

**Year Three Progress Summary**

This document captures the Year Three (June 2020 to December 2021) actions from the Toronto Action Plan to Confront Anti-Black Racism. The Confronting Anti-Black Racism Unit worked with the City's Agencies, Boards, Commissions and Divisions to track, evaluate, and report out on the status of actions. The action statuses are divided into 5 major categories and are described below. The expected completion date for each action is divided into 3 categories and described below as well.

**Action Status Categories:**

<p><b><u>COMPLETE</u></b> Indicates that resources have been assigned and deployed, activities completed, outputs produced and desired short-term outcomes achieved.</p>	<p><b><u>IN-PROGRESS</u></b> Indicates that resources have been identified and deployed, activities are underway, resulting in some outputs and short-term outcomes.</p>	<p><b><u>PLANNING UNDERWAY</u></b> Indicates that resources may have been identified but not secured, activities may have been identified, but no outputs or short-term outcomes have been produced at the moment.</p>	<p><b><u>NOT-STARTED</u></b> Resources have not been identified, no activities started, no outputs or short-term outcomes.</p>	<p><b><u>REVISED</u></b> Indicates that this action has been merged with another, edited, or is not being pursued.</p>
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**Expected Completion Date Categories:**

<p><b><u>Completed in Reporting Year</u></b> Indicates that the action and activities (programs, services, or policy development) has been fully implemented.</p>	<p><b><u>Activities On-going</u></b> Indicates the action may have been implemented, but activities (programs, services, or policy development) and their outcomes are on-going.</p>	<p><b><u>Expected in Reporting Year</u></b> Indicates when the action and associated activities, (programs, services, or policy development) are expected to be completed.</p>
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Rec#	Year 3 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
<b>Priority 1: Continuing to Create Culture Change at the City</b>					
11.1	Engage diverse Black experts and community members to continue to inform recruitment and talent strategies with the aim to advance professional development, promotion, and leadership opportunities for employees of African Descent at the City of Toronto.	<ul style="list-style-type: none"> <li>• Toronto Transit Commission</li> <li>• Seniors Services and Long-Term Care</li> <li>• Social Development, Finance, &amp; Administration</li> <li>• Economic Development and Culture</li> <li>• Shelter, Support and Housing Administration</li> <li>• Toronto Public Library</li> <li>• People and Equity</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>• People and Equity Division worked with the Youth Development Unit to develop and deliver the Black Youth Career Development Program (BYCDP), in partnership with 13 divisions including the CABR Unit. BYCDP provides meaningful short term employment placements for vulnerable Black youth with the City of Toronto. The intent of the program was successful placement to future opportunities in the City as well as build a pipeline for Next Generation Talent within the City:               <ol style="list-style-type: none"> <li>1. 17 Black youth between the ages of 18-29 were selected and successfully completed the 12 week placements with multiple City Divisions;</li> <li>2. 2 professional development workshops were provided</li> <li>3. 82% of Black Youth who participated were successful in securing additional opportunities the City or City Lead initiatives.</li> </ol> </li> <li>• People and Equity Division to complete and launch the Inclusive Recruitment Playbook which is designed to enable the City of Toronto hiring managers and recruitment teams to advance workforce equity. This Playbook will have a dedicated section for Black Talent Recruitment and is designed as a resource to remove barriers in the City's recruitment process.</li> <li>• People and Equity Black Talent Specialist through community engagement participated in employment focused skills development workshops and networking events with Black focused organizations to promote the City of Toronto as employer of choice for Black talent; worked with employment focused community agencies to source and recruit Black talent.</li> </ul> <p>City of Toronto Black Talent Specialist hosted 20 coffee chats with Black talent in our efforts to provide more transparency regarding the City of Toronto hiring process and procedures.</p> <ul style="list-style-type: none"> <li>• 29 virtual events targeting Black communities hosted by the Toronto Transit Commission in partnership with Black community groups and City agencies such as Toronto Community Benefits Network (TCBN), Building Up, Toronto Community Housing to create pathways for Black job seeker, with specific focus on recruiting Black women, youth, post-secondary students and professionals in engineering, technology and the skilled trades:</li> </ul>

					<ul style="list-style-type: none"> <li>1. 58.2% of the TTC Connects Women as Transit Operators Event participants who opted to complete the survey identified as Black;</li> <li>2. Three (3) new partnerships were developed with Black-led and serving groups: Black Female Accountants Network, Youth Employment Services and Black Professionals in Tech Network</li> </ul> <ul style="list-style-type: none"> <li>• Shelter, Support, &amp; Housing Administration launched a Divisional Mentorship Program Pilot for 160 Black frontline staff. The goal of the pilot is to provide Black staff with greater awareness and exposure to other leadership opportunities within the division:             <ul style="list-style-type: none"> <li>1. 88% of participants would recommend the program</li> <li>2. 80% of Black staff who participated said that the program met their expectations for professional development</li> </ul> </li> <li>• Economic Development and Culture continuously determined interventions needed to embed Black voices, perspectives and priorities in programs through the creation of a Program Advisory Committee (PAC) convening Black leaders and key actors in business and culture. The EDC PAC continues to co-develop goals and targets with EDC, and had its inaugural meeting early in 2021.</li> <li>• Towards the end of 2020, Seniors Services and Long-Term Care administered a baseline staff survey to learn about staff views on and experiences of anti-Black racism. The results of the survey will inform future divisional initiatives to confront anti-Black racism. The survey had a divisional response rate of 53% which equals approximately 1700 staff.</li> <li>• SSLTC has the most diverse staff of any division in the City with 77% of staff self-identifying as women and 67% identifying as racialized. Inspired by the work of the Black Scientist Task Force on Vaccine Equity, SSLTC hosted a divisional webinar to address vaccine hesitancy and increase confidence in the vaccine amongst Black staff. The webinar included a panel of Black leaders from across the division and organization. They shared the science behind the vaccine, acknowledged the historical reasons for mistrust in vaccines and shared personal stories of why they decided to get vaccinated.</li> </ul>
11.2 & 16.5	Continue to deliver a comprehensive, mandatory learning program for City staff from frontline to leadership levels, leveraging the	<ul style="list-style-type: none"> <li>• Toronto Transit Commission</li> <li>• Toronto Public Library</li> <li>• People and Equity</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>• The Confronting Anti-Black Racism Unit launched its Multi-Sectorial Anti-Black Racism Consultation Support Services (MSABRCSS) to respond to the rise in awareness and willingness to address Anti-Black Racism through analysis, training and learning opportunities, following the 2020 Black Lives Matter global</li> </ul>

