



Confronting Anti-Black Racism at the City of Toronto

Presentation to the Confronting Anti-Black Racism

Advisory Committee

Agenda Item CR2.6

Chris Murray, Toronto City Manager

Omo Akintan, Chief People Officer

November 18, 2021



Supporting Black Staff Background



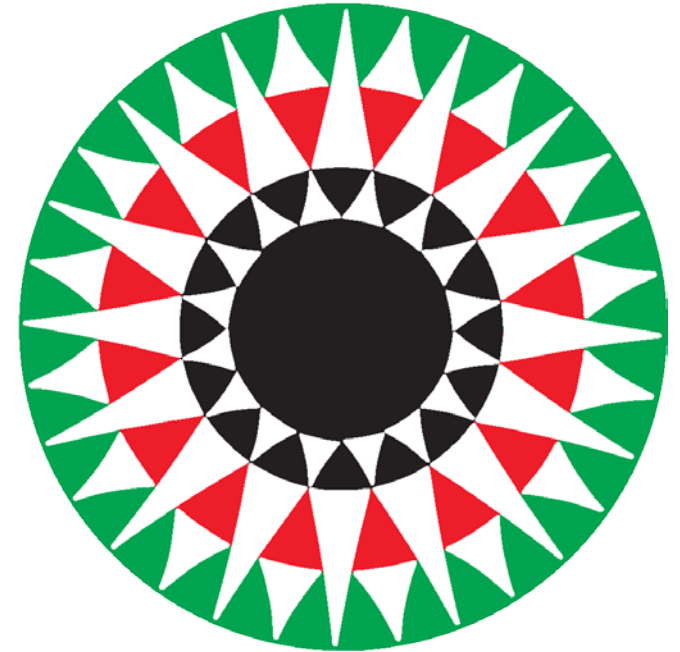
The City recognizes that building an inclusive workforce that reflects the population it serves at all levels within the enterprise will promote public trust and confidence, and to realize our Corporate Strategic Plan.

- City Council unanimously adopted the [Toronto Action Plan to Confront Anti-Black Racism](#) in December 2017. The Plan identified 22 recommendations and 80 actions to address anti-Black racism in Toronto, including within the Toronto Public Service.
 - **Recommendation 11:** Increase employment and training opportunities for Black Torontonians at the City of Toronto
- Aligned with the City's Workplace Culture themes and the Council-adopted Workforce Equity and Inclusion Plan, the City is committed to building a "public service that reflects the population we serve, and that values and champions diversity, accessibility, inclusion and respectful behavior."

Toronto Action Plan to Confront Anti-Black Racism

In addition to the specific recommendations, the Toronto Action Plan to Confront Anti-Black Racism identifies three primary strategies and mechanisms to address anti-Black racism, including:

- o The Confronting Anti-Black Racism Unit
- o The Anti-Black Racism Learning Strategy; and
- o The Black Staff Network





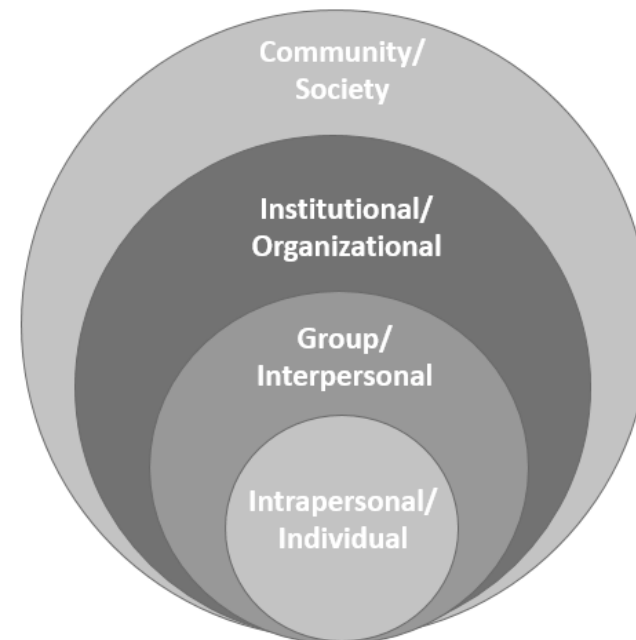
Creating Culture Change

The Confronting Anti-Black Racism Unit

The CABR Unit supports Black staff, as well as the broader Toronto Public Service by providing coordination, training and consultation to City divisions, agencies, boards and commissions, and provides strategic guidance, advise and support to apply and embed an anti-Black racism lens in operational plans, policy development, project evaluation to drive transformational systems change at the City.

Culture Change Tools include:

- The African Ancestral Acknowledgment
- The Anti-Black Racism Analysis Tool
- The City Leads Circle
- The Partnership and Accountability Circle
- The UBUNTU Framework



Creating Culture Change

Anti-Black Racism Learning Strategy

The Confronting Anti-Black Racism Unit has committed to continuing to create Culture Change at the City with the creation of an anti-Black racism learning strategy, which includes curated pedagogy that will operationalize the Unit's theory of change.

