

CABRAC Work Plan Development: Strategic Alignment and Opportunities for Recommendation

Member Priorities and Relevant City Strategies and Relevant Provincial and Federal Commitments and Initiatives

This table represents a strategic selection of initiatives, commitments, strategies and issues related to municipal, provincial and federal efforts to address anti-Black racism and improved outcomes for Black communities, and does not represent a comprehensive list of activities undertaken by various levels of government.

LEGEND: City of Toronto Divisions & Agencies			
CS	Children's Services	SSHA	Shelter, Support & Housing Administration
DCM CS	Deputy City Manager – Corporate Services	SSLTC	Seniors Services & Long-Term Care
EDC	Economic Development & Culture	TCHC	Toronto Community Housing Corporation
SC	Strategic Communications	TESS	Toronto Employment & Social Services
PE	People & Equity	TPH	Toronto Public Health
PFR	Parks, Forestry & Recreation	TPS	Toronto Police Services
SDFA	Social Development, Finance & Administration	TTC	Toronto Transit Commission

Thematic Areas (listed by priority)	Strategic Issues, Ideas or Priorities Identified by CABRAC Members and Additional member feedback	UNIDPAD Priority # 1: Recognition Priority # 2: Development Priority # 3 Justice	Recommended Next Steps and Areas of Focus	CABR Recommendation Plan Recommendation Actions with an * represent CABR Work Plan priorities for 2021	Relevant City Strategies, Initiatives and Targets	Relevant Reports, Federal and Provincial Commitments and Initiatives
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1 Employment and Entrepreneurship	Youth employment and workforce development opportunities	Priority #2	It is recommended that employment and entrepreneurship become a central area of focus for the CABRAC. Work will focus on supporting Black populations who make up “the missing middle”, those who identify as young adults, young professionals and mid-career workers, have been identified as a population who are underserved by existing policy and programs. This includes youth and populations who live outside of City-defined priority	Recommendation 13.1: Work with public and private sectors to remove systemic barriers in order 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 with criminal records, and queer and trans youth from Toronto's communities of African descent Recommendation 13.4: Target a City-administered youth employment program, funded by federal and/or provincial governments to support Black youth with criminal records and integrate funding for these youth to apply for record suspensions	Existing Strategies, City Reports and Initiatives Youth Equity Strategy (SDFA-YDU) Youth Outcomes Framework (SDFA-YDU) Diverse Youth Fellowships Reports, including the inaugural Black Youth Fellowship - <i>forthcoming in September 2021</i> (SDFA-YDU-CABR) Programs ArtWorksTO - Arts incubator for LGBTQ2S+ BIPOC youth (SDFA-YDU) Youth Programs Inventory (SDFA-YDU) New Black Youth Career Program (PE)	Reports & Issues Colour-coded Retirement: An Intersectional analysis of retirement income and saving in Canada (CCPA, June 2021) Black in Canada Report (Deloitte, 2021) Building Black Businesses in Canada (Black Chamber of Commerce, Feb 2021) Research Report to Support the Launch of Skills for Success: Structure, Evidence, and Recommendations (Social Research and Demonstration Corporation, May 2021) Canada's Colour-Coded Income Inequality (CCPA, December 2019)
	Economic opportunities and mentorship for Black youth artists	Priority #2		Recommendation 21: Invest in Black Arts and Culture 21.3; Outreach to diverse people of African descent to share information about City grants processes, applications and deadlines 21.4 Enhance support to the Black arts & culture sector through increased investments in Black festivals. This includes promoting and preserving Black		Federal and Provincial Commitments and Initiatives \$19 million from the Federal Economic Development Agency for Southern Ontario (FedDev Ontario) will provide to the City of Toronto and its partners over the next two and a half years for investment in a range of main street and small

