

# Council Report:

## Year Three Update Toronto Action Plan to Confront Anti-Black Racism

Economic & Community Development Committee  
Denise Andrea Campbell, Executive Director, SDFA

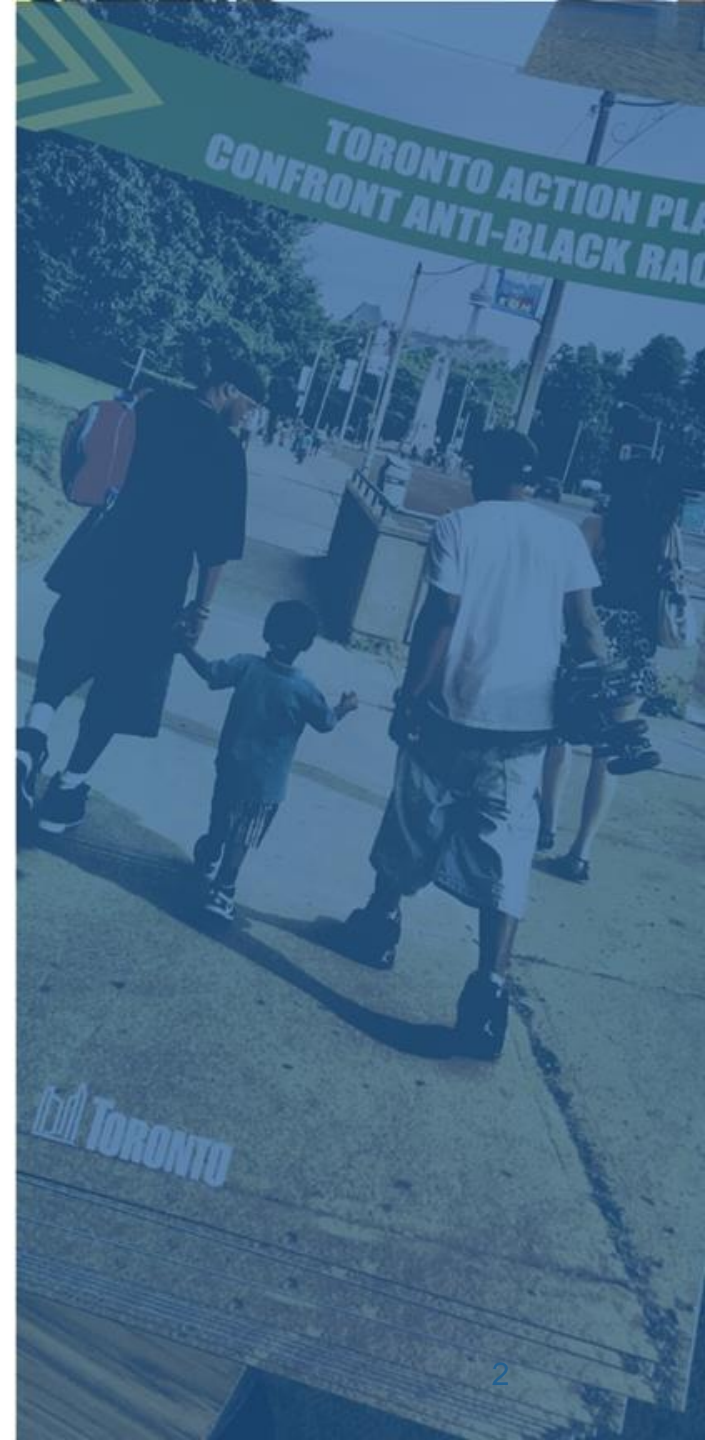
April 28, 2022



# The Action Plan

On December 5, 2017, City Council unanimously approved the Toronto Action Plan to Confront Anti-Black Racism: a **5-year plan** containing **22 recommendations** and **80 actions** across five outcome areas:

1. Children and Youth Development
2. Health and Community Services
3. Job Opportunities and Income Supports
4. Policing and The Justice System
5. Community Engagement and Black Leadership



# COVID-19 Impacts on Black Communities



## Housing

The 2021 Street Needs Assessment revealed that **the largest percentage of the homeless population identified as Black (at 31 percent).**



## Employment

In 2021, the **unemployment rate among Black Canadians was at 12 percent**, about 70 percent higher than the rest of the population (8 percent)



## Health

**33.8 percent** of healthcare and social service sector workers identified as Black women, many of whom are immigrants living in communities with greater rates of COVID-19