	<p>expertise of Black subject matter experts and embedding capacity within organizations.</p>	<ul style="list-style-type: none"> <li>Seniors Services and Long-Term Care</li> </ul>			<p>uprisings. The service offers consultative services and training offerings to City agencies or other bodies external to the City of Toronto.</p> <ul style="list-style-type: none"> <li>As part of delivery of a comprehensive Confronting Anti-Black Racism Corporate Learning program, the following key outcomes and outputs were delivered:             <ol style="list-style-type: none"> <li>Over 50% of City staff have trained since the implementation of the Action Plan.</li> <li>In Year Three, 9,294 City staff, agencies and external organizations received CABR Corporate Training.</li> <li>Over 2000 City staff participated in number of CABR-led learning opportunities in addition to mandated training.</li> <li>82% said they have a deeper knowledge of the Toronto Action Plan to Confront Anti-Black Racism and its relation to their work</li> <li>90 % said they have an increased understanding of the history of Black populations in Toronto and Canada</li> <li>96% said they now have a common definition and recognition of the manifestations of Anti-Black Racism in Canada</li> <li>74% said they feel more competent in understanding and applying the Anti-Black Racism Analysis Tool</li> </ol> </li> <li>90% of the Toronto Public Library management completed the mandatory CABR Anti-Black Racism training, including Managers and Directors. In addition, 160 library staff completed the training, including new hires, lateral hires and administrative staff.</li> <li>2,911 Toronto Transit Commission supervisory staff, Talent Management, Special Constables and Fair Inspectors have received anti-Black racism training program.</li> <li>335 People and Equity staff completed the mandatory training, including directors, managers and frontline staff.</li> <li>A total of 242 Senior Services and Long-Term Care staff have completed the mandatory training, 76 of which completed it in 2021. 92.5% of all SSLTC management staff have completed the training. Divisional CABR table members consisting of both management and front-line staff have also completed training.</li> </ul>
20	<p>Make city spaces more accessible and welcoming to Black Torontonians through reviews of City consultation processes and public space and street naming review.</p>	<ul style="list-style-type: none"> <li>City Manager's Office</li> <li>Economic Development and Culture</li> </ul>	IN-PROGRESS	Activities On-going to Year 4	<ul style="list-style-type: none"> <li>As a part making spaces more accessible and inclusive of Black Torontonians, City Council through the Recognition Renaming Review Project, approved the Renaming of Dundas Street and the initiation of a public engagement process to seek feedback on the City of Toronto Draft Commemorative Principles in July</li> </ul>

					<p>2021, which is led by Economic Development and Culture and supported by the City Manager's Office.</p> <ul style="list-style-type: none"> <li>• In October 2021, a Community Advisory Committee of 25 members was selected to provide advice on the naming process; engagement strategies related to both naming and the commemorative principles; and recommending a preferred new name to be included in a report to City Council in Spring 2022.</li> <li>• The Committee is made up of Black and Indigenous Community Leaders, other diverse community members living and working along Dundas Street, including representations of Business Improvement Areas and Resident Association representatives.</li> <li>• In Spring 2022, City staff will work with Monumental Projects, a firm specializing in engaging Black, Indigenous and equity-deserving groups, on public engagement on the commemorative principles, including a virtual town hall and panel discussion, community conversation circles, and arts-based engagement.</li> <li>• The City Manager's Office (CMO) began its 18-month audit and review of the City's public engagement (consultation) processes and strategy to enhance awareness and opportunities for the public, particularly Black and other equity-deserving individuals and groups, to participate in City decision-making. This work will continue through 2022 and conclude with a report to Council in Q1 2023.</li> </ul>
<p>6.3, 6.4, 10.5 11.3</p>	<p>Promote the institutionalization and support for disaggregated race based data collection through the creation of strategies, public awareness initiatives, and corporate strategies</p>	<ul style="list-style-type: none"> <li>• Social Development, Finance, and Administration</li> <li>• Shelter, Support and Housing Administration</li> <li>• City Manager's Office</li> </ul>	<p>IN-PROGRESS</p>	<p>Activities On-going to Year 5</p>	<ul style="list-style-type: none"> <li>• The City partnered with the United Way of Greater Toronto, and the Toronto Central Local Health Integration Network to work with 11 jointly funded agencies to pilot the collection of social identity data using a tool the City's Data for Equity Team developed. The work was supported by a consultant who led the training and data collection. The pilot was disrupted by COVID, only 7 organizations were able to gather and analyze the data gathered from 233 service users. The project generated significant learnings on: fine tuning the data collection tool, the importance of utilizing a change management process throughout the organization so that there is understanding and buy-in from the front line staff collecting the data and making sure the agency reports and uses the results of the data collected to support participation of service users.</li> <li>• Addressing anti-Black racism is a key priority in Shelter, Support and Housing Administration's (SSHA) Homelessness Solutions Service Plan, adopted by council November 9, 2021. SSHA has created and staffed a Business Analyst position specifically to support the use of race-based data in the division's work to confront anti-Black racism and is preparing a policy that will support prioritization</li> </ul>

					<p>for housing once system-wide race-based is available, which is expected to be rolled out in March 2022.</p> <ul style="list-style-type: none"> <li>• Toronto Transit Commission launched a new workforce demographic survey to include the collection and use of disaggregated race-based data to inform recruitment and promotion processes.</li> <li>• The City Manager's Office is facilitating a cross-corporate "insights strategy" to enhance the ways in which data and public engagement information support decision making. This work will identify the role(s) that the CMO can best play in advancing the Data for Equity Strategy and may help with advocacy and coordination with funders. The CMO will work with CABR Unit to continue to inform this work. Pandemic response and staff redeployment has delayed the work, but activities will resume in 2022.</li> </ul>
<b>Priority 2: Community Capacity Building</b>					
21.3 & 21.4	Enhance supports to the Black arts and culture sector through increase investments in Black festivals. This includes promoting and preserving Black cultural heritage, while conducting targeted outreach to Black communities.	<ul style="list-style-type: none"> <li>• Economic Development and Culture</li> <li>• Toronto Public Library</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>• An initial investment of \$500,000 through the Toronto Arts Council inaugural Black Arts Program which launched in July 2021. The Black Arts Program is a funding initiative created to support non-profit Toronto Black Arts organizations seeking support with operating expenses, as well as Black artists, art workers and collectives. In 2020, the TAC provided a total of \$1.5M to Black artists and Black-led arts organizations through their existing operating and project grants. Beginning in 2021, the TAC's earmarked an additional \$500,000 to the Black Arts Program annually.</li> <li>• City Council approved support for a new cultural centre through a long term lease agreement between Different Booklist.</li> <li>• As the public face of the Strategy, ArtworxTO: Toronto's Year of Public Art 2021-22 has translated this commitment into significant investment. As of October 2021, of ArtworxTO's \$4.4 million budget for artists, a total of \$ 1.8 million or 41% was provided to Black-led or Black-centered projects .</li> <li>• The Cultural Hotspots remains an ongoing priority for Economic Development and Culture. The Cultural Hotspot (CHS) program continued to develop a grassroots outreach plan to implement the 2022 CHS hyper local focused program in Little Jamaica (LJ) and Golden Mile (GM), by working with key community leaders, the Confronting Anti-Black Racism Unit, the Little Jamaica interdivisional team; launching virtual community consultations that invite local community stakeholders/rights holders to community consultations and information sessions</li> </ul>