			neighbourhoods. Focus on this area will be aimed at strengthening the education to employment pipeline by strengthening existing workforce pathways.	cultural heritage, while conducting targeted outreach to Black communities.		business recovery initiatives, including Little Jamaica Business recovery supports
	Black business supports and post COVID-19 recovery	Priority #2	Access, awareness and targeting of existing opportunities will be an area of focus, including how to improve awareness of the Federal Black Entrepreneurship Program, and the City's AnchorTO Black Vendor and Social Procurement Initiatives.	Recommendation 15 Support Black-owned businesses to better compete and thrive in Toronto 15.1 Target Black-owned businesses and social enterprises for outreach, training and vendor networking as part of the City of Toronto Social Procurement Program 15.2 Support the start-up and incubation of Black-owned businesses 15.3 Target development supports for businesses owned by Black women, Francophones, and people who were formerly incarcerated	Programs Little Jamaica Initiative (EDC, SDFA-CABR, CP) AnchorTO Social Procurement - Black Business Vendor Initiative (SDFA-CABR, SDFA-PRSO, Purchasing and Materials Management)	<u>2021 Federal Budget:</u> \$51.7 million over four years for the Black Entrepreneurship Program; and \$221 million committed over four years in Sept 2020 \$87.4 million over five years in 2021-22, and \$18.6 million ongoing to modernize federal procurement and diversify the federal supplier base; as well as implement a Black-owned businesses procurement stream Federal Budget 2018: funding of \$19 million over 5 years, beginning in 2018-2019, to enhance local community supports for black youth and to develop research in support of more culturally focused mental health programs in Black Canadian communities Federal Black Entrepreneurship Program Black Innovation Programs and Incubator (Ryerson) <u>Provincial Anti-Racism Strategy:</u>

						Conduct an economic study to understand the cost of anti-Black racism and identify initiatives and areas of change <u>Provincial Post-Secondary Education and Career Development Initiatives:</u> Four Industry-Led Career Initiative projects: - NexGen Builders Mentoring Program, providing opportunities in construction trades - Digital Dive and "jpprenticeship" Program, providing opportunities in the interactive digital media sector - Black Youth Compositing Initiative, providing opportunities in the digital technology sector - Black Youth! Pathway 2 Industry Program, providing opportunities in the digital media, film and television sectors
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Education

Development of anti-Black racism curriculum and educational materials in elementary and secondary schools

Priority #3

It has been recommended that education is an area of focus. Recommendations of the CABRAC will focus on how to better link educational outcomes with good employment and income opportunities and outcomes for Black communities. High dropout rates of post-secondary students has also been identified as an area of advocacy.

A secondary area of focus will be the implementation of anti-Black racism curriculum in

Recommendation 22:

Provide public education on issues of anti-Black racism in Toronto

22.1 Repeat and expand the public education campaign on Anti-Black Racism

Intergovernmental:

Communicate to the Province and the school boards the need for education improvements that support safe and effective learning for students of African descent

[TDSB Anti-Racism Strategy Mobilization](#)

[TDSB Centre of Excellence for Black Student Achievement:](#)

- [Toward Excellence in the Education of Black Students: Transforming Learning, Achievement and Well-Being – Early Years](#) (TDSB)
- [Toward Excellence in the Education of Black Students: Transforming Learning, Achievement and Well-being- Suspensions and Expulsions](#)

Reports & Issues

Provincial Government [removes the references to decolonization and anti-racism strategies](#) in the Grade 9 Mathematics Curriculum without community consultation

Federal and Provincial Commitments and Initiatives

[Provincial Anti-Racism Strategy:](#)

Develop progress targets in child welfare, education and justice sectors based on available data

Conduct baseline research to assess the public's understanding and perceptions of systemic racism

Create public awareness initiatives to increase understanding of the causes and impacts of anti-Black racism

			schools that also supports Black students' leadership in curriculum development and decision making. Encouraging disaggregated race based data in schools will also be an area of advocacy for the Committee.			
3 Healthcare and Housing	Access to affordable and supportive housing	Priority #2	It has been recommended the CABRAC explore mental health and health outcomes from a housing first approach by focusing on targets and housing recommendations that will address poor social	Recommendation 10: Improve shelter and housing conditions for Black residents through the creation of corporate antiBlack racism plans and collaboration with community partners to address gentrification and Black displacement.	Existing Strategies, City Reports and Initiatives Toronto Community Housing CABR Strategy (TCHC) HousingTO 2020-2030 Action Plan (Housing Secretariat)	Reports & Issues Where Eviction Applications Are Filed: Ward Distribution of Eviction Applications in Toronto Report (Wellesley Institute, 2021) Impact of COVID-19 on the LGBTQI2S Community – Second National Report (Egale Canada, Aug 2020) Forced Out: Evictions, Race, and Poverty in Toronto (Wellesley Institute, Aug 2020)