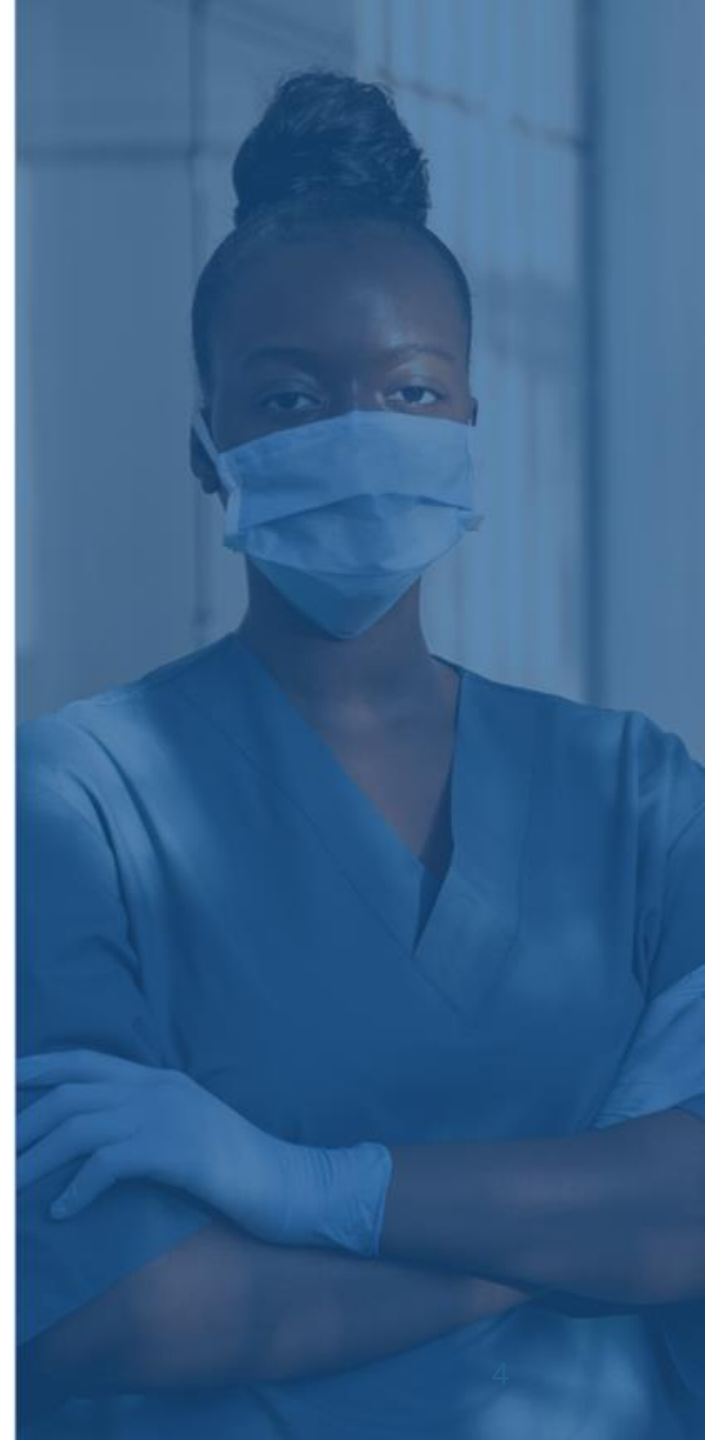


## Education

31 percent of parents in the GTA reported their **children were unable to complete all of their school work due to limited internet access**, a figure representing **45 percent of Black parents nationally.**

# Targeted Black Community COVID-19 Response

1. The establishment of a **Black Scientists Task Force** on Vaccine Equity
2. The creation of the **Black Vaccine Engagement Team**
3. The integration of **disaggregated race-based data** into Toronto Public Health's approach to reporting on COVID-19 cases



# Impact in Year Three

1. Launch of the **Toronto Community Crisis Service**
2. Over 9,000 City staff, agencies and external agencies received **CABR Corporate Training**
3. Creation of the **Centre for Advancing the Interests of Black People** through the TCHC Confronting Anti-Black Racism Strategy and 8-Point Action Plan
4. Establishment of the **Confronting Anti-Black Racism Advisory Committee.**



# Impact in Year Three

## Over 1,300 Youth Engaged in Employment Initiatives

- 1,012 received employment readiness training
- 200 participants in the Black Youth Leadership Program
- 65 youth in Little Jamaica received career counselling and employment education
- Launch of the first Black Youth Fellowship

## \$21.5M Invested in Black Communities

- \$7.1M in Black arts, culture and heritage initiatives, including \$1.8M for the ArtWorkxTO: Toronto's Year of Public Art
- \$15.7M directly to Black communities
- \$3M to Black-led and serving agencies for mental health and COVID-19 emergency response

# Challenges

## Areas for Ongoing Investment

Throughout the implementation of Year Three Actions, four primary areas of challenges were identified. Increased investment and strategic action in these areas

1

Engaging Black  
Communities  
Across a Digital  
Divide

2

Immediate versus  
Long-Term  
Investments in  
Times of Crisis

3

Combatting  
Multiple  
Crises at  
Once

4

Sustaining  
Momentum and  
Capacity for  
Systems Change



# Reflections from the PAC

*“Systemic issues that cause the disenfranchisement of Black communities, including health outcomes, housing, food security, education, and employment, need to be addressed by current initiatives and followed through for the long term.”*

