

## City of Toronto Diverse Youth Fellowship Program

**Date:** November 17, 2021

**To:** Economic and Community Development Committee

**From:** Executive Director, Social Development, Finance and Administration

**Wards:** All

### **SUMMARY**

---

The following report outlines the enhanced workforce development model for the Diverse Youth Fellowship and the costs associated with the implementation of the program from 2022 - 2024.

The Diverse Youth Fellowship is a leadership program that provides youth from neighbourhood improvement areas across Toronto who are experiencing systemic barriers and discrimination with paid employment and valuable opportunities for career development at the City of Toronto. The program places 30 highly motivated youth from diverse backgrounds in Council Member Offices for 12 weeks. During their placements, Youth Fellows work directly with elected officials and staff on advocacy, case work, policy, research, administrative support, communications and event planning. The Diverse Youth Fellowship program provides a unique space for youth who experience multiple systemic barriers to equitably participate in civic engagement and workforce development opportunities.

The Diverse Youth Fellowship consolidates the pre-existing Black, Muslim, Tamil, Filipino and Protégée Fellowships under one umbrella to improve planning, coordination and integration of supports. The consolidation of these programs also incorporates an enhanced workforce development model to support Youth Fellows with their professional development and builds effective pathways to future quality employment.

### **RECOMMENDATIONS**

---

The Executive Director, Social Development, Finance and Administration recommends that:

1. City Council endorse the enhanced Diversity Youth Fellowship Program for 2022-2024 supported by Urban Alliance on Race Relations, Social Development, Finance and Administration and the City Council budget.
2. City Council request Social Development, Finance and Administration and City Clerk's Office to enter into contract with Urban Alliance on Race Relations to co-fund and administer the Diverse Youth Fellowship program based on approved budget.

3. City Council request the Executive Director, Social Development, Finance and Administration and City Clerk's Office to work in collaboration with Urban Alliance on Race Relations to report back on the outcomes of the program to Economic and Community Development Committee in 2024.

**FINANCIAL IMPACT**

---

Urban Alliance on Race Relations is requesting a \$250,000 annual contribution from the City of Toronto from 2022 - 2024 (a total of 3 years) to fully establish this program as a workforce development initiative.

Table 1 - Cost Sharing Table for annual program:

<b>Source</b>	<b>Annual Contribution</b>
External Funding - Urban Alliance on Race Relations	\$270,479
Social Development, Finance and Administration	\$233,000
City Council Budget	\$17,330
<b>Total Program</b>	<b>\$520,479</b>

As noted in Table 1, the implementation of the 2022 Diverse Youth Fellowship Program totalling \$520,479 will be funded annually from the following: \$270,479 fundraised from the Urban Alliance on Race Relations; \$233,000 from Social Development, Finance and Administration; and \$17,330 from the City Council budget administered by the City Clerk's Office. The funding for Social Development, Finance and Administration and City Council are included in their 2022, 2023 and 2024 base operating budget submissions. Additional funding is not being requested.

City contributions of \$250,000 annually will be subject to the 2022, 2023 and 2024 Budget Process and Urban Alliance on Race Relations successfully fundraising a total of \$270,479 annually for its share to implement the Program.

The Chief Financial Officer and Treasurer has reviewed this report and agrees with the financial implications as identified in the Financial Impact section.

**EQUITY IMPACT**

---

The Diverse Youth Fellowship program has been analyzed at the execution and implementation stage for potential impacts on Black and equity-deserving groups in Toronto. The program will have a positive equity impact for youth facing structural inequities, particularly Black, Filipino, Muslim and Tamil youth. Program participants will gain access to meaningful training and employment as well as opportunities to build leadership skills.

The program also requires 50 percent of the Youth Fellows to be young women. This commitment ensures that young women from diverse backgrounds have the opportunity to build relevant skills, increase their leadership capacity and improve access to support networks that include women council members and city staff.