			determinants of health faced by Black communities. This will include aging in place supports for seniors; advocacy to increase suicidal ideation interventions and service response times for underhoused, 2SLGBTQ+ and queer Black youth and other underserved Black populations.			Affordable Communities (Broadbent Institute, Feb 2019) Federal and Provincial Commitments and Initiatives 2019 Federal Budget: Budget 2019 announced funding of \$25 million over 5 years starting in 2019–2020, for capital assistance and projects to build capacity in Canada's vibrant Black communities, as well as to support initiatives relating to the United Nations International Decade for People of African Descent.
	Vaccine hesitancy - how to effectively combat misinformation	Priority #2		Recommendation 5: Enhance quality and effectiveness of health and community services for Black Torontonians through creation of new Black organization focused funding frameworks	Existing Strategies, City Reports and Initiatives COVID 19: Ethno-Racial Identity & Income (ongoing) Response to COVID-19 - June 2021 Update; and Black Scientists' Task Force on Vaccine Equity: A final report on town hall engagements and findings (Board of Health, June 2021) TO Supports: COVID-19 Equity Action Plan (Board of Health, Nov 2020) Advancing a Public Health Approach to Community Violence	Reports & Issues Perspectives on Health & Well-Being in Black Communities in Toronto Experiences through COVID-19 (Black Health Alliance, July 2021) Addressing Economic Racism in Canada's Pandemic Response (Broadbent Institute, Jan 2021) An Uneven Recovery: Measuring COVID-19 Vaccine Equity in Ontario (Wellesley Institute, April 2021) Black Experiences in
	Equitable access to vaccines	Priority #2		Recommendation 6: Strengthen the accountability of health and community services for Black Torontonians 6.1 Outreach, recruit and hire from diverse Black communities to increase number and retention of health, social and community workers of African descent 6.2 Develop and implement an outreach initiative to recruit and		
	Development of a mental health strategy with a trauma informed focus on Black children and youth	Priority #2				
	Mental health supports for Black caregivers and Black social service workers	Priority #2				
	A lack of disaggregated Race-based data collection	Priority #1,#2,#3				

				train diverse Black Torontonians for leadership and governance roles in health and community organizations 6.3 Advocate and coordinate with funders to require the collection and public reporting of health and community service data disaggregated by race and other characteristics 6.4 Advocate and coordinate with funders to invest in community capacity to comply with the collection of data disaggregated by race Intergovernmental: 9.4 Communicate with the Province the need for greater funding support for Black organizations that provide services for people of African descent living with HIV/AIDS	(Board of Health, July 2, 2020) Addressing Anti-Black Racism as a Public Health Crisis in the City of Toronto (Board of Health, June 2020) Community Violence in Toronto: A Public Health Approach (Board of Health, 2019) Anti-Black Racism Analysis Tool for a Radically Equitable (SDFA-CABR)	Health Care Symposium Report (Mount Sinai and Black Health Alliance, 2020) Racial inequality in access to health care services (Ontario Human Rights Commission, 2004) Federal and Provincial Commitments and Initiatives 2021 Federal Budget: \$100 million over three years in the Federal Budget, starting in 2021-22, to the Public Health Agency of Canada to support projects for innovative mental health interventions for populations disproportionately impacted by COVID 19, including Black Canadians. \$50 million over two years, starting in 2021-22, to Health Canada to support a trauma and post-traumatic stress disorder (PTSD) stream of mental health programming for populations at high risk of experiencing COVID-19 trauma \$45 million over two years, starting in 2021-22, to Health Canada, the Public Health Agency of Canada, and the Canadian Institutes of Health
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						Research to help develop a national mental health service standards, in collaboration with provinces and territories, health organizations, and key stakeholders <u>Provincial:</u> The province is redeveloping its anti-racism plan; food security and mental health were not included in past plans
	Access to affordable and supportive housing	Priority #2		Recommendation 10: Improve shelter and housing conditions for Black residents through the creation of corporate antiBlack racism plans and collaboration with community partners to address gentrification and Black displacement.	Existing Strategies, City Reports and Initiatives Toronto Community Housing CABR Strategy (TCHC) HousingTO 2020-2030 Action Plan (Housing Secretariat)	Reports & Issues Where Eviction Applications Are Filed: Ward Distribution of Eviction Applications in Toronto Report (Wellesley Institute, 2021) Impact of COVID-19 on the LGBTQ2S Community – Second National Report (Egale Canada, Aug 2020) Forced Out: Evictions, Race, and Poverty in Toronto (Wellesley Institute, Aug 2020) Affordable Communities (Broadbent Institute, Feb 2019) Federal and Provincial Commitments and Initiatives 2019 Federal Budget: Budget 2019 announced
	Displacement and homelessness of Black communities	Priority#2		10.8 Apply an Anti-Black Racism Analysis to the Eviction Prevention Framework in the 2017- 2018 Eviction Prevention Strategy		
	Targeted service navigation and supports for LGBTQ2S and queer identifying youth	Priority#2		Recommendation 2: Meeting the specific needs of Black queer and trans youth through intentionally designed outreach initiatives and housing supports*		

