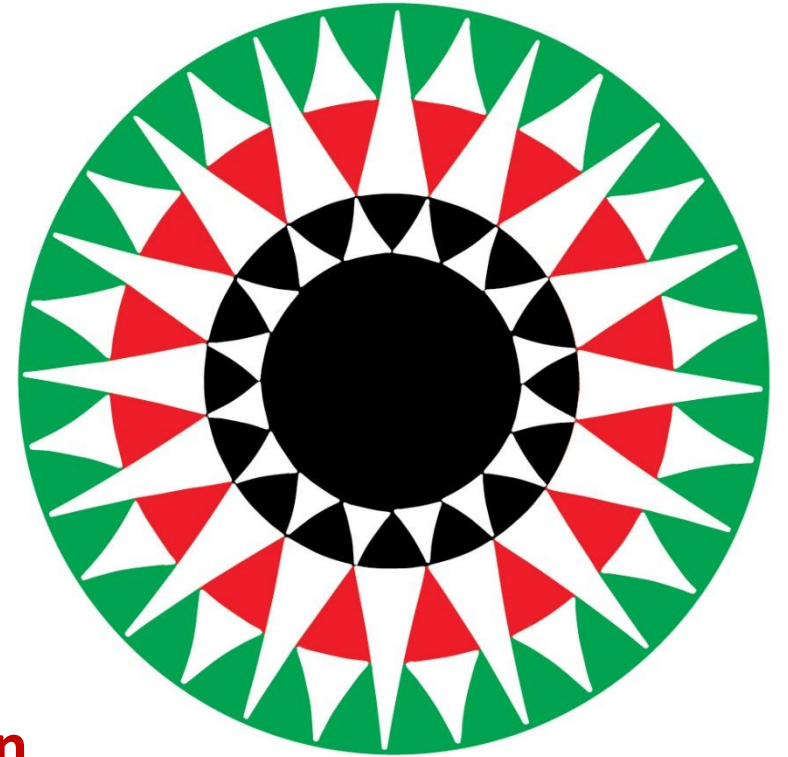


The Toronto Action Plan to Confront Anti-Black Racism: An Overview

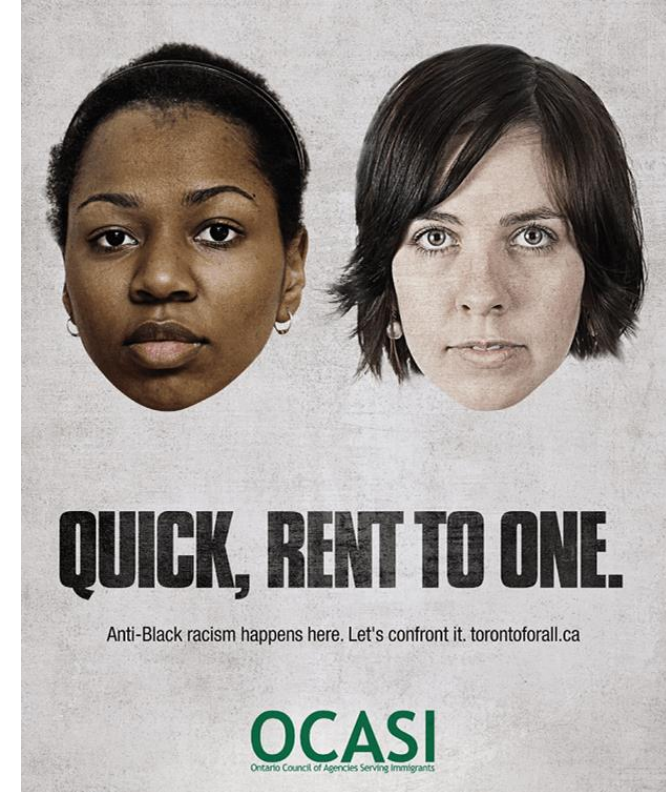
**Dr. Akwatu Khenti, Director; and Kemba Byam, Acting
Manager, Social Development, Finance and Administration**



The Development of the Action Plan



The Development of the Action Plan



The Action Plan

Unanimously approved by City Council, the Toronto Action Plan to Confront Anti-Black Racism was established on December 5, 2017.

