

Toronto Action Plan to Confront Anti-Black Racism: Year Four Update

Date: May 16, 2023

To: Economic and Community Development Committee

From: Executive Director, Social Development, Finance and Administration

Wards: All

SUMMARY

Four years work to implement the Toronto Action Plan to Confront Anti-Black Racism has led to unprecedented investments to understand and combat anti-Black racism entrenched in the policies, practices, and institutional structures at the City of Toronto. Considerable competency development, and capacity and awareness building have been developed across the City to enhance the quality and targeting of services and programs accessed by Black residents. The dedication and commitment reflected in such progress should be recognized and commended, even as efforts must be increased due to negative COVID-19 pandemic impacts. Not surprisingly, access and needs were amplified by adverse pandemic shocks on key sectors and areas where many Black individuals live, work, and play. As a result, racial disparities remain an ever-present threat to the quality of Black life across the city.

Post-pandemic health and socio-economic data indicate the far-reaching and persistent impacts of systemic discrimination on mental and physical health, educational and digital access, unemployment and housing, family and child welfare, and policing and the justice system. There is much work to be done to reduce racial disparities and close gaps that emerged. Continued commitments to innovating and scaling up anti-Black racism work can produce the positive attitudes, practices, behaviours, and decision making that are essential to realizing a Toronto for all.

On December 5, 2017, City Council unanimously adopted the Toronto Action Plan to Confront Anti-Black Racism. This five-year Plan identifies 80 actions and 22 recommendations to address anti-Black racism in the City of Toronto, leveraging the talents, knowledge, and experiences of Black residents, organizations, and partners to improve outcomes for Toronto's Black communities.

This report provides an update on the progress made over Year Four of the Action Plan with a focus on the 41 actions prioritized from January to December 2022. Since its launch in 2018, 80 per cent of the Action Plan recommendations and actions have been implemented. In Year Four, considerable progress was made to reduce barriers and increase access for Black communities, including the implementation of the first year of the Toronto Black Food Sovereignty Plan, critical investments to develop targeted

programming for Black families, and a growing culture change framework, which was underscored by an increase in internal division-led Anti-Black Racism Action Plans.

Unrelenting global and local cost-of-living crises have challenged Black communities to meet the demands of food and energy costs, climate change, and housing affordability, spurred by mounting inflation. These challenges are compounded by additional systemic racism barrier for Indigenous, Black, and equity-deserving communities. As the City supports recovery, it is critical to ensure that there are sustained investments in current initiatives, that create more equitable pathways for Toronto's Black communities.

Effective collaboration between Black community leaders and City divisions and agencies have resulted in targeted responses that are better tailored and equipped to support Black communities. These collaborations include external partnership initiatives such as the Black Scientists' Taskforce on Vaccine Equity, the Black Vaccine Engagement Team, and the Black Resilience Cluster. New and innovative models have also been developed to address longstanding problems. Legacy Initiatives like the Black Health Service Coordination Strategy, the Growing in Place Initiative, and the Black Housing Framework, are designed to address racial inequities through a place-based, inclusive, economic development lens. These interventions in local planning projects will positively improve Black lives in Toronto through redevelopment initiatives in Little Jamaica, Jane and Finch, and Weston Mount Dennis.

Year Five is expected to be challenging. City divisions, boards, agencies, and commissions are stretched with complex demands at a time of great fiscal constraints for the City and will need renewed commitment and resourcing that is essential for completing the remaining activities in the final year of the Action Plan. Beyond 2023, the Confronting Anti-Black Racism Unit in Social Development, Finance and Administration, will support renewal efforts through a retrospective analysis of the current Action Plan, informed by the United Nations International Decade for People of African Descent, and the Unit's Legacy Initiatives, along with collaborative identification of alternative options for closing gaps and reducing disparities. This work will assess and communicate outcomes, impacts, and future opportunities for change to the develop a new Action Plan.

Enclosed in the report you will find the following:

- An overview of the differential impacts of the COVID-19 pandemic on Black communities and the increased systemic barriers they continue to face.
- A progress update on Action Plan Legacy Initiatives, including the Toronto Black Food Sovereignty Plan.
- An update on the progress made to advance the Year Four (January 2022 to December 2022) Work Plan Deliverables.
- An overview of Year Five Work Plan Priorities (January 2023 to December 2023).
- The Partnership and Accountability Circle report, which provides community feedback on the implementation of Year Four actions and the Year Five Workplan Deliverables.
- A compilation of divisional-led Anti-Black Racism Action Plans that demonstrate how City staff are embedding culture change in their mandate and operations.

EQUITY IMPACT

The Toronto Action Plan to Confront Anti-Black Racism strategy has been analyzed at the execution and implementation stage. It has been assessed as having a net positive impact on Black communities in Toronto. Grounded in a Targeted Universalism Equity Framework, the Action Plan identifies and removes elements of systemic anti-Black racism. The equity principles of the Plan promote systemic change that benefits all equity deserving groups and improves conditions for all residents. The Action Plan also aligns with several other corporate equity strategies and commitments, including: The Toronto Poverty Reduction Strategy, the Housing TO Action Plan, and Safe TO: A Community Safety and Well-Being Plan, as well as various other City and agency strategies.

