

Mission:

CABR Unit works with City divisions, agencies and commissions to drive systemic change in policy and practice across Toronto.

Year 3 Work Plan Priorities

Action Plan Theme	Divisions Engaged
Continuing to Create Culture Change at the City Year Three will prioritize increasing the number of staff trained, expanding the 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.	SDFA

Year 3 Work Plan Priorities

Action Plan Theme	Divisions Engaged
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.	SDFA EDHR CS TPH PFR

Year 3 Work Plan Priorities

Action Plan Theme	Divisions Engaged
Community Safety, Wellbeing and Alternatives to Policing Year Three will focus on supporting the development of alternatives to police response for mental health crisis calls, wellness checks and low-level disputes between community members	SDFA TPS

Year 3 Work Plan Priorities

Action Plan Theme	Divisions Engaged
Black Community Resilience Year Three work will prioritize building Black community resilience through the Black Resilience Cluster and increased institutional investments in the “Black COVID-19 frontlines”.	SDFA TPH SSHA EDC PFR TESS

Supporting Black Staff

Training and Development

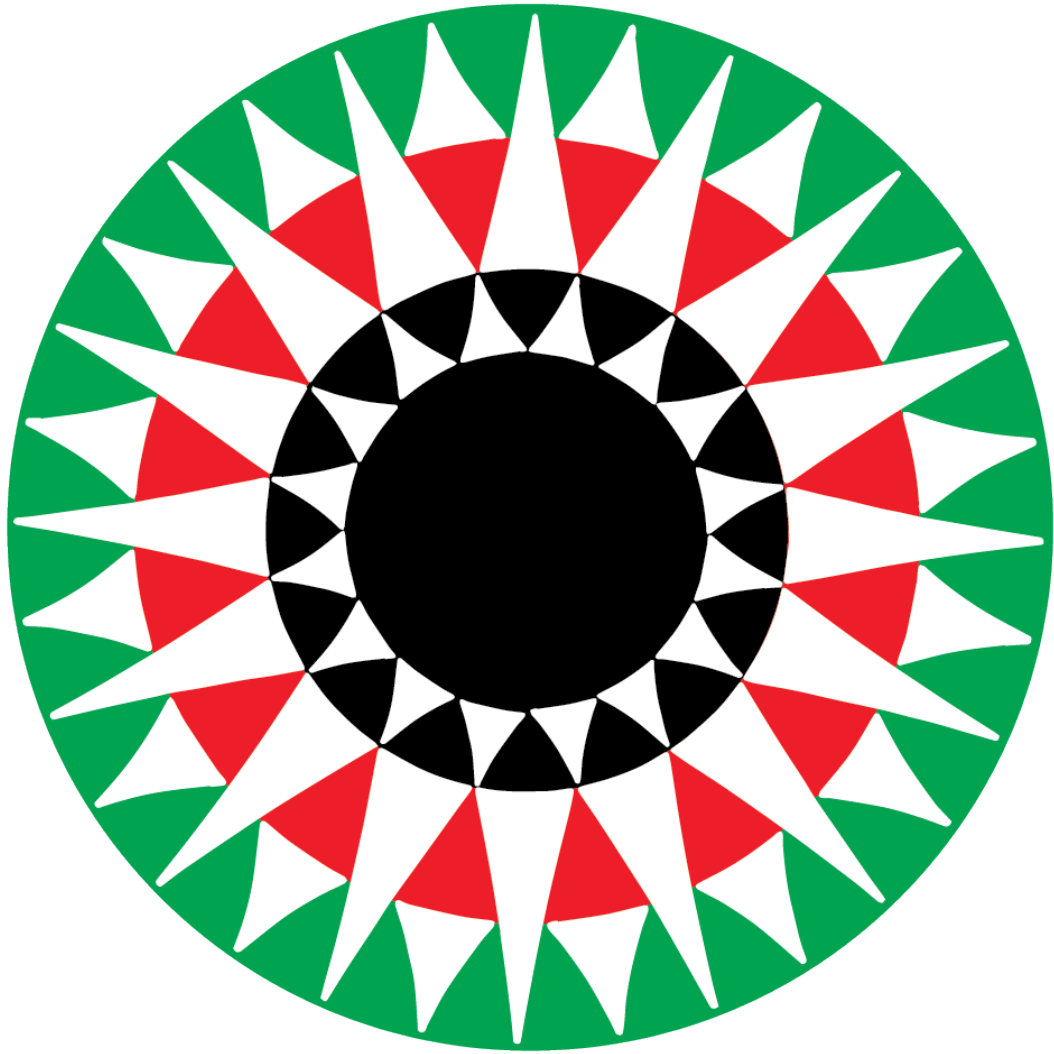
- Manage and deliver a comprehensive Confronting Anti-Black Racism training to City leadership and front line staff in support of addressing anti-Black racism at a structural and interpersonal level.
- Support the Black Staff Network in expanding professional development.
- Program educational and engaging program throughout the year (e.g. Black History Month, Black Mental Health Week, Emancipation Month).

Policy

- Provide supports internally and externally (e.g. implementing measures to stop racial profiling and over-policing of Black Torontonians through the development and implementation of new alternative models) and general implementation of all Action Plan recommendations.

Community Development

- Working directly with community organisations to improve the quality and availability of City programmed community mental health and cultural services for Black Torontonians through community partnership and Black mental health awareness, as well as securing funding, and problem solving urgent and structural challenges.



Thank You!