The Action Plan is a five-year plan with 22 recommendations and 80 actions focused on outcomes across 5 thematic area: Children & Youth Development, Health & Community Services, Job Opportunities & Income Supports, Policing & The Justice System and Community Engagement & Black Leadership.

Year 5 (January 2023 to December 2023) prioritizes the following areas of advancement for Black Torontonians:

1. Advancing Culture Change at the City
2. Targeted Services, Programs and Spaces
3. Economic Prosperity and Community Funding
4. Community Safety, Justice and Wellbeing

Operationalizing the Plan

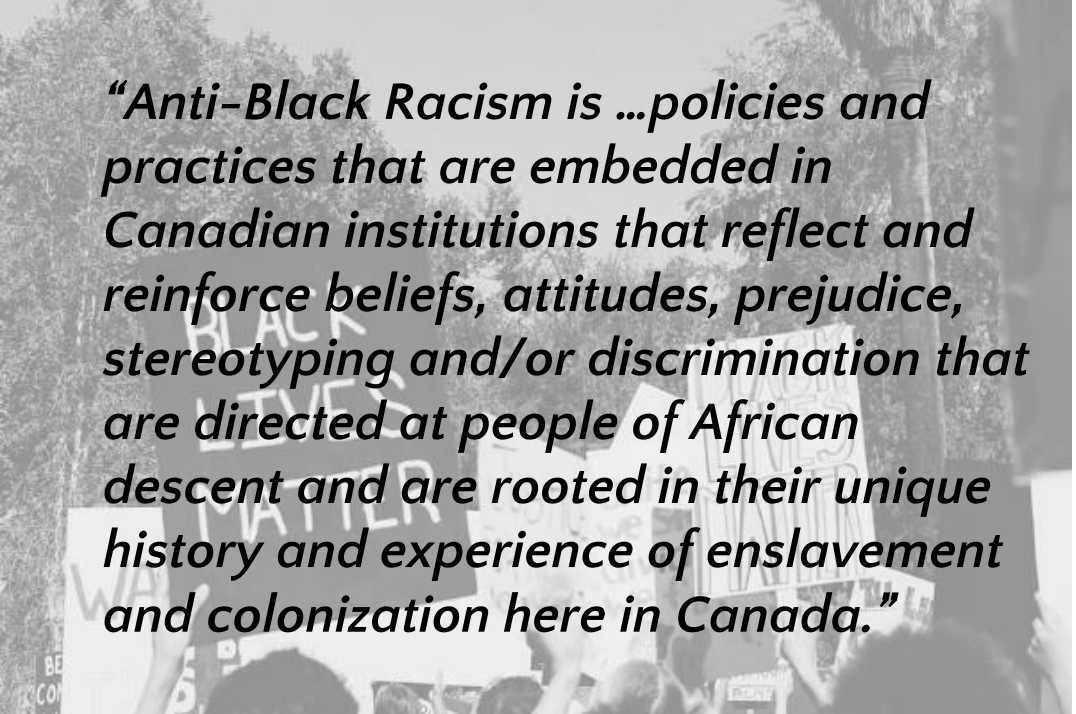
“I Am Because You Are”

Vision:

The Confronting Anti-Black Racism Unit (CABR) acts as a model for change, not only for the equity and inclusion of Black people, but other groups who are racialized and marginalized in Toronto.