					<p>on program and granting opportunities. Staff also offered added support to applicants throughout application process.</p> <ul style="list-style-type: none"> <li>Toronto Public Library (TPL) has increased focus on developing targeted initiatives and programming that promotes and preserves Black heritage and culture to better engage Black Communities. TPL conducted a service audit for TPL programs and services, specifically focused on enhancing programming and services. Recommendations provided to further expand and develop these services and provided a baseline of activities for TPL to build from, targeted consultations with Black communities will occur in 2022.</li> </ul>
2	Meeting the specific needs of Black queer and trans youth through intentionally designed outreach initiatives and housing supports	<ul style="list-style-type: none"> <li>Children's Services</li> <li>Shelter Support &amp; Housing Administration Parks, Forestry, &amp; Recreation</li> <li>Social Development, Finance and Administration</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>Children's Services developed and launched EarlyON Learning Materials for 2SLGBTQ+ children and families. These materials incorporated feedback and perspectives from Black children and families, who were engaged throughout the development of these materials. Other partners that were consulted include: Children's Services external 2SLGBTQ Advisory Group; the Toronto Early Learning and Child Care Services' CABR Working Group, and members of Toronto Children's Services CABR Strategic Advisory Circle.</li> <li>The City provided a second year of funding to the Black Coalition for AIDS Prevention (BlackCAP) to deliver the African, Caribbean and Black (ACB) Queer and Trans Youth Pilot Program to address the specific needs of this population group, creating more inclusive spaces and increasing access to services. Despite staffing challenges and delays related to COVID-19, the peer leadership training curriculum was developed, a Queer and Trans needs assessment survey was completed, and 8 African, Caribbean and Black (ACB) Queer and Trans youth facilitators and peer navigators were recruited and trained.</li> <li>Parks, Forestry and Recreation continues to expand partnerships to meet the needs of Black Queer and Trans Youth:             <ol style="list-style-type: none"> <li>Expansion the Drag Masterclass the program provides free, accessible training in Drag Arts to 2SLGBTQ+ youth facing barriers in Toronto.13 Black youth participated in the program</li> <li>Partnerships with the 519, Making it Real, Toronto Kiki Ballroom, PFlag, Triangle School have been developed to strengthen outreach with Black queer and trans youth.</li> </ol> </li> </ul>
7.1	Improve youth recreation spaces in new community centres and renovation projects in neighbourhoods with high proportions of Black youth.	<ul style="list-style-type: none"> <li>Parks, Forestry, &amp; Recreation</li> </ul>	IN-PROGRESS	Activities On-going into Year 4	<ul style="list-style-type: none"> <li>Parks, Forestry and Recreation opened 20 new Enhanced Youth Spaces and Youth Hubs, many in neighbourhoods with high proportions of Black residents. A collaborative process, emphasizing the needs of equity-deserving and Black youth was used to guide the expansion of new enhanced youth spaces. This included a neighbourhood assessment process with input from the City's Youth Space</li> </ul>

					<p>Advisory Committee. The expansions of Enhanced Youth Spaces and Youth Hubs provides better access to City spaces and has increased the total number of youth spaces in City of Toronto, PFR facilities and partner-agency facilities to 43.</p> <ul style="list-style-type: none"> <li>• Parks, Forestry and Recreation developed a reference guide for designing inclusive spaces in new and renovated facilities, with a focus on for equity-deserving groups. The guide describes how youth and community members should be co-designers and collaborators on the design and renovation process. Implementation and evaluation will occur in 2022 and following years.</li> <li>• Parks, Forestry and Recreation developed a Black Community Accountability Circle for Centennial Park, to understand, identify and address concerns raised by Black residents that live in the Centennial Park area. As Centennial Park is located in a community that is densely populated with Black Torontonians, it is important to engage the voices of Black community members within the parks redevelopment process in order to not repeat the historical practise of Black exclusion. In particular, Parks Development and Capital Projects will focus on expanding the use of Accountability Circles and other mechanisms to directly engage Black communities in its work, and has hired an equity lead for its engagement team to help advance this work. The Black Community Accountability Circle includes youth, representative from Etobicoke art institutions, seniors and representatives from faith-based and service providing organizations.</li> </ul>
5	<p>Enhance quality and effectiveness of health and community services for Black Torontonians through creation of new Black organization focused funding frameworks.</p>	<ul style="list-style-type: none"> <li>• Social Development, Finance, and Administration</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>• The Confronting Anti-Black Racism and Community Funding Units' have completed phase one of the development of the Black-Mandated Funding Framework, which is being co-designed and co-developed with Black community sector leaders. The project has been disrupted by COVID-19, however the City has been able to launch the Black-Mandated Funding Framework Pilot targeted to support Black-mandated emerging and grassroots organizations amounting to a total investment \$625,000. The pilot will be evaluated and inform the development of the framework as the City begins phase 2. An additional \$509,000 for the Framework was approved in the 2022 City Council budget. The final framework is expected to be completed in Q1 2023.</li> <li>• The City administered the third round of the TO Supports Investment Fund, prioritizing funding to Black-mandated groups and organizations working to address the urgent and unmet needs of Black Torontonians.             <ol style="list-style-type: none"> <li>1. \$1M of \$3.1M was provided to support Black-mandated organizations in the TO Supports priority areas of food access, mental health, and social connections</li> </ol> </li> </ul>