Year Four activities in the Action Plan aimed to improve Black residents' access to affordable childcare, affordable housing, and City services and spaces. Areas of focus included access to shelters, food, health programs and services, training, economic development and/or employment programs. The planned activities also sought to reduce experiences and consequences of racial discrimination and prejudice through identity affirming spaces and practices that nurture belonging.

An intersectional analysis also reveals the compounded harms associated with multiple identities. When Black identity is added to other social identity locations, the extent of discrimination and systemic barriers worsen. This experience is particularly significant for women, 2SLGBTQ+ populations, people living with disabilities or on a low-income, seniors, newcomers, and people who experience homelessness, or live with a precarious immigration status. A cross-cutting analysis also highlights the effect of geographic location on access to services, programs, and opportunities. Efforts to address anti-Black racism must consider intersectional identifies to ensure those most adversely impacted by structural and systemic barriers are prioritized in City programs, initiatives, and investments.

RECOMMENDATIONS

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

1. City Council direct the Executive Director, Social Development, Finance and Administration to review and analyze the impact and outcomes in the first five years of the Action Plan and develop a new 10-year Toronto Action Plan to Confront Anti-Black Racism that effectively responds to emerging and persistent issues facing Black Torontonians, in consultation with Black-led and mandated community agencies, residents, institutions and stakeholders, and the following City divisions, agencies and corporations: Toronto Public Health; Economic Development and Culture; Parks Forestry and Recreation; City Planning; the Housing Secretariat; Shelter Support, Housing and Administration; Children's Services; Technology Services; Environment and Climate; Toronto Community Housing Corporation; Toronto Transit Commission; Toronto Police Service; Toronto Public Library, and any other relevant City divisions and partners who were engaged in the first iteration of the Action Plan; and report back in the fourth quarter of 2024.

FINANCIAL IMPACT

This report provides an update on the implementation of the Toronto Action Plan to Confront Anti-Black Racism (Year 4 - January to December 2022).

Investments of \$4.950 million to support the implementation of the current Toronto Action Plan to Confront Anti-Black Racism in 2023, is included in the 2023 Approved Operating Budgets of the Children's Services, Economic Development and Culture, Fire Services, Shelter Support and Housing Administration, Seniors Services and Long-Term Care, Social Development, Finance & Administration, Toronto Employment & Social Services and Toronto Paramedic Services divisions. These investments support areas of responsive and culturally relevant childcare, employment initiatives, programs and supports, community economic development and cultural arts projects, and social infrastructure and neighbourhood redevelopment planning.

There are no immediate financial impacts arising from the recommendations contained within this report. However, should Council direct the Executive Director, Social Development, Finance and Administration to the develop and present a new 10-year action plan in the fourth quarter of 2024, estimated annual financial impacts (year-wise) will be presented along with the proposed action plan.

Table 1 outlines the major new and enhanced investments made by various divisions in 2022 to support the Year Four deliverables of the Action Plan:

Table 1: 2022 Approved Divisional Investments

Division	Approved Initiatives	Investment
Children's Services	Investments to advance recommendations from the EarlyON Black Leaders Advisory, provide anti-Black racism training to senior and divisional management, and continue expansions and enhancements to deliver culturally safe childcare programs for Black children and families.	\$ 2,935,000
Economic Development and Culture	Investments to launch the Awakenings Mentorship Program, Black food and culture events, and capacity building cultural programming for Black youth. Enhancements also facilitated community economic development work in Little Jamaica and Jane and Finch, including the delivery of two Cultural Hotspot programs.	\$ 918,000
Shelter Support, Housing and Administration	Investments to provide anti-oppressive, trauma-informed crisis management training to shelter staff, increase staffing to steward their divisional Anti-Black Racism Action Plan, and conduct client consultations to improve service delivery to Black clients in shelters.	\$ 749,108

Division	Approved Initiatives	Investment
Parks, Forestry and Recreation	Investment to develop effective intergenerational programming for Black children and deliver targeted programming for Black queer and trans youth, including training 2,329 new recreation workers to implement relevant programming. Funds will also support the hiring of Black youth through employment programs, and advance Toronto Black Food Sovereignty Plan deliverables, including community garden expansion in Black neighbourhoods, and the delivery of the Community Youth Leaders Agricultural Program.	\$ 370,841
Social Development, Finance and Administration	Investment to support a full permanent staffing complement in the Confronting Anti-Black Racism Unit, and to realize activities in Year One of the Toronto Black Food Sovereignty Plan.	\$1,673,703
Toronto Employment and Social Services	Investment to deliver enhanced anti-Black racism training for staff and support the operations of a divisional project team to advance divisional anti-Black racism work.	\$881,794

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

DECISION HISTORY

EC29.5 - Toronto Action Plan to Confront Anti-Black Racism - Year Three Update

On May 11 and 12, 2022, City Council adopted the Toronto Action Plan to Confront Anti-Black Racism Year Three Update. The report highlighted the impacts of COVID-19 on Black communities, activities delivered in Year Three of the Action Plan and identified new Action Plan Legacy Initiatives, with 41 actions to be delivered as part of the Year Four Workplan Priorities.