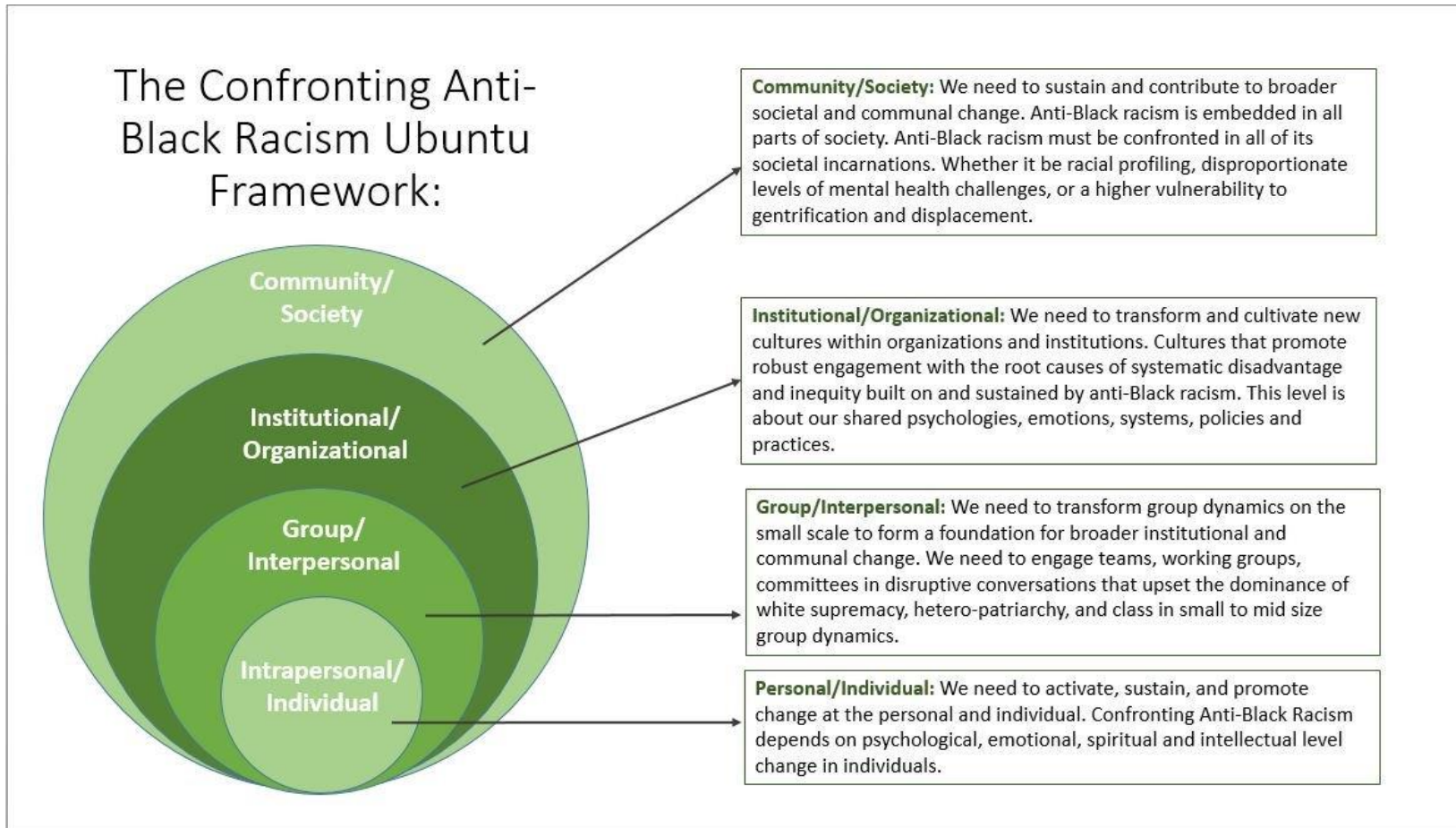
Mission:

The CABR Unit works with City divisions, agencies, and commissions to drive systemic change in policy and practice across Toronto.



“Anti-Black Racism is ...policies and practices that are embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that are directed at people of African descent and are rooted in their unique history and experience of enslavement and colonization here in Canada.”

Measuring Systems Change



The Action Plan assess impact from across 4 spheres to understand micro and macro scale changes from the behavioural level to broader institutional shifts in policies, procedures and practices.