*“Continued resourcing to the CABR Unit and its associated initiatives is an important way to show committed accountability, especially since the effectiveness of current efforts will be felt in the years to come.”*

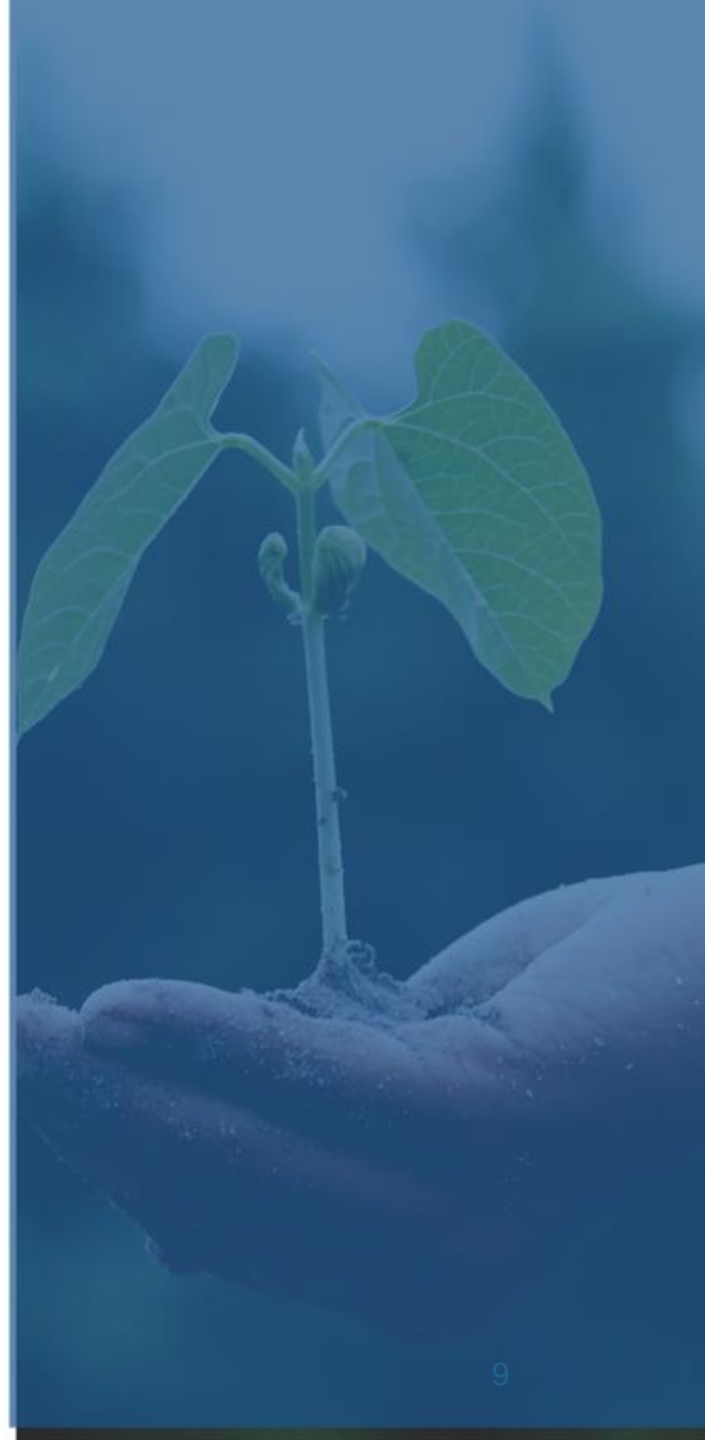
*“The current housing initiatives aimed at supporting Torontonians to access affordable housing seem like a band-aid. The pandemic has increased housing insecurity for many Torontonians from different walks of life, and temporary housing efforts do not provide stability for vulnerable people, especially in Black communities.”*



# Year Four Priorities

Significant initiatives that will be delivered in Year Four of the Action Plan include:

1. The **Toronto Black Food Sovereignty Plan**
2. The **Black-mandated Funding Framework**
3. A **Black Housing Set Aside**
4. The **Black Health Service Coordination Strategy**
5. Progress on **the Little Jamaica Accountability Table and Actions**



# Benefit to All

Advancement of The Toronto Action Plan to Confront Anti-Black Racism creates benefits for all Torontonians, because it uses a **targeted universalism model**.

Targeted Universalism is an **equity-centred approach** that focuses on developing targeted response measures and interventions that remove systemic barriers for communities who experience disproportionate inequity.

By doing so, **targeted actions improve standards that benefit all Torontonians**, especially other equity-deserving communities who also face significant barriers.





# THANK YOU

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