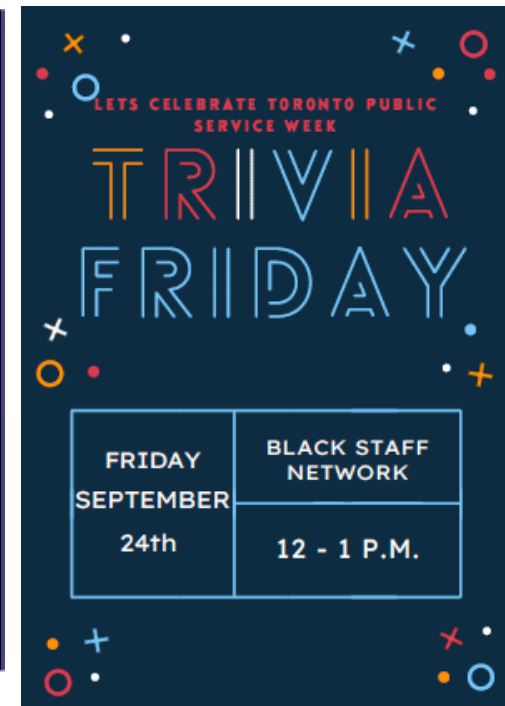
- CABR facilitator-led trainings
- Lunch + Learn Sessions
- Unpacking Dialogue Sessions
- Learning Opportunities
- Leaders Book club: White Fragility



Creating Culture Change

Black Staff Network

The creation of the Black Staff Network for Black City staff is an important deliverable of the Action Plan. Over the course of this year they have been able to organize and carry out a variety of virtual events to bring Black Employees together.



Talent Attraction

Strategic Partnerships & Branding

Community Partnership



BLACK ENGINEERS OF CANADA  INGÉNIEURS NOIRS DU CANADA



Engagement Initiatives

City of Toronto Information Session



October 12th 2021 | 12:00pm – 1:00pm | WebEx

Attendees will hear about

- Work life at the City
- Latest Engineering Opportunities at the City
- The City's recruitment process

FALL TALENT LAUNCH



PERSONAL BRANDING SESSION
OCTOBER 18 / 6PM EST

NIMA HERSI, CITY OF TORONTO
NICOLE LA ROCHE, CODE BLACK

Register for free. Link in bio.



Online Branding

City of Toronto
Data Specialist

The successful candidate has :

- Experience in statistical and machine learning models and algorithms OR
- Experience developing Extract, Transform and Load processes
- Experience with databases and data warehousing including organizing, analyzing and summarizing large datasets
- Knowledge and experience with Python, R, SQL, Git, AWS, GIS software and other related tools



City of Toronto
Manager Financial Planning

The successful candidate has:

- A combination of experience and education in financial planning, accounting or similar designation
- Extensive experience in the practices of operating and capital budget formulation, evaluation, administration and planning
- Considerable leadership experience, including managing and engaging a diverse workforce



Talent Attraction

Black Youth Career Development Program (BYCDP)

This program provided meaningful short term employment to Black youth who have otherwise been dismissed for opportunities because of their lack of qualifications. This program helped candidates develop valuable work skills and provide resources that helped set them up for future career success.



17 Black Youth placed in Administrative Trainee role

13 Divisions participated across the City of Toronto

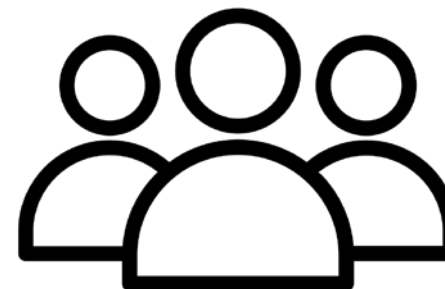
82% Conversion Rate for continued employment

2 Professional Development workshops offered to program participants

100% satisfaction amongst the youth that participated



"I enjoyed my manager's mentorship and the collaborative spirit of the division I was in. It really made me feel comfortable and helped me excel in my work"



"The work experience I gained and exposure to other job roles at the City that I never knew about."



Stewardship & Support

Targeted D+I Specialists



Nima Hersi
Diversity & Inclusion Specialist
Black Talent



Ronald Peters
Snr. HR Specialist

Internal & External Talent

Attraction Strategy

- Identify and source Black talent
- Dedicated resource to lead and deliver on Black Talent Strategy

Workforce Engagement

- Engaging and closely collaborating with the Confronting Anti Black Racism Unit (CABR)
- Creating awareness to debunk misconceptions and stigma around the Black Community



Stewardship & Support



Human Rights Office (HRO)

Provides neutral, confidential advice, information, and assistance related to human rights issues such as discrimination, harassment, and accommodations to all members of the Toronto Public Service, members of Council, and the public.



Employee Assistance Program (EAP)

Offers confidential short-term counselling, information and referral services to members of the Toronto Public Service and eligible family members. Black Staff can request to engage with a Black Counsellor



Black Staff Network (BSN)

Provides professional development, mentorship and advocacy forums for Black staff to connect, share knowledge and promote a more inclusive workplace.

Future Steps



Enable hiring managers and recruitment staff

- Build equity and inclusion capabilities for Strategic Recruitment Staff and People Managers
- Engage external and internal stakeholders and organizations to execute training programs and initiatives
- Use data and metrics to hold City staff accountable and evaluate effectiveness of training programs and initiatives



Develop key external partnerships

- Work with community organizations focused on employment and training for Black Professionals



Understanding the employee experience

- Leverage experiences of existing Black employees to better understand the candidate/employee experience



Create awareness

- Support, promote and strategically engage with the Black Staff Network (BSN)
- Encourage leaders to disclose and debunk the myths and misconceptions associated with Black employees
- Provide engaging and effective training for Recruitment Staff and People Managers

Access to Employment: Execution Timelines



Q4 2021 Building Connection

- Stakeholder engagement
- Socialize the framework and action plan and obtain input
- Complete foundational training

1

Q2 2022 Workforce Engagement

- Continue expansion of anti black racism training for all staff
- Work with the Black Staff Network on tailored engagement activities for Black staff

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Q1 2022 Go to Market

- Build the City's Brand to attract Black Talent
- Participate in job fairs, networking opportunities with community partners and academic institutions

2

Q3 2022 Workforce Development

- Recruitment staff and People Managers continue targeted training
- Strengthen employee programs and processes to ensure that they are reflective of our inclusive culture

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