						funding of \$25 million over 5 years starting in 2019–2020, for capital assistance and projects to build capacity in Canada's vibrant Black communities, as well as to support initiatives relating to the United Nations International Decade for People of African Descent.
4 Policing and the Criminal Justice System;	Implement mechanisms to support mental health as it related to the Justice System	Priority #3	It has been recommended that advice on policing and the criminal justice system be focused on the Community Crisis Support Service Pilot, focused on community safety, wellbeing and alternatives to policing. Two additional areas of focus to advance justice are: to increase knowledge and understanding of	Recommendation 4: Improve the quality and availability of City-programmed community mental health services for Black Torontonians 4.1 Health and addiction treatment service providers using an Anti-Black Racism Analysis Work collaboratively with Black communities and the Province to 4.2 Leverage Black cultural knowledge to lead and provide more mental health services across the city for Torontonians of African descent, including clinics, on-call counsellors, harm reduction programs and supports for post traumatic stress disorder 22.2 Provide public education on how anti-Black racism negatively impacts the health of people of African descent including being a trigger for mental illness 16.4 Review police and community training, including Community Crisis Response	Existing Strategies, City Reports and Initiatives Community Crisis Service Support Pilot (Policing Reforms Unit - SDFA) Changes to Policing in Toronto (Policing Reforms Unit - SDFA) Policing Reforms Progress Dashboard (Policing Reforms Unit - SDFA) Racial Equity Impact Assessment of TTC Enforcement Activities Report (TTC) Anti-Racism Advisory Panel (Anti-Racism Advisory Panel, Toronto Police Services Board, Toronto Police Services	Reports & Issues Systemic Racism in Policing in Canada Report, Standing Committee on Public Safety and National Security (Senate, June 2021) Independent Police Oversight Review (Justice Tulloch, 2017) Federal and Provincial Commitments and Initiatives 2021 Federal Budget: \$75 million over five years, starting in 2021-22, and \$13.5 million ongoing, to the Royal Canadian Mounted Police to take action, with steps to combat systemic racism through: reforming recruitment and training processes; the collection, analysis, and reporting of race-based data; more rapidly evaluating the impact of policing activities on certain communities; and improving community

			civil and civic rights and access to adequate legal representation for Black immigrants who are at risk of deportation; and amplify and engage the work of the Permanent Forum for People of African Descent.	Programs, to include use of force issues 16.5 Improve training to equip Law Enforcement Officers with knowledge and skills to better protect and serve diverse people of African descent 16.6 Strengthen protocols for police response to Emotionally Disturbed Persons (EDP) and report regularly on police-EDP interRecommendations, using an Anti-Black Racism Analysis 16.7 Communicate to the Province the need for improvements to policing and the justice system to better serve and protect people of African descent Intergovernmental Cooperation: Work with the Province to support training for community mental improvements to the quality and availability of mental health services, and the effectiveness of community and health services for Black Ontarians		engagement and consultation with Black, Indigenous, and racialized communities. \$21.5 million in the Federal Budget over five years, starting in 2021-22, for a Racialized Communities Legal Support Initiative \$216.4 million over five years, starting in 2021-22, and \$43.3 million ongoing to increase funding to the provinces and territories in support of diversion programming and to help reduce the overrepresentation of Indigenous peoples, Black Canadians, and other racialized groups in the youth justice system
	Over policing and carding in schools	Priority #3	It has been recommended that carding in schools be discussed as it relates to	Recommendation 16: Implement measures to stop racial profiling and over-policing of Black Torontonians 16.1 Review communication strategies with communities of African descent about the ongoing elimination of carding as	Over policing and carding in schools	