<https://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2022.EC29.5>

EC31.19 - Economic Development and Culture Division Strategic Directions 2022-23

At City Council's meeting on July 19, 2022, City Council adopted the Economic Development and Culture Division's ongoing activities, which identifies the opportunity to develop a coordinated approach to inclusive community economic development that advances and aligns with the priorities of the Toronto Action Plan to Confront Anti-Black Racism.

<https://www.toronto.ca/legdocs/mmis/2022/ec/bgrd/backgroundfile-227775.pdf>

EY33.11 - Mount Dennis Secondary Plan - Final Report

On July 19, 2022, City Council adopted the Mount Dennis Secondary Plan, which includes policies that recognize the risks of redevelopment to displace Black-owned and Black-serving businesses and community spaces. The report also identifies the

importance of Black communities having the opportunity to grow in place and will pilot an anti-displacement policy that advances the Growing in Place Initiative.
(<https://secure.toronto.ca/council/agenda-item.do?item=2022.EY33.11>)

EY31.1 - Jane Finch Initiative - Ideas Report and Phase 2 Directions

On May 11 and 12, 2022, City Council adopted the Jane Finch Ideas Report and requested that the Chief Planner and Executive Director, City Planning, use the Jane Finch Ideas report to guide the second phase of community engagement. The report references the Growing in Place Initiative, led by the Confronting Anti-Black Racism Unit, as a framework to inform its community planning work in the area.
(<https://secure.toronto.ca/council/agenda-item.do?item=2022.EY33.11>)

EX31.16 - Employment Supports and Programs for Black Torontonians

On April 6 and 7, 2022, informed by a recommendation from the Confronting Anti-Black Racism Advisory Committee, City Council requested the City Manager work with Provincial and Federal governments to establish an intergovernmental table to better prioritize equitable outcomes and racial equity through ensuring the experiences of Black, Indigenous, and racialized communities are reflected in planning, coordination, and implementation of COVID-19 response and recovery efforts, specifically in the areas of health, mental health and wellness, employment, and entrepreneurship.
(<https://secure.toronto.ca/council/agenda-item.do?item=2022.EX31.16>)

EC24.9 - Toronto Black Food Sovereignty Plan

At the October 1, 2021, meeting City Council adopted the Toronto Black Food Sovereignty Plan, an initiative that prioritizes the City's response to the rising rates of food insecurity among Black residents through a 5-year interdivisional action plan. Staff will report on the progress of the Plan through the annual reporting on the Toronto Action Plan to Confront Anti-Black Racism.
(<https://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2021.EC24.9>)

EX17.1 - Towards Recovery and Building a Renewed Toronto

On October 27, 2020, City Council adopted a report from the Toronto Office of Recovery and Rebuild to guide the City's response to COVID-19. As an integral part of City recovery and rebuilding efforts, the adoption of this report commits the city to ensuring that Black communities: have their unique needs addressed; are engaged and consulted on the City's COVID-19 response efforts; and are provided with employment and training opportunities within the City's growing green local economy.
(<https://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.EX17.1>)

HL18.1 - Toronto Public Health's Response to COVID-19: Context, Status Update, and Next Steps

On July 2, 2020, the Board of Health requested that the Confronting Anti-Black Racism Unit work with various City divisions to explore and report back on the creation of a comprehensive plan to address food access issues. Interventions should consider COVID-19 recovery and planning and should focus on addressing root causes and barriers to access affordable, healthy, and culturally appropriate food for Black residents.

(<https://app.toronto.ca/tmmis/viewPublishedReport.do?function=getMinutesReport&meetingId=18761>)

HL17.9 - Addressing Anti-Black Racism as a Public Health Crisis in the City of Toronto

On June 8, 2020, the Board of Health approved direction to address anti-Black racism as a public health crisis and affirmed its commitment to action on social determinants of health. This included the reprioritization of the City of Toronto's resources in the 2021 Budget process, and throughout COVID-19 recovery planning to target health responses to tackle health inequities shaped by structural anti-Black racism. (<https://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2020.HL17.9>)

EC6.13 - Toronto Action Plan to Confront Anti-Black Racism - Update

On July 16, 2019, City Council adopted the Toronto Action Plan to Confront Anti-Black Racism – Update, which outlined Year One (May 2018 to April 2019) progress on the Action Plan to Confront Anti-Black Racism. The report highlighted activities to deliver 26 actions and recommendations in Year One of the Action Plan. (<https://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2019.EC6.13>)

EX29.11 - The Toronto Action Plan to Confront Anti-Black Racism

On December 5, 2017, City Council unanimously approved the Toronto Action Plan to Confront Anti-Black Racism. As the first anti-Black racism plan in Canada, it outlined 22 recommendations and 80 actions across 5 thematic areas. (<https://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EX29.11>)

EX26.5 - The Interim Toronto Action Plan to Confront Anti-Black Racism

On June 19, 2017, Executive Committee considered The Interim Toronto Action Plan to Confront Anti-Black Racism and requested that City staff to work collaboratively with subject matter experts from Toronto's Black communities to develop multi-year work plans for implementation, identify resource requirements and recommend a model for partnership and accountability to oversee the implementation of the Action Plan. (<https://app.toronto.ca/tmmis/viewAgendaItemHistory.do?item=2017.EX26.5>)