9 Areas of Intervention

- **Staff Recruitment & Advancement:** Recruit staff from diverse Black communities to increase representation and access to opportunity.
- **Race-Based Data:** Collect, report, and use race-based data to inform services and program development and delivery to assess impact, gaps and needs.
- **Collaborative Service Planning:** Collaborate with people of African descent to improve systems and service planning.
- **Community Investment:** Invest in community resources, including partnerships, spaces and organizational and event funding.
- **Youth Mentorship & Employment:** Prioritize mentorship for youth of African descent

9 Areas of Intervention

- **Public Education:** Provide public education using an Anti-Black Racism Analysis to build capacity, knowledge and understanding.
- **Policy Development:** Develop policy using an Anti-Black Racism Analysis lens.
- **Intergovernmental Advocacy:** Advocate for recommendations to the Province
- **Staff Learning:** Train staff to use an Anti-Black Racism Analysis lens.

Embedding Community Perspectives

The Partnership and Accountability Circle:

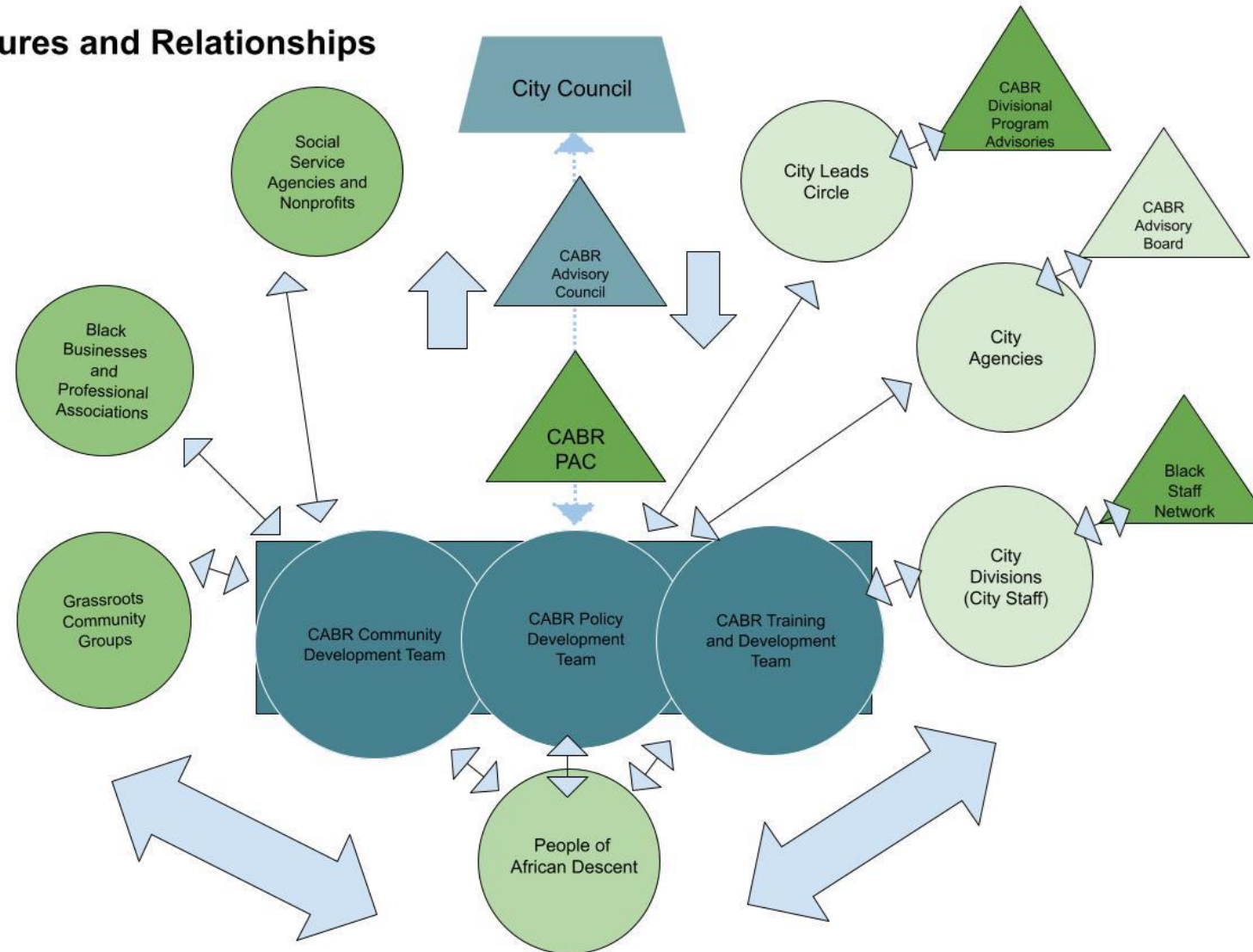
1. Provide guidance and advice to CABR Unit staff in the planning, implementation, evaluation and reporting of the Toronto Action Plan to Confront Anti-Black Racism;
2. Contribute insight, analysis, information, and strategy to CABR Unit service and policy planning that impacts outcomes for Torontonians of African Descent as reflected in the Toronto Action Plan to Confront Anti-Black Racism;
3. Advise the CABR Unit on areas where the City should be taking a lead, facilitating or convening to effectively advance positive outcomes for Torontonians of African Descent;
4. Support partnership development with Black communities, leaders, organizations and institutions to advance positive outcomes for Torontonians of African Descent; and
5. Facilitate transparent and effective communication and engagement with Toronto's communities of African descent.