Rec#	Year 3 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
<b>Priority 3: Community Safety, Wellbeing, and Alternatives to Policing</b>					
18.2 & 16	Implement measures to stop racial profiling and over-policing of Black Torontonians through the development and implementation of new alternative models. This will advance models of policing that focus on community engagement, including the implementation of community-led safety initiatives and increased investments in Black communities.	<ul style="list-style-type: none"> <li>• Social Development Finance and Administration</li> <li>• Toronto Police Services</li> <li>• Toronto Transit Commission</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>• Social Development, Finance and Administration established the Policing Reform Unit to work towards 36 City Council directions to support policing reform. Through the Policing Reform Unit the Toronto Community Crisis Support Service was developed. Through partnerships with Community Anchor Partners with the experience, skills, and expertise in using anti – racist, anti – oppressive and culturally safe approaches to address the needs of people experiencing mental health challenges and will work to address some of the service barriers Black and Indigenous communities face. The selection of the Anchor partners aligns with the Institutional level of the Ubuntu framework as the partners will cultivate new cultures within their organizations to responding to residents within the city. Key outcomes include:               <ol style="list-style-type: none"> <li>1. Development of 4 partnerships with service-delivery partners such as TAIBU Community Health Centre, who was selected as the Northeast Anchor Partner. TAIBU has a proven track record of providing Afrocentric models of Black health and well – being, in addition to providing multidisciplinary supports and culturally responsive referrals.</li> </ol> </li> <li>• Future engagement opportunities will provide Black communities further opportunities to inform and guide the delivery of the Toronto Community Crisis Service pilots.</li> <li>• Toronto Police Services (TPS) continues to work with Social Development, Finance and Administration to advance the Action Plan:               <ol style="list-style-type: none"> <li>1. In response to Action 16.1 carding has been eliminated as a policing practice in 2017 as a result of Ontario Regulation 58/16. All officers were trained on the new legislation. Phase 1 of the Know Your Rights campaign explained the steps taken to eliminate carding as a policing practice and regulate street checks. Access to historical carding data continues to be highly restricted under the Service’s procedure 04-14 (Regulated Interactions). Internal consultations and discussions are ongoing regarding direction on the retention of this data.</li> <li>2. TPS continues to work with the CABR Unit to review police use of force protocol through an anti-Black Racism lens in response to</li> </ol> </li> </ul>

					<p>Action 16.3. The project working group has established a framework to apply an anti-racism lens to Service Governance and have completed a review of Chapter 1 of TPS Procedures. Next steps include reviewing the framework with the CABR Unit and incorporating the framework into the Governance procedure review cycle.</p> <p>3. In response to Actions 16.4 and 16.5, a Fair and Unbiased Training Curriculum framework in was drafted in consultation with subject matter experts, community representatives with lived experience and advisory panels to address Training will be mandatory for existing and new Service members, with a suite of eLearning modules developed for mandatory refresher training every 2 years on; while, anti-Black racism training has been made a permanent component of the In Service Training Program.</p> <ul style="list-style-type: none"> <li>• As a response to Action 16.5, working with the Confronting Anti-Black Racism Unit, the Toronto Transit Commission (TTC) completed the roll out of anti-Black racism training to Fare Inspectors and Special Constables. The TTC began expert and community consultations on the TTC's Interim Use of Force and Use of Discretion Policies, supported by expert consultants Dr. Scott Wortley and Dr. Akwasi Owusu-Bempah. Consultations and draft of policies expected to be completed in Q2 2022. Preliminary draft of In-Car Camera, Body Worn Camera, Data Equity policies in progress.</li> <li>• The TTC launched its new Fare Inspector and Special Constable Complaints (FISCC) Office in June, 2021 as part of TTC's commitment to Embracing Diversity. The FISCC Office reports to the inaugural Chief Diversity and Culture Officer under TTC's Human Rights and Investigations Department, ensuring complaints are addressed through a Human Rights lens. The FISCC Office's public complaints procedures underwent extensive stakeholder review including the City's CABR unit and Indigenous Affairs Office, Ontario Human Rights Commission and Ombudsman Toronto Office.</li> </ul>
<b>Priority 4: Black Community Resilience</b>					
8	Work collaboratively with Black communities to improve food access for Black Torontonians with low income through food sovereignty initiatives	<ul style="list-style-type: none"> <li>• Social Development, Finance, and Administration</li> <li>• Toronto Public Health</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>• In October 2021, City Council approved Toronto's Black Food Sovereignty Plan, a Confronting Anti-Black Racism Unit interdivisional strategy working to address the issue of Black food insecurity. With a total of 45 actions over 5 years, the Plan and was developed in consultation with more than 200 Black residents, Black-serving</li> </ul>

					<p>food organizations and nine City Divisions. Projects funded in Year Three include the development of three community policy papers to inform community priorities for Black Food Sovereignty and a youth food sovereignty research documentary.</p> <ul style="list-style-type: none"> <li>• Food-related activities originally housed under Toronto Public Health have been moved under the administration of Social Development, Finance and Administration's Poverty Reduction Strategy Office.</li> </ul>
10	<p>Improve shelter and housing conditions for Black residents through the creation of corporate anti-Black racism plans and collaboration with community partners to address gentrification and Black displacement.</p>	<ul style="list-style-type: none"> <li>• Toronto Community Housing Corporation</li> <li>• Social Development, Finance, and Administration</li> <li>• Shelter, Support, and Housing Administration</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>• The Growing in Place initiative, which seeks to address the gentrification and displacement of Black communities continues to move forward in spite of delays due to COVID-19. The CABR Unit is currently working with the interdivisional teams – Economic Development and Culture and City Planning - on both the Little Jamaica and Jane and Finch Initiatives. The CABR Unit continues as an integral member of the Little Jamaica Interdivisional Team and has worked to ensure all staff supporting this initiative participated in mandatory anti-Black racism training to ensure staff could proactively embed an Anti-Black Racism Lens to all aspects of their work, while the Jane Finch Initiative will build on the Growing in Place Framework.</li> <li>• Housing initiatives have continued to move forward despite the impact of COVID-19. Shelter, Support and Housing Administration (SSHA) with the support of the Confronting Anti-Black Racism Unit and many other divisions, continues to advance the following:             <ol style="list-style-type: none"> <li>1. Race-based data collection, specifically related to action 10.6 and 10.7, SSHA will begin to collect system-wide race-based data. SSHA has created and staffed a Business Analyst to support the use of race-based data in the divisions work;</li> <li>2. Application of an Anti-Black Racism lens to existing shelter standards and the Eviction Prevention framework in response to actions 10.2. SSHA will begin with the procurement of a facilitator engage in consultation with Black service user belonging to key sub-populations: Women, 2SLGBTQ+ youth and families.</li> <li>3. SSHA is currently completing Technical Guidelines review to be published mid-2022. This review will assist in helping to define space for Black shelter users including Black queer youth. Collaborating with action item lead for 10.2 and 10.6 to add conversation about defining safe space to consultation process. Consultation process will begin Q1 2022.</li> <li>4. In reviewing recommendations, actions 10.1, 10.7 and 10.8 have been shifted from SSHA to the Housing Secretariat.</li> </ol> </li> </ul>