COMMENTS

Moving Through COVID-19: Well-being and Recovery for Black Communities

Year Four of the Toronto Action Plan to Confront Anti-Black Racism highlighted the unequal and differential impacts of COVID-19's aftermath on Black communities. An increase in structural inequities across important social determinants of health have been observed, including inadequate and unequal access to housing, education, food, and mental health supports. Coupled with the challenging economic environment, this reality has deepened the effect of a multitude of crises, from housing unaffordability to climate vulnerability, structural inequities continue to shape how Black communities navigate their day-to-day in Toronto.¹ The impact of these forces is evidenced by the data that speaks to the need and urgency for systematic and structural change:

- In 2021, COVID-19 mortality rates for Black people living in low-income households were almost 3 times higher compared to Black people not living in

¹ Who's Hungry Report 2022. (December 2022). Daily Bread Food Bank and North Harvest Food Bank.

low-income households, and 3.5 times higher compared to the non-racialized and non-Indigenous population living in low-income households.²

- In 2022, two-thirds of Black-mandated organizations in Ontario reported not being able to sustain themselves beyond a year and feeling less optimistic about their financial sustainability as compared to 2021.³
- A report on the overrepresentation of Black children and youth in Ontario Welfare highlights investigations of child-maltreatment of Black children were more likely to be referred to by school personnel (43%) and police (27%), compared to investigations involving white children.⁴
- Black Torontonians continue to be overrepresented in use of force and strip search data.⁵
- In 2020-2021, Black persons (the majority between the ages of 18 to 30 years old) represented 9.2 percent of the overall incarcerated population, despite representing about 3.5 percent of the Canadian population.⁶
- Black Torontonians are disproportionately impacted by poor outcomes across the housing spectrum, from the shelter system to supportive and social housing, to rental and home ownership.⁷
- A recent study of eviction filings showed that Census tracts with 36 percent of Black renter households have a 2.1 times higher eviction filing rates, compared to census tracts with 2 per cent Black households.
- A report from the Ontario Real Estate Association also revealed that 93 percent of Black realtors and 60 percent of all consumers surveyed, said renting practices are discriminatory.⁸
- A 2022 study on the prevalence of household food insecurity showed that Black households had the highest rates during the COVID-19 pandemic, and attributed the rate to factors such as poverty, living on a low-income, and precarious employment.⁹

The City and its partners continued to invest and collaborate with Black communities to design and deepen its response to COVID-19 in the following ways:

- Effective community advocacy pushed for the collection of race-based data by Toronto Public Health, which increased the City's understanding and knowledge

2 COVID-19 mortality among racialized populations in Canada and its association with income. (2022) Statistics Canada

3 State of Ontario's nonprofit sector in 2022. (June 2022). Ontario Nonprofit Network.

4 Bonnie, N. & Facey, K., with support from King, B., Fallon, B., Joh-Carnella, N., Edwards, T., Kagan-Cassidy, M., Black, T., Patrick-Drakes, V., & Anucha, C. (2022). Understanding the Over-Representation of Black Children in Ontario Child Welfare Services. (Ontario Incidence Study of Reported Child Abuse and Neglect-2018)

5 Idzeerda et al. (2022). What is known about the prevalence of household food insecurity in Canada during the COVID-19 pandemic: a systemic review

6 Annual Report. (2022). Officer of the Correctional Investigator. Government of Canada

7 Wellesley Institute (2023): Understanding Evictions through Service Provider and Community Leader Perspectives in North York Communities

8 Fighting for Fair Housing (2022). The Ontario Real Estate Association Presidential Advisory Group on Diversity, Equity, and Inclusion

9 Idzeerda et al. (2022). What is known about the prevalence of household food insecurity in Canada during the COVID-19 pandemic: a systemic review

about the intersection of the COVID-19 pandemic and anti-Black racism, and the magnitude of the ongoing impact within Black communities.

- In August 2022, the City invested \$4.6 million in the Vaccine Engagement Initiative with the aim of reducing barriers to COVID-19 vaccines and increasing access and vaccination uptake in equity-deserving communities.
- Amid a surge of COVID-19, Flu and Respiratory Syncytial Virus (RSV) cases in fall 2022, the City extended the Community Immunization Engagement and Mobilization Plan until March 31, 2023.
- The City also invested in targeted support for Black communities through the Community Coordination Plan's work with the Black Resilience Cluster and Black Vaccine Engagement Team, mobilizing critical resources and information, such as food, housing, and vaccine education.

These significant investments and actions are expected to yield long term benefits. For short-and medium-term outcomes, much more investment is required to close systemic gaps. Year Five commitments, Legacy Initiatives, and the next iteration of the Action Plan provides a window of opportunity to advance increasingly collaborative, coordinated, and scaled-up approaches to address anti-Black racism, in deep partnership with Black communities.

An Update on CABR Legacy Initiatives

In Year Four, the Confronting Anti-Black Racism Unit in Social Development, Finance and Administration Division advanced a series of multi-year initiatives grounded in the Action Plan and the principles of the United Nations International Decade for People of African Descent, officially recognized by the City in 2019. There are currently five Legacy Initiatives that address root causes of anti-Black racism in the areas of health, food, housing, community funding, and neighbourhood development. These are long-term, collaborative initiatives that provide foundations for enduring transformative change, as well as address the pressures that continue to be magnified by the reverberating socioeconomic impacts of the COVID-19 pandemic.