CABR Advisory Structures

CABR Structures and Relationships

Legend

-  Program Advisory Committees
-  Appointed and Elected Representatives
-  City and Agency Staff
-  Community Stakeholder Groups
-  Confronting Anti-Black Racism Unit



2022 Highlights

Service Targeting & Coordination

- \$1.6M invested to support Early ON providers and Black-mandated organizations to pilot and expand culturally affirming programming to meet the needs of Black children and families.
- \$150k invested in Black 2SLGBTQ+ organizations and initiatives to respond to the impacts of COVID-19, health and employment supports.

Inclusive Economic Development

- \$1M invested through the Toronto Main Street Recovery and Rebuild Initiative to deliver revitalization programs and initiatives that support all Black-owned and operated businesses in Little Jamaica.
- \$1.6M invested through the Black-Mandated Funding Framework to Black-led non-profit agencies and groups.
- \$450k of core funding for the Youth Cultural Incubators Stabilizing Initiative to increase capacity, financial literacy, and sustainability of Black-led arts organizations.

2022 Highlights

Transformative Culture Change

- Increased organizational capacity, training 7,439 staff trained on anti-Black racism
- Hired 841 new Toronto Transit Commission operators in 2022, with 53 percent Black hires.
- 684 youth participated in employment readiness sessions for Community Recreation's Building Skills Through Recreation Youth Employment Program to support hiring of Black youth.

Recognition & Placemaking

- Dispersed \$168k to support 6 Signature Projects and 9 Spark Projects in Little Jamaica.
- Delivered \$4M state of good repair capital investments to expedite the redevelopment of NIA Centre for the Arts.
- Established a new Black Community Advisory Group to inform City park design for two new parks in Moss Park.
- Developed a feasibility assessment for a new community cultural and recreation centre with Somali Cultural and Recreation Centre Steering Committee.



2022 Highlights

Alternative Police Responses, Restorative Justice, and Repair

- \$10.9M in funding to operate the four Toronto Community Crisis Service mental health crisis pilot.
- \$522k invested to deliver the 911 Crisis Call Diversion Pilot Project.
- Increased accountability, transparency and access to all TPS race-based data through the Toronto Police Service Race-Based Data Collection Policy sharing open-data with the City.

Accessible and Equitable Housing

- Supported Black community-led initiatives that address gentrification, displacement, and housing in Black communities, including funding to the PARNTA Initiative, Margaret's, and CP Planning.
- \$113k invested to advance housing outcomes in the Little Jamaica Master Plan.
- Launched a racial identity question across shelter sites in Toronto to track race-based data in shelters.
- Set a target of 25% of all supportive housing for Black Torontonians.



