

YEAR FOUR WORK PLAN PRIORITIES

In Year Four (January to December 2022), the Confronting Anti-Black Racism (CABR) Unit will continue work with agencies, boards, commissions, and divisions across the City to refine and finalize 2022 work plans. The CABR Unit's Year 4 Work Plan Priorities are outlined below.

#	Priorities	Rec. #	Year Four Key Deliverables	City Leads	
1	Service Targeting & Coordination	Focus, integrate and coordinate action to improve the health and wellbeing of Black communities. Leverage the City's diverse networks, relationships and convening power to align existing and new investments through and beyond COVID-19, with a focus on delivering improved outcomes across seven integral social determinants of health. Key determinants include: (1) mental health and access to health care, (2) food security, (3) stable housing, (4) access to employment and income, (5) community safety, (6) education, and (7) the environment.	1.1	Develop and implement training on effective programming for Black children and youth, through an Anti-Black Racism Lens.	CS, EDHR HR, PFR, SDFA, TPH
			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.	CS, PFR SDFA, CMO
			4.2	Work with the Province to leverage Black cultural knowledge to lead and provide more mental health services across the city for Black Torontonians, including clinics, on-call counsellors, harm reduction programs and supports for post-traumatic stress disorder.	SDFA, TPH
			5.2	Replicate and expand effective models of Black-led health and community services to underserved neighbourhoods and populations of Black Torontonians.	SDFA, TPH
2	Inclusive Economic Development	Develop and support equitable economic development opportunities that foster increased neighbourhood resilience, access to decent work and increased income opportunities for Black residents, youth and businesses. This would include the intentional application of an equity lens to economic development supports for employment, entrepreneurship and community assets to advance workforce development and career navigation. In addition it would encompass: sustainable Black business supports; targeted social procurement; and outreach	12.1	Leverage federal and provincial funding to create mentorship programs for Black youth to support skills development and the building of professional networks.	EDC TESS, SDFA, TCHC TPL
			13.1	Work with public and private sectors to create effective career pathways for Black youth, addressing the specific needs of young women, young Francophones, and queer and trans youth from Toronto's Black communities by leveraging federal and provincial youth employment funding.	EDC, SDFA, TESS
			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.	EDC, PMMD, SDFA, TESS
			15.2	Support the start-up and incubation of Black-owned businesses.	EDC
			21.4	Outreach to diverse Black people to share information about City grants processes for applications and deadlines.	EDC, SDFA, TPH

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		and engagement that promotes Black ownership, community capacity and community wealth building with an equity informed anti-Black racism lens.		
3	Accessible and Equitable Housing	Address the overrepresentation of Black residents in Toronto's homeless and underhoused population by supporting increased community engagement, research, partnerships, and the use of disaggregated race- based data to advance Black-led housing solutions. This includes the development of Black population set aside targets for housing; culturally appropriate housing options for Black seniors, and the creation of equitable policies to improve access to shelter, home ownership and housing services that respond to the growing rate of Black evictions.	10.2 Apply an Anti-Black Racism Lens to shelter standards and procedures.	SSHA
			10.4 Create safe spaces within new LGBTQ2S shelters for Black queer and trans youth.	SSHA
			10.3 Ensure shelter staff are trained on anti-Black racism as a trigger to mental illness.	SSHA
			10.7 Apply an Anti-Black Racism Lens to the Rent Supplement provision process.	SSHA, HS
			10.8 Apply an Anti-Black Racism Lens to the Eviction Prevention Framework in the 2017-2018 Eviction Prevention Strategy.	SSHA, HS
4	Alternative Police Responses, Restorative Justice, and Repair	Promote wellbeing, healing and justice in Black communities by supporting alternative enforcement and police responses. Interventions are inclusive of policy and police reform and community outreach programs that invest in people-centred, collaborative, accountable and restorative responses to violence in Black communities.	16.3 Review police use of force protocols from an anti-Black racism lens.	TPS TTC
			16.4 Review police and community training, including Community Crisis Response Programs, to include use of force issues.	SDFA, TPS, TTC
			16.5 Improve training to better equip Law Enforcement Officers with knowledge and skills to better protect and serve diverse Black people.	TPS, TTC
			16.6 Strengthen protocols for police response to Person in Crisis (PIC) and report regularly on police-PIC interactions, using an Anti-Black Racism Lens.	TPS, TTC
			17.1 Collect and publicly report mandatory race-based data for greater transparency.	TPS TTC
			17.3 Strengthen community capacity to report and police capacity to investigate Islamophobia, transphobic and anti-Black hate crimes through a Community Police Hate Crimes Advisory Committee.	TPS

