

Ontario's Anti-Racism Directorate

An overview

Confronting Anti-Black Racism Advisory Committee Meeting

Presenter:



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Assistant Deputy Minister
Anti-Racism Directorate

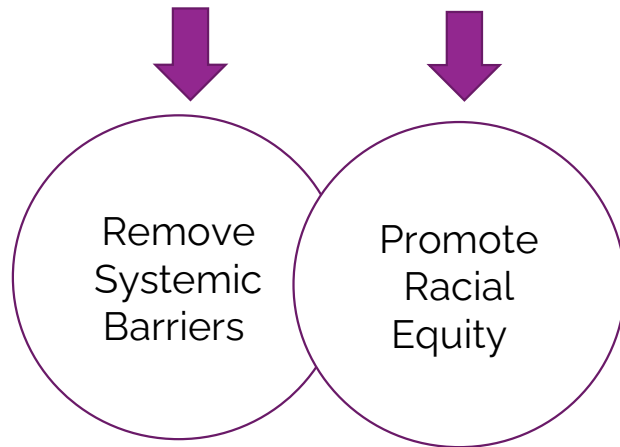
May 21, 2021

Who we are. What we do.

Changemakers. Advancing racial equity.

Anti-Racism Directorate: What We Do

Address Systemic Racism and improve economic, social and well-being outcomes for all Ontarians



Focused on anti-Indigenous racism, anti-Black racism antisemitism, and those impacted by Islamophobia

The ARD:

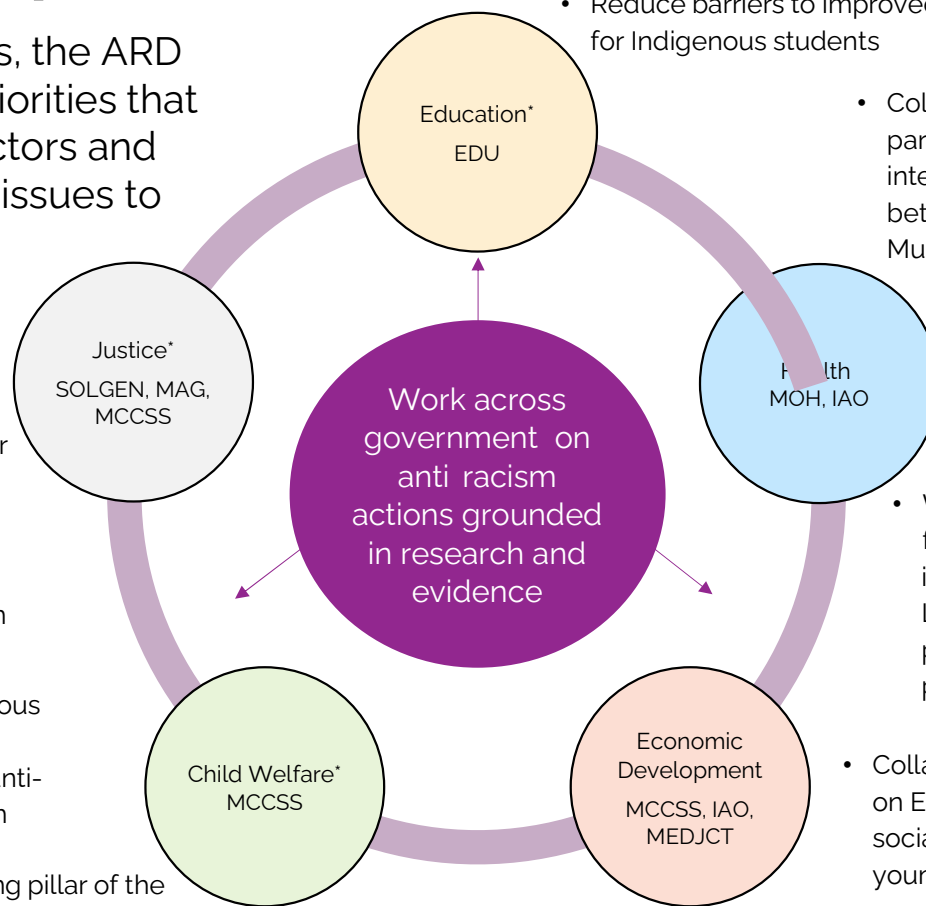
- Stewards the **Anti-Racism Act, O. Reg 267/18** and **Anti-Racism Data Standards**
- Leads the development and implementation of **Ontario's anti-racism strategic plan**
- Oversees and supports the operationalization of the **Anti-Racism Data Standards**
- Provides **expertise, tools and resources** to build capacity to address systemic barriers and improve public services
- Collaborates with communities to support **targeted public education and awareness** initiatives
- Works **across governments and the broader public sector** to develop and implement anti-racism initiatives

An Integrated Approach

In collaboration with ministries, the ARD works to align government priorities that improve outcomes across sectors and proactively address systemic issues to reduce racial disparities.