			improved educational outcomes and employment pathways in theme one on employment and entrepreneurship.	a policing practice 16.2 Review the decision not to destroy the previously collected carding data Recommendation 17: Build a more transparent, accountable and effective police oversight system to better serve Black Torontonians and to strengthen community trust in police Recommendation 18: Invest in alternative models that create better safety outcomes for Black Torontonians 18.1 Work with community partners to build a coordinated strategy to advance police accountability and community capacity to respond to policing and the criminal justice system, including translation, expansion, and dissemination of “know your rights” information 18.2 Use an Anti-Black Racism Analysis to develop and implement alternative models of policing that focus on community engagement 18.3 Use effective alternative models to incarceration such as the use of restorative justice models developed and implemented with elders in Black communities		
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Other Topics	Environmental Racism and a lack of access to green space	Priority#3	It has been recommended that the issues of environmental racism, food security and disaggregated data collection can be considered by the CABRAC, but will not be areas of focus for the CABRAC's work and targets. These issues are currently being advanced as part of the development of the Toronto Black Food Sovereignty Plan and the Black Mandated Funding Framework, through the delivery of the	Recommendation 20: Make city spaces more accessible and welcoming to Black Torontonians through reviews of City consultation processes and public space and street naming review*	Existing Strategies, City Reports and Initiatives TransformTO (Energy and Environment Division)	Reports & Issues Addressing Environmental Racism in Black Communities in Canada (Broadbent Institute, 2021) Food Security in African Canadian Communities: A Scoping Protocol (May 2020) Black Food Insecurity in Canada (Broadbent Institute, Feb 2020) Federal and Provincial Commitments and Initiatives Bill C-230 - An Act respecting the development of a national strategy to redress environmental racism
	Food Security and access to culturally appropriate foods and nutrition information	Priority#2		Recommendation 8: Improve food access for low-income Black Torontonians* 15.2 Support the start-up and incubation of Black-owned businesses	Existing Strategies, City Reports and Initiatives Poverty Reduction Strategy (SDFA-Poverty Reduction Strategy) Advancing Black Food Sovereignty Update Report (SDFA-CABR)	Federal and Provincial Commitments and Initiatives 2021 Federal Budget : \$100 million to the Supporting Black Canadian Communities Initiative at Employment and Social Development Canada.
	Disaggregated Race-Based data	Priorities #1, #2, #3		6.3 Advocate and coordinate with funders to require the collection and public reporting of health and community service data disaggregated by race and other characteristics* 6.4 Advocate and coordinate with funders to invest in community capacity to comply with the collection of data disaggregated by race* 10.5 Collect race-based data on homelessness, particularly on the needs of Black queer and trans youth for shelters support	Existing Strategies, City Reports and Initiatives Data for Equity Strategy and Data for Equity Guidelines (EDHR)	

			Toronto Action Plan to Confront Anti-Black Racism; as well as through other City initiatives, such as the Data for Equity Strategy.	services planning * 11.3 Include socio-demographics, including race and gender identity, as part of the City's Count Yourself In employee survey * 17.1 Mandate the collection and public reporting of race-based data for greater transparency in policing*		
	Sustainable operating funds for Black nonprofits and social service agencies	Priority#1		9.4 Communicate with the Province the need for greater funding support for Black organizations that provide services for people of African descent living with HIV/AIDS 5.1 Increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Torontonians*	Existing Strategies, City Reports and Initiatives Year Two Update Report: Toronto Action Plan to Confront Anti-Black Racism (SDFA-CABR)	Reports & Issues Unfunded: Black Communities Overlooked by Canadian Philanthropy (NABC, 2021) Federal and Provincial Commitments and Initiatives <u>Budget 2021:</u> \$50 million over two years, starting in 2021-22 to support charities, non-profits, and social purpose organizations in capacity-building activities such as business plan development, expanding products and services, skills development, and hiring. \$200 million to Employment and Social Development Canada to establish a new Black-led Philanthropic Endowment Fund. \$100 million to the

						Supporting Black Canadian Communities Initiative at Employment and Social Development Canada.
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