Year 5 Priorities

**Advancing
Culture
Change**



**Community
Funding &
Economic
Prosperity**



**Community
Safety,
Wellbeing &
Justice**



**Targeted
Services,
Spaces &
Programs**



Legacy Initiatives

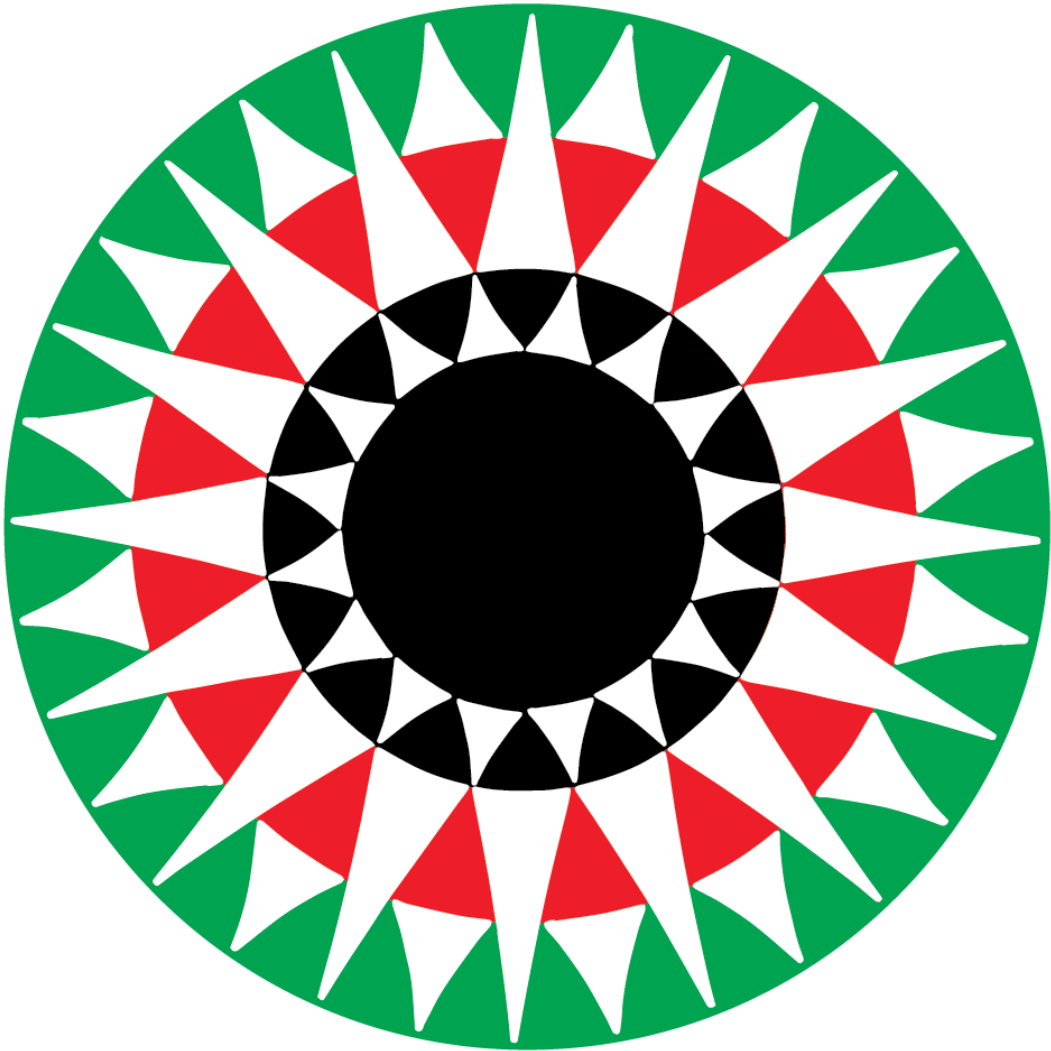


- The Toronto Black Food Sovereignty Plan
- The Black-Mandated Funding Framework
- The Growing in Place Initiative
- The Black Housing Framework

Looking Ahead

- On June 14, 2023, City Council approved the development of a new 10-year Action Plan to continue and advance anti-Black racism work at the City.
- Next steps will include:
 - Review and analysis of Year 5 reports
 - Engagement of community partners, including Black communities, organizations and stakeholders to inform priorities for the next Action Plan.
 - Review, share and finalize priorities to inform future recommendations and commitments.
 - Report back to City Council on Year 5 deliverables, and a 10-Year Action Plan.





CONTACT US

Confronting Anti-Black Racism Unit
CABR@toronto.ca