Table 2 highlights key milestones and progress of the Action Plan Legacy Initiatives advanced in 2022.

Table 2: Advancement of CABR Legacy Initiatives

Legacy Initiative	Key Milestones & Progress
The Toronto Black Food Sovereignty Plan	In its first year of implementation, the Toronto Black Food Sovereignty Plan has strategically focused on investments and partnerships. Collaborations have been established with Black-led organizations and grassroots groups working to improve access to culturally relevant food and economic opportunities, serving Black youth, Afro-Indigenous communities, 2SLGBTQ+ populations, and continental African residents.

Legacy Initiative	Key Milestones & Progress
<p>The Toronto Black Food Sovereignty Plan (continued)</p>	<p>Highlights in Year One of the Plan include:</p> <ul style="list-style-type: none"> - Selection, launch, and onboarding of the first Black Food Sovereignty Advisory Circle to guide and evaluate implementation of actions - 3 Black-mandated food agencies received operational through the Black-Mandated Funding Framework - \$26,000 to deliver the second Black Food Sovereignty Conference and community conversations to increase accountability and build capacity for community governance - 50 Indigenous and Afro-Indigenous community members were hosted in a community feast to build relations & share their sovereignty visions. - \$35,000 provided to the Afro-Caribbean Farmers Market in Little Jamaica to deliver an enhanced farmers' market in 2022 - Facilitated free infrastructure access for Black entrepreneurs at Venture Park Labs, and vendor space at the North York Food Hall - Delivered emergency food grants to five Black-mandated agencies to increase culturally relevant food access for Black seniors and families - Funded 8 new and enhanced North York and Scarborough Neighbourhood Fresh Food Markets to increase fresh food access - Launched Market Bucks program to subsize the cost of fresh food at Scarborough Farmers Markets for Black families - \$100,000 provided to African Food Basket and partners to deliver land-based agricultural programming for Black youth - Established a new Black business promotional program to spotlight and support Black food restaurants and entrepreneurs. <p>See Appendix D for more information on the progress made to date.</p>
<p>The Growing in Place Initiative</p>	<p>The Confronting Anti-Black Racism Unit continues to work closely with community partners and City Divisions to support planning and neighbourhood redevelopment processes to reduce the impacts and pressures of gentrification on Black commercial and residential displacement.</p> <p>In 2022, the Unit informed critical planning initiatives including, Secondary and Community Development Plans for the Jane-Finch Initiative and Update Downsview Secondary Plan informed the development of an anti-displacement strategy as part of the Weston Mount Dennis Secondary Plan process.</p> <p>In Year 5, the team will partner with the Black Planning Project and the Black Planners and Urbanists Association to launch a community-engaged process to design a Growing in Place Framework and community symposium that identifies tools and policy levers to create more inclusive planning processes and enhance community and divisional capacity to reduce and prevent Black displacement and disenfranchisement in community planning initiatives.</p>

Legacy Initiative	Key Milestones & Progress
<p>The Black-Mandated Funding Framework</p>	<p>In 2021, Social Development, Finance and Administration's Community Funding Unit launched the Black-Mandated Funding Framework Phase 1 Pilot for Black-mandated grassroots and emerging organizations.</p> <p>Key milestones include:</p> <ul style="list-style-type: none"> - Successful recruitment of a Phase 2 Advisory Committee in Fall 2022. - \$750,000 in 2022 to support an additional 18 grassroots and emerging groups. - \$500,000 to support enhanced granting for Black-mandated established organizations through the new and enhanced Approved 2022 City Budget. - Completion of 2021 pilot project evaluations were completed in March by the Youth Justice Network Toronto, which will inform learnings and the final development of the framework. <p>Social Development, Finance and Administration will bring forward a full update report and implementation plan in fall 2023.</p>
<p>The Black Housing Framework</p>	<p>Improving housing outcomes for Toronto's Black residents is a key priority for the City. Black residents continue to be overrepresented in poor housing indicators - from homelessness to homeownership. To respond to this challenge, the Unit, in collaboration with the Housing Secretariat, is undertaking the development of a Black Housing Framework that will aim to amplify, grow, and strengthen community-led interventions and solutions to the housing inequities facing Black residents.</p> <p>The Framework will align with the HousingTO 2020-2030 Action Plan and will work closely with other City partners and stakeholders, including Shelter, Support and Housing Administration and Toronto Community Housing to inform and align recommendations and actions.</p> <p>The Unit is also working with the Housing Secretariat to establish a set-aside of the 40,000 affordable rental homes for Black residents and households. To build capacity while the Framework is under development, the Unit has also partnered on three community-led housing initiatives:</p> <ul style="list-style-type: none"> - (1) The Roadmap for Redevelopment Plans to Confront Systemic Racism project, which is funded by the Housing Supply Challenge, to address the problem of systemic racism, displacement, and low planning outputs in affordable housing, by building capacity for inclusive, responsive community planning approaches.