					<ul style="list-style-type: none"> <li>In February 2021, Toronto Community Housing Corporation (TCHC) developed the TCHC Confronting Anti-Black Racism Strategy and an 8-Point Plan to systemically address anti-Black racism within the context of social housing. Over 600 TCHC tenants and staff participated in the development of the strategy, to directly address the roots of anti-Black racism for TCHC both as an employer and as a social housing provider. Key outcomes of this include:             <ol style="list-style-type: none"> <li>The creation Centre for Advancing the Interests of Black People in December 2021, where TCHC provided a 3-year, multi-million dollar investment to launch the Centre to lead in the execution of the TCHC CABR Strategy to transform the experiences of Black tenants and staff.</li> <li>Hiring of nine (9) full time employees to support the Centre. TCHC procured Support and Growth as an alternative Employee and Family Assistane Program program to provide culturally responsive and trauma informed praxis for Black Staff.</li> </ol> </li> </ul>
4 & 22.2	Improve the quality and availability of City programmed community mental health services for Black Torontonians through community partnership and Black mental health awareness.	<ul style="list-style-type: none"> <li>Social Development, Finance, and Administration</li> <li>Toronto Public Health</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>Due to the COVID-19 pandemic, a number to Toronto Public Health (TPH) actions have been paused. In response to COVID-19, TPH worked with partners, including SDFA to tailor its COVID-19 response efforts to the unique experiences and needs of equity-deserving groups, including Black Torontonians.</li> <li>The City allocated \$293,000 to six Black-mandated agencies through its TO Supports: COVID-19 Equity Action Plan, and \$670,000 to eleven Black-mandated agencies through its Mental Health Support Strategy, to provide culturally-responsive and appropriate mental health supports to Black Torontonians</li> <li>As a part of Action 22.2, the Confronting Anti-Black Racism Unit in partnership with TAIBU Community Health Centre, launched Black Mental Health Week 2021 building on the success of Black Mental Day, originally proclaimed by the City in 2019:             <ol style="list-style-type: none"> <li>The CABR Unit partnered with 10 Black-mandated groups and organizations who animated spaces across the City.</li> <li>\$50,000 invested to support Black community initiatives.</li> </ol> </li> </ul>
15	Support Black-owned businesses to better recover from COVID-19, compete and thrive in Toronto as part of the City programs in including Digital Main Street and Social Procurement Programs.	<ul style="list-style-type: none"> <li>Economic Development and Culture</li> <li>Toronto Transit Commission</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>Economic, Development and Culture will advance specific projects aligned with Action 15, key outcomes include:             <ol style="list-style-type: none"> <li>Development of the Councillor Fillion design and launch a Section 37 funded square foot Food Hall. As part of this project, staff assisted with the selection of vendors for the Food Hall, developing</li> </ol> </li> </ul>

		<ul style="list-style-type: none"> <li>• Social Development, Finance, and Administration</li> </ul>			<p>a training program that will employ at-risk youth who can for the food service industry , and will support the Black Food Sovereignty Plan by developing and incorporating diversity requirements into the third party operator's agreement.</p> <ul style="list-style-type: none"> <li>• The Toronto Transit Commission is in the process of developing of a Procurement Equity Policy to ensure inclusive RFP process that prioritizes racial equity and addressing anti-Black racism while improving and eliminating barriers to conducting business with the TTC. The TTC continues to support the City's initiatives including efforts to develop a supplier base that can provide economic development outcomes for Black communities in collaboration with the CABR Unit.</li> <li>• Through the City's AnchorTO Network, the Poverty Reduction Strategy Office in collaboration with the Confronting Anti-Black Racism Unit is currently leading market research and analysis to better map the Black-led business landscape, developing enhanced support resources for Black-led and other diverse vendors and institutions, and developing an online business hub to support and increase purchasing of anchor institutions from diverse businesses and social enterprises with a specific focus on Black-owned businesses. AnchorTO has designed and is implementing a stakeholder-informed resource co-development process to support Black-owned businesses to further engage and participate in social procurement activities with anchor institutions including the City of Toronto. Key outcomes from this process:             <ol style="list-style-type: none"> <li>1. Stakeholder engagement with groups including Mayor's Roundtable on Black Business, the Black Business Professionals Association and the Canadian Back Chamber of Commerce.</li> <li>2. Partnership with a Black-led community organization Social Economy through Social Inclusion (SETSI) to lead market analysis and Black-owned business resource development activities.</li> </ol> </li> </ul>
13.2	Enhance the quality of targeted employment and skills development programs in community hubs and Black-focused organizations and Black focused employment agencies.	<ul style="list-style-type: none"> <li>• Parks, Forestry, and Recreation</li> <li>• People and Equity</li> <li>• Toronto Transit Commission</li> <li>• Social Development, Finance, and Administration</li> <li>• People and Equity</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>• Through Social Development, Finance and Administration, the Youth Employment Partnerships (YEP) Network developed and delivered through the Summer Front-line Workers Series in partnership with Black Youth Jobs a workshop that focused specifically on Toronto supports and employment opportunities for Black youth between the ages of 16-29. Over 140 frontline staff from both City of Toronto and Youth Focused Employment Partners in the sessions. Presentation partners included:             <ol style="list-style-type: none"> <li>1. Black Youth Jobs</li> <li>2. Youth Employment Services (YES) BizStart Entrepreneurship program</li> </ol> </li> </ul>