The Diverse Youth Fellowship program contributes to the City of Toronto's Confronting Anti-Black Racism Action Plan, which outlines 80 actions and 22 recommendations for the City to implement over five years to address anti-Black racism in Toronto. The Black Youth Fellowship is in alignment with the following recommendations in the Action Plan:

- Recommendation 1: Increase access to high quality programs for Black Children and youth
- Recommendation 11: Increase employment and training opportunities for Black Torontonians at the City of Toronto
- Recommendation 12: Provide mentorship programs as a pathway to employment and promotion of Black Torontonians
- Recommendation 13: Improve access to high-quality training and employment programs for Black youth

Furthermore, the program advances actions contained in the 2019-2022 Poverty Reduction Strategy Action Plan to increase the number of low-income residents who receive employability and employment opportunities with the City of Toronto. Specifically, this program advances:

- Action 11.1: Better coordinate internal opportunities across the City for effective pathways to good careers for low-income residents
- Action 12.2: Create new pathways, training opportunities and introduce flexibility for low-income residents to enter into City jobs and support transitions/advancement once employed

The program also contributes to the City of Toronto's SafeTO Community Safety and Well-Being Plan, which drives 26 priority actions that advances community safety by working across sectors, communities and governments to bring about a safe Toronto that promotes and celebrates the well-being and resilience of all residents. The Diverse Youth Fellowship Program is in alignment with the following SafeTO actions:

- Action 5: Strengthen support for youth through investment in skill development and increased access to services and opportunities
- Action 5.1: Engage residents and build community capacity to lead
- Action 5.3: Invest in youth outcomes to ensure equitable, positive youth development
- Action 7.3: Strengthen multi-sector collaboration through partnership and integrated investments

## DECISION HISTORY

---

### **MM34.43 - Standing Against Islamophobia**

On June 8, 2021, City Council requested the City Manager to report to Executive Committee before the 2022 Budget Launch on permanent funding sources for the Muslim Youth Fellowship program and to decrease the reliance upon community fundraising for these positions.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.MM34.43>

### **MM28.2 - Funding a Youth Fellowship in Council Members Offices for 2021**

On February 2, 2021, City Council authorized the City Clerk to enter into an agreement with Urban Alliance on Race Relations to receive funding in 2021 for up to 30 Councillor Aide positions in Council Members offices. City Council also requested the Executive Director, Social Development, Finance and Administration, in consultation with the City Clerk, to report before the end of the third quarter of 2021 on an enhanced workforce development model for the Youth Fellowship program for full implementation in 2022.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.MM28.2>

### **MM9.42 - Muslim Youth Fellowship Internship Program in Council Member's Offices for 2020**

On July 16, 2019, City Council authorized the City Clerk to enter into an agreement with Urban Alliance on Race Relations to receive funding for up to fifteen Councillor's Aide positions in Council Member Offices and directed staff to explore possibilities of expanding the program with Urban Alliance on Race Relations to youth from other diverse, under-represented communities with the goal of expanding the program as a year-round initiative at City Hall starting Fall 2020 and to report back on progress before the fourth quarter of 2019.

<http://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.MM9.42>

## COMMENTS

---

### **Background**

The City of Toronto has a history of supporting youth that face systemic barriers and discrimination through the creation of employment opportunities that promote civic leadership and facilitate pathways to meaningful employment in the public and private sector.

In 2008, the City launched the Protégée program, formally known as the Toronto Regional Champion Campaign, to increase the participation of women in local government. The program places young women ages 19 to 26 in the offices of women council members where they are supported with mentorship and capacity building opportunities.

In 2017, City Council approved the creation of the Muslim Youth Fellowship. The Muslim Youth Fellowship is a leadership development program with a mission of building the next generation of Muslim public servants. Since its launch, 33 Muslim youth ages 18 to 29 have completed 12-week placements in council member offices,

gaining hand-on experience, training and deepening their understanding of municipal governance.

Building on the success of the Muslim Youth Fellowship, City Council voted in July 2019 to expand the program to other racialized communities and make it a year-long initiative. As a result, the Black Youth Fellowship launched its inaugural cohort in January 2021 with 10 Black youth. In April 2021, the Filipino Youth Fellowship and Tamil Youth Fellowship were officially launched with 10 youth in total. These particular communities advocated and fundraised in order to create and implement the programs.

Attachment 1 includes an inventory of City of Toronto fellowship programs along with high level descriptions and current timelines. The inventory does not include work-based learning trainee programs offered by Toronto Employment & Social Services.

### **Diverse Youth Fellowship Program Enhanced Workforce Development Model**

The Diverse Youth Fellowship Program consolidates existing youth fellowship programs under one umbrella. The Black, Muslim, Tamil, Filipino and Protégée Fellowships currently operate as standalone programs, each with its own staff team and timelines. With consolidation, each cohort will follow one common program structure and workforce development model. Program staff teams will work closely to coordinate cohort timelines and align training curriculum, leading to increased consistency and streamlined coordination.