Legacy Initiative	Key Milestones & Progress
<p>The Black Housing Framework (continued)</p>	<ul style="list-style-type: none"> - (2) The PARTNA Initiative, which works to increase the supply of affordable housing through leveraging single family residential properties. - (3) The partnership with the Wellesley Institute to conduct research, entitled Fighting to Keep Your Home in Community on evictions and the experiences of Black renters in North York, and the community agencies who support them. <p>The Unit has been working to foster targeted research on Black housing, partnering with the Wellesley Institute to develop a report on Black renter experiences and the prevalence of evictions, published in February 2023. The Unit also amplified community leadership and engagement by providing seed funding to establish a Black Community Housing Table of Black planners, housing agencies and advocates. This includes facilitating Black representation at existing City housing and planning tables, in collaboration with City Planning, through ensuring targeted engagement of Black residents, organizations, and experts to inform City-wide and neighbourhood projects. Initiatives include the City's Review and Considerations for a Housing Commissioner, the Update to the Official Plan, the Expanded Housing Opportunities in Neighbourhoods review and in the Little Jamaica Initiative.</p>
<p>The Black Health Service Coordination Strategy</p>	<p>The Black Health Service Coordination Strategy responds to calls from the health and community sectors for the City to leverage its convening power to aggregate information to develop community-informed, targeted interventions to address inequitable health outcomes through improved service delivery. The work is guided by three pillars:</p> <ul style="list-style-type: none"> (1) Disaggregated Data Collection (2) Service and System Mapping to Target Impact and Action (3) Convening and Capacity Building <p>The Confronting Anti-Black Racism Unit has partnered with the People and Equity Division to invest in a new partnership with the Black Health Alliance and Wellesley Institute. The partnership will focus on increased capacity for data collection but will develop principles to create a Black Data Governance Model which advances the corporate Data for Equity Strategy. This work will ensure collection and practices serve Black communities and do not replicate harm.</p>

Progress on Year Four Priorities (January to December 2022)

The Year Four Work Plan identifies 41 actions led by 17 City divisions in collaboration with Black-led agencies and groups. Projects in 2022 delivered \$7.6 million in investment to advance the Action Plan between January and December. Overall, 80 percent of all Action Plan recommendations have been implemented. 48 percent of Year Four's work plan activities are complete. The remaining 52 percent are multi-year actions that will continue to be advanced in Year Five. Due to capacity challenges and

COVID-19 related redeployments in the beginning of 2022, initiatives continued to be delivered under an extended timeline.

The Confronting Anti-Black Racism Unit generated the following:

- Organized and supported over 30 community engagements that reached 10,250 people virtually and in person. Engagements included community awareness and partnership events and conferences to support key initiatives, such as the Toronto Black Food Sovereignty Plan, Pride Month, and various other initiatives.
- Developed 30 partnerships with diverse, Black-mandated community organizations and public and private sector groups to help promote and advance the Action Plan.
- Convened large scale projects to convene Black leaders and residents, including convening the third annual Black Mental Health Week, the second annual Black Food Sovereignty Conference, and Emancipation Month activities.
- Categorized, provided expert advise and tracked Year Four Work Plan activities across six themes: (1) Service Targeting and Coordination; (2) Inclusive Economic Development; (3) Accessible and Equitable Housing; (4) Alternative Police Responses, Restorative Justice, and Repair; (5) Transformative Culture Change at the City; and (6) Recognition and Placemaking. Table 3 provides a snapshot of progress based on each theme area.

Year Four was focused on deepening impact across Black 2SLGBTQ+ communities, Black women, and youth by supporting increased opportunities for leadership, investment in capacity, and continued organization supports in the third year of the pandemic.

Table 3 provides highlights of Year Four's progress.

Table 3: Snapshot of Year Four Progress

Theme	Impact
Service Targeting & Coordination	<ul style="list-style-type: none"> - \$1.6 million invested to support EarlyON providers and Black-mandated organizations to pilot, expand, and partner to develop targeted, responsive, and culturally affirming programming to meet the distinct needs of Black children and families. - \$150,000 invested in Black 2SLGBTQ+ organizations and initiatives, with a focus on responding to the impacts of COVID-19, health and employment supports, and recovery with Toronto's Black 2SLGBT+ communities, partners included Black CAP, Black Queer Youth Collective (BQYC) and Sherbourne Health. - \$100,000 investment to support community activities during Black Mental Health Week 2022, which included partnerships with 15 Black-mandated organizations, with a focus on grassroots organizations serving Black women, youth, continental African populations and 2SLGBTQ+ communities.