		<ul style="list-style-type: none"> <li>Toronto Employment and Social Services</li> </ul>			<ol style="list-style-type: none"> <li>3. Black Coalition for AIDS Prevention (Black CAP)</li> <li>4. Arab Community Centre of Toronto</li> <li>5. Toronto Community Benefits Network – Next Gen Builders</li> </ol> <ul style="list-style-type: none"> <li>• People and Equity's Diversity and Inclusion Unit is in charge of the City of Toronto Social media platforms and online branding, given the City's commitment to workforce equity and increased representation of Black Talent across Toronto Public Service, the Diversity &amp; Inclusion Unit continues efforts to position the City as an employer of Choice for Black folks by strengthening representation in roles that are posted all City employment social media platforms.</li> <li>• People and Equity Black Talent Specialist through community engagement participated in employment focused skills development workshops and networking events with Black focused organizations to promote the City of Toronto as employer of choice for Black talent; worked with employment focused community agencies to source and recruit Black talent.</li> <li>• Development of the Recreation Worker Outreach Plan to Support Black Youth Hiring by Parks, Forestry and Recreation in partnership with the Confronting Anti-Black Racism Unit, Toronto Employment and Social Services, Social Development, Finance and Administration, Toronto Community Housing Corporation, to enhance Black youths access to supports and tools to navigate City hiring process or pre-requisite certifications for employment in recreation:             <ol style="list-style-type: none"> <li>1. To date, there have been 34 employment information and employment readiness workshops delivered largely by Parks, Forestry and Recreation's 31 Youth Outreach Workers and Youth Recreation Programmers to a combined 1,012 youth primarily between the ages 14-18.</li> <li>2. These sessions have been directed to reach Black and marginalized youth and are designed to inform youth on the variety of jobs that are available, the qualifications required, how to apply, and to provide support with resume writing and interview preparation. 100 Black youth completed the employment readiness program.</li> <li>3. Due to COVID-19, the hiring of Recreation workers was scaled back as required certifications such as first aid was not able to be completed by youth. 23 youth were employed as Recreation Workers.</li> </ol> </li> <li>• The City launched Oakwood &amp; Vaughn Youth Space in September 2021 to support the increase in Black youth employment and training focused on</li> </ul>
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					<p>employment and training for youth participants, specifically Black youth as the space is located in Little Jamaica:</p> <ol style="list-style-type: none"> <li>1. 200 participants in Black Youth Leadership Program;</li> <li>2. 47 youth in Elevate and B-You program, 65 active youth from Oakwood &amp; Vaughn, in various programs including: counselling, case-management, youth justice, education and employment;</li> <li>3. 3 youth interning with local Business Improvement Area</li> </ol>
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**DIVISION-LED ACTIVITIES**

Rec#	Year3 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
<b>Divisional-led Work Plan Actions – Year Three</b>					
1.2	Increase supply and variety of culturally appropriate before and after school programs with clear learning objectives, including STEAM (science, technology, engineering, arts and math) programs	Children's Services	IN-PROGRESS	Activities On-going to Year 5	<ul style="list-style-type: none"> <li>• Children's Services, Toronto Early Learning &amp; Child Care Services (TELCCS) has implemented a number of practices to support culturally safe and appropriate programming for Black children (i.e. updates to the use of terms endearment, etc.). This work will continue in 2022. The TELCCS also established a CABR Working group to operationalize and implement CABR activities within its programs.</li> <li>• Children's Services obtained feedback on the EarlyON Operating and Program Standards from Black Leaders and families. The feedback received will be used to inform the Guide Book on Standards of Practice for the sector. Through Children's Services, 478 Black families were engaged in 2019, as part of a service planning exercise. The vast majority of Black families that were engaged, completed a survey (408 respondents identified as Black (African, Afro-Caribbean, African-Canadian descent). 70 parents participated in pop-up engagements. There were 15 Black Leaders that took part in our engagement with Black Sector Leaders in EarlyON.</li> <li>• Children's Services has also begun the Every Child Belongs (ECB) Review of Services for Black Children and Families. Preliminary insights from service planning engagements in 2019, found that Black families and families with a child with extra support needs were the least likely to feel that programs were culturally reflective. The review was launched to identify opportunities to better support Black children with extra support needs.</li> </ul>

Rec#	Year3 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
<b>Divisional-led Work Plan Actions – Year Three</b>					
1.3	Support effective Black youth leadership programs, including rites of passage, civic community leadership.	<ul style="list-style-type: none"> <li>Social Development, Finance and Administration</li> </ul>	COMPLETE	Activities On-going	<p>The City provided a third year of funding for Black Youth Leadership grants to the following groups:</p> <ul style="list-style-type: none"> <li>\$52,000 to CEE Centre for Young Black Professionals for delivery of the CEE Leaders program</li> <li>\$54,000 to Harriet Tubman Community Organization for delivery of the NICHE program</li> <li>\$174,988 to Delta Family Resource Centre for the Olori program</li> </ul> <p>CEE Leaders engaged 10 Black youth aged 18-29 in a skills training program. These 10 youth then mentored 90 middle and high school youth between the ages of 11 and 17</p> <ul style="list-style-type: none"> <li>Harriet Tubman Community Organization engaged 109 Black youth in a series of 9 workshops via two intakes of the NICHE program, a 4-day certificate training program for young Black frontline professionals aged 18-30</li> <li>After COVID-related delays, the Olori project was restarted in the summer and has hired a mental health navigator to build relationships with youth on health issues and is working on a formalized evaluation framework. Youth councils have begun to meet again</li> </ul>
1.4	Increase hiring of Black Torontonians and partnerships with diverse Black communities to ensure that children and youth programs reflect the diversity of the communities they serve	<ul style="list-style-type: none"> <li>Children's Service</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>Children's Services is working to facilitate partnerships with Black-mandated organizations. The Toronto Children and Family Network (TCFN) secured two Black External Consultants to support the Network with establishing partnership with B3 organizations and increasing the Network's membership to include Black-mandated organizations.</li> </ul>
6.2	Develop and implement an outreach initiative to recruit and support diverse Black Torontonians for leadership and governance roles in health and community organizations	<ul style="list-style-type: none"> <li>Social Development, Finance, &amp; Administration</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>TAIBU Community Health Centre in partnership with Boys and Girls Club of Scarborough, Alpha Kappa Alpha Toronto Chapter and the University of Toronto Scarborough engaged 32 youth in 42 governance training sessions and 63 board members in 14 board training sessions. Additionally, 17 members of the Black community were trained on governance and leadership development, 8 mainstream organizations were trained in anti-Black racism and 5 grassroots community-based organizations participated in one-on-one intensive mentorship and coaching sessions.</li> </ul>