As part of the consolidation, the Protégée fellowship program will be incorporated into each cohort of the Diverse Youth Fellowship Program. Each cohort now requires 50 percent of the Youth Fellows to be women. This commitment ensures that young women from diverse backgrounds have the opportunity to build relevant skills, increase their leadership capacity and improve access to support networks that include women council members and city staff.

The Diverse Youth Fellowship Program also incorporates an enhanced workforce development model that will enable Youth Fellows to build the skills, knowledge and networks they need to attain sustainable future employment.

The model is outlined in Attachment 2 and includes four main components:

- Hands-on experience through placements in Council Member offices
- Training opportunities (e.g. interview skills)
- Formal mentorship
- Continuous supports (e.g. career navigation)

During their placements, Youth Fellows will also have the opportunity to work on community projects that seek to address a social issue in their community. Community projects can take many forms, including: an event (e.g., one that seeks to build civic engagement and connect the community to City Hall), or a research report (e.g., focused on a particular social issue prevalent in a community). The community projects will enable the Youth Fellows to build their advocacy skills while increasing the voice of Black, Muslim, Tamil, and Filipino communities at City Hall.

This enhanced workforce development model maximizes the outcomes of the Diverse Youth Fellowship program for both the youth participants and the City of Toronto. Youth Fellows will gain the experiences and skills they need for future employment, while the City of Toronto builds new avenues to include some of Toronto's most underrepresented communities in local governance.

### **Program Partnerships**

The Diverse Youth Fellowship is delivered through a partnership between the Urban Alliance on Race Relations, the Youth Development Unit and Confronting Anti-Black Racism Unit of Social Development, Finance and Administration Division, and City Clerk's Office.

Each partner will continue to contribute to the delivery of the Diverse Youth Fellowship program.

- **Urban Alliance on Race Relations:**

Urban Alliance on Race Relations is a non-profit charitable organization that has sought racial equity since 1975. Urban Alliance on Race Relations oversees the coordination and implementation of the Diverse Youth Fellowship program, including recruitment of Youth Fellows, curriculum/training development and placement matching.

- **Social Development, Finance and Administration:**

Two units from Social Development, Finance and Administration division work together to advance the Diverse Youth Fellowship Program.

The Youth Development Unit provides contract development and annualized budget supports, reviews the monitoring and evaluation activities of the Fellowship and provides employment supports to Youth Fellows through the Unit's existing partnerships with community agencies.

The Confronting Anti-Black Racism Unit provides support to youth in the Black Youth Fellowship Program by organizing professional development sessions with Black professionals. The Black Youth Fellowship is operated with the Confronting Anti-Black Racism Unit at the City of Toronto and one staff member from Urban Alliance on Race Relations.

- **City Clerk's Office:**

The City Clerk's Office provides administrative support for Members of Council and liaises with Urban Alliance on Race Relations and Members to determine which Council offices will participate in the program and prepares employment contracts for all Youth Fellows.

### **Program Monitoring and Evaluation**

In addition to existing performance measures utilized by Urban Alliance on Race Relations, the Diverse Youth Fellowship Program will align program monitoring and evaluation to the City of Toronto's Youth Outcomes Framework. The four main components of the program include; training, mentorship, community projects, and placements and will be evaluated using a combination of pre- and post-survey and reflection methods to analyze the impact of each segment of the program.

## **Next Steps**

The Diverse Youth Fellowship Program is currently underway and Urban Alliance on Race Relations is collaborating with City staff on the implementation of the enhanced workforce development model across all cohorts. Youth Fellows currently work remotely due to the COVID-19 pandemic. Key details about program cycles and enrolment are outlined in Attachment 1.

The Fellowship will continue supporting racialized youth from underrepresented communities to reach their career goals, free of barriers based on race, gender, and economic status, allowing them to meaningfully contribute to Toronto's strength, vitality and governance.

## **CONTACT**

---

Aina-Nia Grant, Director, Community Resources, Social Development, Finance and Administration, 416-392-8608, [Aina-Nia.Grant@toronto.ca](mailto:Aina-Nia.Grant@toronto.ca)

## **SIGNATURE**

---

Denise Andrea Campbell  
Executive Director, Social Development, Finance and Administration

## **ATTACHMENTS**

---

Attachment 1 - Inventory of City of Toronto Youth Fellowship Programs  
Attachment 2 - Enhanced Workforce Development Model