Theme	Impact
<p>Inclusive Economic Development</p>	<ul style="list-style-type: none"> - \$100,000 invested in the Toronto History Museums Awakenings Artist Mentorship Program. The program aims to elevate the voices of emerging and mid-career Black, Indigenous, 2SLGBTQ+ and equity-deserving artists. 60 percent of mentees who participated are Black. - \$40,000 invested to support the development of a COVID-19 exhibition development process, which will commission 6 to 8 Black 2SLGBTQ+ artists. - The new Cultural Festivals Funding Program was launched in 2022. The program provided approximately \$2.0 million in funding to 37 accessible cultural festivals operating in the public realm, 33% of the total funding disbursed under the program provided to Black-mandated organizations/festivals. - \$21,000 invested in research supported by AnchorTO to understand how to remove barriers to participation in the procurement process and to better engage and support Black-owned, Black-mandated and Black serving (B3) businesses. 3 “Supplier Readiness for Black-Owned Business Leaders” training workshops were also produced and delivered to 3 cohorts of 25 B3 business leaders. 2 tailored “Doing Business with the City” training sessions were conducted for Black-centered councils and chambers. - Through the Toronto Main Street Recovery and Rebuild Initiative, \$1 million invested through the Black Business Association to deliver revitalization programs and initiatives that support all Black-owned and operated businesses within the boundaries of Little Jamaica. - \$1.6 million invested through the Black-Mandated Funding Framework Pilot, and \$480,781 funding to Black-mandated organization to support the Black Youth Leadership and Black Governance Grants. - \$900,000 invested to support 140 BIPOC participants to complete training through various programs offered through the oxo Industry Pathways program, including the Production Assistant Skills development Program for Black Youth in partnership with POV. - \$450,000 for the Youth Cultural Incubators Stabilizing Initiative (YCISI) which increases capacity, financial literacy, and sustainability of small to mid-sized, Black-led arts organizations by providing 3 years of core funding, mentorship, and workforce development.
<p>Accessible and Equitable Housing</p>	<ul style="list-style-type: none"> - \$114,990 invested to advance community-led initiatives that address gentrification, displacement, and housing in Black communities, including toward the PARNTA Initiative, Margaret’s, and CP Planning. - \$113,000 invested to advance housing outcomes in the Little Jamaica Master Plan. - Piloted a racial identity question with 14 shelter sites that was formally rolled-out system-wide in June 2022. Homeless data helped to ensure the prioritization of Black residents for supportive homes filled through Coordinated Access, with a target of 25% of all supportive homes in this program dedicated to the Black population.

Theme	Impact
Accessible and Equitable Housing (continued)	<ul style="list-style-type: none"> - The Centre for Advancing the Interests of Black People, at Toronto Community Housing, formally began their operations in 2022 to lead the organization in implementing their Confronting Anti-Black Racism Strategy to support Black social housing tenants. - After seeing an uptick in need, in 2023 the Eviction Prevention In the Community Pilot Program will begin collection disaggregated race-based data.
Alternative Police Responses, Restorative Justice, and Repair	<ul style="list-style-type: none"> - Responding to community calls for alternatives to policing, approximately \$10.9 million in funding to operate the four Toronto Community Crisis Service (TCCS) pilots to respond to mental health crisis calls to 9-1-1 and 2-1-1 at full scope and provide backbone support to implement the program. - The 911 Crisis Call Diversion Pilot launched at the TPS Communications Centre and is supported by a co-located crisis worker from the Gerstein Crisis Centre. - \$522,000 invested to deliver the 911 Crisis Call Diversion Pilot Project and will run for one year, until June 30, 2022. - The Mobile Crisis Intervention program expanded from 10 to 13 teams working 14.5 hours a day, 7 days a week. - Increased accountability, transparency and access to all open data collected pursuant to the Toronto Police Service Race-Based Data Collection Policy. Data is now shared with the City of Toronto for display and distribution on its open data portal. - The Service hosted 6 community Town Halls around their Race and Identity-Based Data Collection Strategy findings and to ascertain feedback from communities on how to make internal changes to address disparities.
Transformative Culture Change at the City	<ul style="list-style-type: none"> - Over 7,439 staff trained on anti-Black racism, with 1800 plus hours delivered across City divisions, agencies, and public organizations in 2022. - Toronto Employment and Social Services hired 13 Black staff through the 5-month Work-Based Learning program 2022/2023 cohort as frontline, administrative, social and community workers. - The 2022 Count Yourself in Survey included disaggregated race and gender data and reported that 13 percent of City staff respondents identified as Black. - 165 internal and external employment and hiring partnership initiatives to support workforce development plans for Black and equity-deserving job seekers interested in working at Toronto Transit Commission. - 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.

Theme	Impact
<p>Recognition and Placemaking</p>	<ul style="list-style-type: none"> -The Cultural Hotspots Program dispersed \$168,000 in funding to support 6 Signature Projects and 9 Spark Projects in Little Jamaica and \$144,063 in funding to support 9 Signature Projects in Golden Mile. - Designed an innovative new process to support NIA Centre for the Arts to fulfill a \$4 million dollar state of good repair capital investments to expedite and streamline building timelines to deliver the new premier arts centre for Toronto's Black communities. - Established a new Black Community Advisory Group in July 2022 to inform City development and park design for two new parks in Moss Park. Conducted virtual consultation meetings to ensure Black communities feel welcome and safe in City park spaces. - Development of a feasibility assessment is underway to explore potential partnerships for the creation of a new community cultural and recreation centre with Somali Cultural and Recreation Centre Steering Committee. - Community Space Tenancy Incubator pilot policy is in development and will support the participation of smaller not-for-profit and grassroots groups, with a focus on Black-led groups.