Rec#	Year3 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
<b>Divisional-led Work Plan Actions – Year Three</b>					
					<ul style="list-style-type: none"> <li>CEE Centre for Young Professionals distributed a bi-weekly bulletin of sector news to 200 Black-mandated groups and organizations; facilitated 9 learning labs on topics such as grant writing, evaluation and program design; and forged connections with the Black Resilience Cluster for learning lab opportunities.</li> </ul>
11.1	Outreach to, recruit and hire diverse Black people to increase the number and retention of employees of African descent at the City of Toronto	<ul style="list-style-type: none"> <li>Children's Services</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>Children's Services created the Client Services Special Program for Indigenous, Black and racialized staff. This program was created in direct response to feedback received from staff – including Black staff – and a review of the existing development programs, which revealed that Indigenous, Black and racialized staff were underrepresented within Client Services' management team, and within development programs. 19 applications were received from Indigenous, Black and racialized staff within Client Services. Of the 19 received, 12 staff were successful, 7 of whom identified as Black.</li> </ul>
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	<ul style="list-style-type: none"> <li>Toronto Employment and Social Services</li> <li>Economic Development and Culture</li> <li>Toronto Public Library</li> <li>Social Development, Finance and Administration</li> <li>Technology Services</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>Social Development, Finance and Administration, Toronto Public Library and Technology Services were involved in the Digital Canopy Wi-Fi Program, partnering with CEE Centre for Young Black Professionals, George Brown College and CISCO to provide training and support to 10 Black youth looking to gain experience in the IT industry. Some youth obtained employment after completed the program including one member securing a job as an IT Support Staff at CMHA and another member securing a Technical Trainee position with the City of Toronto.</li> <li>Social Development, Finance and Administration's implemented two System Navigators within the North-West Justice Centre – one area of focus for referrals is increasing participant employment outcomes through referrals and case-management.</li> <li>Toronto Employment and Social Services (TESS) supported recruitment and outreach to OW clients, including racialized youth to participate in SDFA organized Employment Connections job fairs and events. TESS allocated 122 seats for racialized youth 18-29 in receipt of Ontario Works across 6 Purchase of Employment Service (POES) and WRAP Around Life Stabilization Support (or WRAP) programs. These programs are delivered by community based providers, including POV Film, CEE Centre for Young Black Professionals, the Boys &amp; Girls Club of East Scarborough and the Yonge Street Mission, and focus on pre-employment and life stability support as well as skill training in a variety of sectors including media arts, IT and hospitality. With the support of TESS</li> </ul>

Rec#	Year3 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
<b>Divisional-led Work Plan Actions – Year Three</b>					
					<p>caseworker referrals a total of 102 POES/WRAP seats were filled. For the e-trades pilot, a total of 8 seats were filled, providing clients with an opportunity for in-class training and access to networks in the industry that will support placement and future employment opportunities.</p> <ul style="list-style-type: none"> <li>Economic Development and Culture and Toronto Employment and Social Services are working with Toronto's Film Television and Digital Media Office and CEE Centre for Young Black Professionals to support an Entertainment Trades related pilot (e-trades) targeting Black youth and Indigenous Toronto residents to access soft skill training coupled with industry training on films sets followed by paid placements by either the union or the production</li> </ul>
17.1	Mandate the collection and public reporting of race-based data for greater transparency	<ul style="list-style-type: none"> <li>Toronto Police Service</li> <li>Toronto Transit Commission</li> </ul>	IN-PROGRESS	Activities On-going	<ul style="list-style-type: none"> <li>The Toronto Transit Commission (TTC) draft equity and reporting (race based data collection) Policy for Fare Inspectors and Special Constables in progress expected to be completed in Q4 2022. Expert stakeholder and community consultations to be completed in 2022. The TTC will also develop training on data equity and reporting by Fare Inspectors and Special Constables.</li> </ul>
19.1	Outreach, recruit and appoint diverse people of African descent to City agencies, boards and commissions	<ul style="list-style-type: none"> <li>City Clerk's</li> </ul>	IN-PROGRESS	Completed in reporting year	<ul style="list-style-type: none"> <li>The City of Toronto launched the first Confronting Anti-Black Racism Advisory Committee, which provides expert advice to City Council on strategic and emerging issues to ensure City policies, programs and initiative adequately serve and support people of African descent:               <ul style="list-style-type: none"> <li>The Advisory is composed of 14 public members</li> </ul> </li> </ul>
19.5	Advertise the City's complaint processes in communities of African Descent	<ul style="list-style-type: none"> <li>Deputy City Manager, Corporate Services</li> <li>Social Development, Finance and Administration</li> </ul>	IN-PROGRESS	Exepected in Year 4	<ul style="list-style-type: none"> <li>The Deputy City Manager's Office is working with the ArtWorksTO program to develop a social media campaign to connect Black communities to the current complaints process while we work towards larger improvements in the process. The ArtworksTO Program provides youth media artists who are IBIPOC and/or 2SLGBTQ+ a paid contract with the City to complete a media arts project through a request for proposals process. A team of IBIPOC youth with professional experience were hired through the ArtworksTO program to develop the advertisements &amp; strategy, and the scripts have gone through 3 rounds of edits this year. We are currently in the final round of edits, with aim to begin production soon. The aim is to launch the social media campaign in Q2 2022 in partnership with 311.</li> </ul>

Rec#	Year3 Key Deliverables	City Leads	Status	Expected Completion Date	Key Outputs and Short-term Outcomes
<b>Divisional-led Work Plan Actions – Year Three</b>					
20.2	Conduct an audit using an Anti-Black Racism Analysis to evaluate City spaces and programs	<ul style="list-style-type: none"> <li>Toronto Public Library</li> <li>Children's Services</li> </ul>	IN-PROGRESS	Expected in Year 4	<ul style="list-style-type: none"> <li>Manager of Accessibility was hired in 2021 at Toronto Public Library to lead this work along with Transformational Projects support and an Advisory group has been struck internally.</li> <li>Through Children's Services, Toronto Early Learning and Child Care Services worked with an ArtworksTO participant to design a logo that would signal safety and inclusivity for Black, Indigenous, and queer families accessing child care through the City's directly-operated child care centres. Consultation sessions were held with staff, members of Toronto Children's Services CABR Strategic Advisory Circle, the CABR Unit and the Indigenous Affairs Office (IAO) to ensure that design was inclusive, representative, and well informed. The logo will be launched in 2022.</li> </ul>