- Support justice sector initiatives related to discharge planning and restorative justice as well as delivery of Indigenous-developed cultural competency training for staff and frontline workers in corrections
- Reduce disparities in the provision of bail supervision for and reduce over-representation of Indigenous populations in corrections
- Consult with existing justice sector Indigenous tables (First Nations Policing Engagement Table, IJG and Elders' Council) to address anti-Indigenous racism within the justice system

- Support the equity and belonging pillar of the Child Welfare Redesign



- Reduce barriers to improved educational outcomes for Indigenous students

- Collaborate across ministries and with sector partners to develop integrated solutions to intersectional issues, including intersections between race and gender (e.g. Missing and Murdered Indigenous Women and Girls)

- Support effort to collect socio-demographic data, including race, related to COVID

- Work with IAO to develop Indigenous-focused anti-racism initiatives incorporating IAO's Indigenous Inclusion Lens, including community-led solutions, public education and awareness, and programming to remove systemic barriers

- Collaborate with the Premier's Council on Equal Opportunities to overcome social and economic barriers faced by young Black and Indigenous people

...and more.

*Sectors regulated under the *Anti-Racism Act, 2017*

EMERGING PRIORITIES

Emerging Priorities

Cross-ministry initiatives reflect a strong focus on health & long-term care, training and skills development, and supports for businesses and families.

Racial equity is top of mind for Ontarians.

HEALTH EQUITY

Health equity is tied to

- Social, health and economic barriers
- Pandemic preparedness
- Response and recovery

Equity in vaccine rollout
Sociodemographic data collection

INCLUSIVE ECONOMIC RECOVERY

Supporting small businesses

- Recover from crisis
- Grow
- Create jobs

Keeping people in jobs

- Avoid irreversible damage, especially for hardest-hit workers
- Leverage untapped talent

Economic Inclusion roundtable with CivicAction
Employer Resource Hub
Ontario.ca/workplacesforall

EQUITABLE POLICIES

Equity lens in procurement

- Outline equity commitment when bidding; actively seek racialized vendors/service providers

New funding vehicles

Collaborating with IO on contractor requirements for Correctional Services capital project

ONTARIO PUBLIC SERVICE

Roadmap to Racial Equity in the OPS

1.

Build Anti Racism
Competency and Capacity



2.

Diversify the Talent Pipeline



3.

Foster and Be Accountable for
an Anti Racist and Inclusive
Workplace



OBJECTIVE

- Develop and apply anti-racist leadership skills
- Develop and apply anti-racist skills and knowledge to be an effective public servant and colleague
- Black, Indigenous and racialized employees have improved access to employment opportunities: horizontal and vertical career growth
- Promote racial equity in human resources and organizational practices
- Embed accountability mechanisms
- Racially equitable workplace cultures
- Leadership fosters trust and confidence through intentionality and accountability
- Proactive anti-racism approach to policies, practices and decision-making

OUTCOMES

Black, Indigenous and racialized employees experience meaningful, measurable and sustainable changes in their employment outcomes:

- Increased career mobility and increased career progression,
- Increased career talent and developmental opportunities, and
- Increased career satisfaction, sense of belonging and psychological safety

ONTARIO'S ANTI-RACISM STRATEGIC PLAN

Ontario's Anti-Racism Strategy (2017-2022)



POLICY RESEARCH + EVALUATION

- Anti-Racism Strategy
- Disaggregated Race Data Collection Framework and Guidelines
- Anti-Racism Impact Assessment Framework



SUSTAINABILITY + ACCOUNTABILITY

- Publicly Report* on Progress of Strategy implementation



PUBLIC EDUCATION + AWARENESS

Targeted Public Education and Awareness

Address Islamophobia and antisemitism



COMMUNITY COLLABORATION

Minister's Anti-Racism Consultation Group

Annual Anti-Racism Conference



POPULATION-SPECIFIC ANTI-RACISM INITIATIVES

Anti-Black Racism Strategy

Indigenous-focused Anti-Racism Strategy

Ontario Public Service Anti-Racism Strategy

GUIDING PRINCIPLES

Systemic Focus | Collective Impact | Targeted Universalism | Intersectionality | Inclusive | Evidence based | Sustainability

■ LEGISLATIVE COMMITMENTS

*First report published in September 2020.

We are the ARD.

Connect with us.

WEB [Ontario.ca/antiracism](https://ontario.ca/antiracism)

TWITTER [@ONantiracism](https://twitter.com/ONantiracism)

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Thank you!