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		18.2	Use an anti-Black racism lens to develop and implement alternative models of policing that focus on community engagement.	TPS, TTC
		18.3	Use effective alternative models to incarceration such as the use of restorative justice models developed and implemented with elders in Black communities.	CMO
5	Transformative Culture Change at the City	Continue to drive transformational systems change by increasing community accountability in City processes through actively applying anti-Black racism analysis and Confronting Anti-Black Racism Training. Deepening, expanding and tracking Black leadership and professional development opportunities for Black staff at the City, and growing the number of City staff trained in anti-Black racism analysis is also critical. This will also work to embed community-informed, decolonized funding, monitoring and evaluation practices to better assess the impacts of the Action Plan and associated initiatives.	<p>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</p> <p>1.5 Develop and implement intergenerational and cultural connections through Black mentorship initiatives.</p> <p>4.1 Work with the Province to support training for community mental health service providers through an Anti-Black Racism Lens.</p> <p>5.1 Increase stable funding to Black community organizations providing essential services to better meet the needs and aspirations of Black Torontonians.</p> <p>6.1 Outreach, recruit and hire from diverse Black communities to increase number of permanent Black health, social and community workers.</p> <p>6.2 Develop and implement an outreach initiative to recruit and train diverse Black Torontonians for leadership and governance roles in health and community organizations.</p> <p>6.3 Coordinate with funders to require the collection and public reporting of health and community service data disaggregated by race and other characteristics.</p> <p>6.4 Coordinate with funders to invest in community capacity to comply with the collection of data disaggregated by race.</p> <p>11.1 Outreach to, recruit and hire diverse Black people to increase the number of Black employees at the City of Toronto.</p> <p>11.3 Include socio-demographics, including race and gender identity, as part of the City's Count Yourself In employee survey.</p>	<p>CS, EDHR, PFR, SDFA, TPH</p> <p>CS, EDHR, PFR, SDFA, TCHC, TTC</p> <p>SDFA, TPH</p> <p>SDFA, TPH</p> <p>TPH, TESS</p> <p>SDFA, TPH</p> <p>SDFA, TPH, EDHR</p> <p>SDFA, TPH, EDHR</p> <p>SDFA, TPH, EDHR, TTC</p> <p>EDHR, SDFA</p>

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			11.4	Enhance current City internship programs to include youth of African descent, including Black queer and trans youth.	EDC, SDFA, TCHC, TPH, TPL
			17.1	Collect and publicly report mandatory race-based data for greater transparency.	TPS, TTC
			19.4	Apply an Anti-Black Racism Lens to City's complaint processes.	DCM-CS, Clerk's, EDHR, SDFA, CMO, TTC
			19.5	Advertise the City's complaint processes in Black communities.	DCM-CS, Clerk's, EDHR, SDFA, CMO, TTC
6	Recognition and Placemaking	Recognize, reimagine and re-invest in neighbourhoods and public spaces to create safe and accessible public and virtual spaces for diverse Black communities. Celebrate and preserve Black culture, assets and heritage to strengthen Black representation and leadership in local decision making, and to foster deeper connections between Black families, children, residents and the places where they live	7.1	Improve recreation spaces in neighbourhoods with high proportions of Black residents.	PF&R
			7.2	Regularly engage with diverse Black Torontonians on how to expand and improve recreational programming and facilities.	PF&R
			20.1	Leverage City spaces to create a Black community hub in partnership with Black service providers.	CREM, SDFA, EDC
			20.2	Conduct an audit using an Anti-Black Racism Lens to evaluate City spaces and programs.	CREM, SDFA, PFR, TPL

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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 Public & Employee Communications	TESS	Toronto Employment & Social Services
EHR	Equity & Human Rights (People & Equity Division)	TPH	Toronto Public Health
PFR	Parks, Forestry & Recreation	TPS	Toronto Police Service
SDFA	Social Development, Finance & Administration	TTC	Toronto Transit Commission
CMO	City Manager's Office	CREM	Corporate Real Estate Services
HS	Housing Secretariat		