**DIVISIONAL COVID-19 RESPONSE**

Rec#	City Leads	Key Outputs and Short-term Outcomes
N/A	<ul style="list-style-type: none"> <li>Parks, Forestry and Recreation</li> </ul>	<p>Throughout 2021, Parks Forestry and Recreation has shifted programs and services in response to needs emerging from COVID-19. At the beginning of 2021, community centres remained closed to programming. To support the City's response to COVID-19, Parks Forestry and Recreation made available fully accessible community centres available for COVID-19 testing, flu and Covid-19 immunization, and food distribution. Services were focused in neighbourhoods with high percentage of Black Torontonians. Parks Forestry and Recreation worked with local community organizations and grassroots groups on outreach and to deliver services. To limit barriers to access services, only fully accessible centres were utilized.</p>
N/A	<ul style="list-style-type: none"> <li>Toronto Public Health</li> <li>Social Development, Finance and Administration</li> </ul>	<p>The first case of COVID-19 was identified in the City of Toronto on January 25, 2020. Since this time, Toronto Public Health (TPH) has been focused almost exclusively on the response to the COVID-19 pandemic. COVID-19 has exacerbated long-standing systemic health inequities. Individuals and families living in low-income, densely populated communities, persons with disabilities, newcomers, racialized communities, and Indigenous and Black Torontonians continue to be disproportionately impacted.</p> <p>From 2020 to present, TPH has worked with partners, including SDFA to tailor its COVID-19 response efforts to the unique experiences and needs of equity-deserving groups, including Black Torontonians.</p> <p>Black Scientists Task Force on COVID-19:</p> <ul style="list-style-type: none"> <li>The City launched the Black Scientists Task Force in December 2020 as part of the TO Supports: Targeted Equity Action Plan, in response to data that continued to show that the highest rates of COVID-19 cases and vaccine hesitancy were among Black people of African and Caribbean origins.</li> </ul>

Rec#	City Leads	Key Outputs and Short-term Outcomes
		<ul style="list-style-type: none"> <li>• The Task Force was created in partnership with the TAIBU Community Health Centre, to address Black community concerns and issues related to the COVID-19 pandemic, testing and vaccines. The Task Force has presented regularly to the Board of Health, and delivered a final report in June 2021. TPH and S DFA continue to work collaboratively with the Task Force to implement its recommendations.</li> </ul> <p>Collection of Disaggregate Sociodemographic Data:</p> <ul style="list-style-type: none"> <li>• Since June 2020, TPH has implemented an approach to collect, analyze and report publicly on socio-demographic data of COVID-19 cases. This information is available publicly on the COVID-19 Monitoring Dashboard under the equity indicator. The collection of socio-demographic data has been a critical step in understanding the impacts of COVID-19 on specific populations, including the Black population.</li> <li>• Toronto Public Health has also implemented and advocated for the collection of socio-demographic data associated with vaccination. This data has been used to advance data-informed equity strategies to concentrate immunization efforts in postal codes with lower uptake and high risk, including those neighbourhoods with higher Black populations.</li> </ul> <p>Vaccine Engagement Teams:</p> <ul style="list-style-type: none"> <li>• In April 2021, the City announced funding for the community services sector through the COVID-19 Vaccine Engagement Teams initiative. Consortiums of community organizations and grassroots, resident-led and faith-based organizations were eligible to apply for funding in April 2021 and again in March 2022. Since April 2021, Vaccine Engagement Teams have engaged over 800,000 community members, including older adults who are isolated, people experiencing homelessness, people living with disabilities and mental health trauma, newcomer populations, and Indigenous, Black, South Asian and other racialized communities that have historically experienced systemic oppression and exploitation from government and medical institutions.</li> <li>• The Vaccine Engagement Teams have mobilized over 350 Community Ambassadors across Toronto. These trained community members act as trusted peers, key points of contact in the neighbourhoods where they live and/or work to build vaccine confidence, provide access to vaccine resources, and amplify public health messaging across their networks. Ambassadors reflect the diversity in culture, race and language of Toronto's equity-deserving groups, and facilitate extensive and targeted outreach to individuals and communities that align with their age, cultural/racial identity, and languages spoken. Ambassador outreach focuses on individuals and communities most negatively impacted by COVID-19, and most hesitant to get vaccinated.</li> <li>• The Black Vaccine Engagement Team develops agile, population-specific, culturally responsive strategies to increase COVID-19 testing, vaccine confidence and access among Black people of African and Caribbean origins. COVID-19 continues to have a disproportionately high impact on Toronto's Black and other racialized communities. The collaborative works closely with the Black Scientists' Task Force on Vaccine Equity and the Black Physicians Association of Ontario (BPAO).</li> <li>• Toronto Public Health and S DFA have worked together to evaluate Vaccine Engagement Teams, and found that they have effectively increased vaccine confidence, access and uptake in their communities by using culturally responsive outreach and tailored community education strategies. Additionally, the model has been responsive to emerging barriers that impede vaccine confidence as reported by the community. Further information can be found here.</li> </ul> <p>COVID-19 Mass Immunization, Pop-up and Mobile Clinics:</p>

Rec#	City Leads	Key Outputs and Short-term Outcomes
		<ul style="list-style-type: none"> <li>• Toronto Public Health has made dedicated efforts to hire Black-identified candidates for pandemic response roles, specifically in TPH's COVID-19 vaccination clinics. TPH has also worked with SDFA to support the delivery of Black-focused vaccine clinics in partnership with the BPAO and other community agencies. This included coordination and funding of cluster agencies, community ambassadors, and assignment of TPH staff to Black-focused clinics. TPH requests funding from the provincial government to support the engagement plan prepared by TPH and SDFA.</li> <li>• Toronto Public Health, working with SDFA, has developed and disseminated a series of infographics and key messages addressing vaccine concerns known to be prominent among Black residents. TPH teams have also supported numerous community webinars to target groups that include substantial Black populations with materials, expert speakers, and logistical support. Finally, TPH protected and directed vaccine supply for vaccine hesitant communities where product type was an expressed contribution to vaccine hesitancy.</li> </ul> <p>Other Efforts:</p> <ul style="list-style-type: none"> <li>• Throughout the pandemic, TPH has continued to advocate for supports from the Province to allow for individuals to have access to paid sick days and other employment supports as a result of COVID-19. In particular, TPH and SDFA supported the call from the Black Scientists Task Force for the introduction of pandemic sick days, through a public statement by the Mayor and the Medical Officer of Health on January 11, 2021. Finally, TPH launched the Toronto Voluntary Isolation Centre in September 2020, a program for individuals with COVID-19 to safely isolate and recover. This program became a key part of the TO Supports Equity Action Plan, supporting a number of vulnerable communities, including those who are newcomers, low-income, or equity-deserving groups, such as Black Torontonians to access this service.</li> </ul>