



Confronting Anti-Black Racism Advisory Committee Work Plan Update

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Considerations

Generations of anti-Black racism and systemic discrimination are deeply embedded in the policies, practices and institutions at our municipal, provincial and federal levels. This history and continued experienced has lead to a growing range of complex barriers, challenges and issues facing Black communities that cannot be addressed overnight.

The updated CABRAC work plan represents a strategic selection of issues and areas of actions for the Committee to create impact in the inaugural year of our mandate.

Despite the specific areas of focus, CABRAC Members are committed to continuing to provide expert advice and ongoing guidance on broader City wide issues, plans and strategies.

4 Priority Areas of Work

1. Employment and Entrepreneurship
2. Education
3. Housing, Health and Mental Health
4. Policing and the Criminal Justice System



Action Area 1

UN
International
Decade
Programme
Theme:
Development

Employment and Entrepreneurship

Increase employment and workforce supports for the Black “missing middle” workforce population.

Improve awareness and access to existing employment initiatives to support Black business and entrepreneurs, and Black artists.

Action Area 2

UN
International
Decade
Programme
Theme:

Development
and
Recognition

Education

Strengthen and improve linkages and outcomes between the education to workforce pipeline.

Advocate for increased action to address high school dropout rates.

Advance the implementation of an anti-Black racism curriculum and race based data collection in schools.

Action Area 3

UN
International
Decade
Programme
Theme:

Development

Housing, Health and Mental Health

Increase the City's action and targeted initiatives to provide housing supports for Black Torontonians across the housing spectrum.

Advocate for improved mental & physical health programs and services, like Black Mental Health week, to serve the needs of under housed Black populations, including 2SLGBTQ+ youth and seniors.

Action Area 4

**UN
International
Decade
Programme
Theme:

Justice**

Policing and the Criminal Justice System

Provide strategic advice to ensure the fullest outcomes for Black residents in the CCSS Pilot.

Increase knowledge and understanding of civil and civic rights to support Black immigrants.

Amplify and engage the work of the Permanent Forum for People of African Descent.

Additional Areas For Action

Other Topics

- Environmental racism
- Food Security
- Disaggregated race-based data collection





Thank you