Investment in the delivery of the Toronto Action Plan to Confront Anti-Black Racism has totaled \$33.3 million, since its launch in 2018. Over that time, resources have been directed to community partnerships, youth employment and capacity building programs, targeted COVID-19 emergency responses, Black arts, culture, and heritage initiatives, and corporate culture change programs to advance the implementation of the Action Plan.

There are several new initiatives being funded in 2023. These include Economic Development and Culture's Cultural Hot Spot programs in Jane and Finch and Little Jamaica. Investments will also support Black food business training, support services, and Scarborough food spaces and farmer's markets, as part of the delivery of the Toronto Black Food Sovereignty Plan. Black business incubation, entrepreneurship, and innovation programs will also be resourced this year, along with funding to establish the Blackhurst Cultural Centre, located in Mirvish Village. Similarly, Children's Services will also be funding a new community of practice to realize culturally safe and relevant programming for Black children in daycares, as well as at EarlyON sites.

Shelter Support, Housing and Administration and Toronto Employment and Social Services will also continue to invest in the establishment of their own divisional Confronting Anti-Black Racism teams, deepening their division-led anti-Black racism work and corporate culture change. Social Development, Finance and Administration will move ahead resourcing the Black Mandated Funding Framework, led by the Community Funding Unit, as well as funding community engagement activities to deliver the Toronto Black Food Sovereignty Plan; providing investments to grow Black community partnerships and support, through the work of the Confronting Anti-Black Racism Unit.

Monitoring Impact and Change in Year Four

In Year Four, the Confronting Anti-Black Racism Unit strengthened its capacity to track data on the impacts and outcomes of the Action Plan through the first full year of implementation of the UBUNTU African Impact Assessment Model pilot with community partners and City divisions. The UBUNTU Model seeks to evaluate and monitor how change occurs across different spheres of impact to assess immediate and short-term changes generate through the Action Plan. Using a decolonized approach to monitoring, metrics, and tracking, the model uses community defined metrics to assess change across four spheres: (1) individual; (2) group; (3) institutional; and (4) societal. The first full year of implementation has provided significant learning and insight for the Unit, with important feedback from partners on ways to both refine and strengthen the indicators and steps in the reporting process.

As staff work to integrate and embed the model across its work, there are opportunities to scale the UBUNTU Model alongside other complimentary models to better understand how Black communities and City staff are seeing and contributing to change in the current year and beyond. Table 4 provides a snapshot of impact based on the first three spheres of change.

Table 4. Year 4 Impact on Individual, Groups, and Institutional Spheres

Sphere of Influence	Impact
<p>Impact on Individuals</p>	<p>Over Year Four, there were several critical investments to support the employment pathways and opportunities for Black youth and residents. These interventions create at multiple scales to drive change. The opportunities provided individual access to economic opportunities, stable employment pathways, intergenerational mentorship and network building and bolstered the self confidence, belonging and emotional wellbeing of Black communities. This year's initiatives focused on youth who experience the greatest barriers to employment:</p> <ul style="list-style-type: none"> - The City's People and Equity Division relaunched the Black Youth Career Development Program with a focus on Black queer, trans, and people with disabilities, with many youth receiving promotions in their roles. - Leveraging \$114,183.32 in funding, the City's Toronto Employment and Social Services Division also launched the Innovative Case Management pilot: Mental Health Supports for Black and Indigenous Youth - Toronto History and Museums Youth Program provided learning opportunities for 300 diverse youth to meet and connect with Indigenous, Black, and racialized entrepreneurs, local business owners, professionals, and artists. Twenty-three per cent of youth who participated in the program identified as Black in the program.

Sphere of Influence	Impact
Impact on Groups	<ul style="list-style-type: none"> - Toronto Public Library established a Community Librarian position in September 2022 with a focus on serving Black-focused agencies and communities. The Community Librarian, located at TAIBU and the East Scarborough Boys and Girls Club has registered over 200 new residents for library cards, supported over 500 information requests and hosted 15 Book a Librarian Sessions as of December 2022. - During Black Mental Health week, over 20 Black residents in the Keele and Eglinton area were engaged to discuss the impacts of gentrification on the mental health of people of African descent. - In May 2022, Parks, Forestry and Recreation collaborated with the Toronto Kiki Ballroom Alliance to deliver the Kiki Ballroom program to Black queer and trans youth to learn about Ballroom culture and connect with their Black and Latinx 2SLGBTQIA+ communities within the City's Enhanced Youth Spaces.
Impact on Groups (continued)	<ul style="list-style-type: none"> - The 2022 Drag Masterclass created a safe and welcoming space with like-minded peers to develop skills to secure employment across Drag Bars in Toronto. Alumni of the class have been able to achieve commercial success by appearing on OUT tv's show "Call Me Mother". The pilot cultivated community trust through new partnerships between 2SLGBTQIA+ organizations, community leaders, and Black and Latinx 2SLGBTQIA+ City staff. This was evidenced after the first three months, with the Kiki Ballroom program growing to engage 9 Houses, 150+ members, and over 2,000+ visits from 2SLGBTQIA+ participants.
Impact on Institutions	<ul style="list-style-type: none"> - Parks, Forestry and Recreation's Community Recreation Confronting Anti-Black Racism Task Team and Youth Recreation Service Team developed a Facilities Reference Guide as a tool to pro-actively create more inclusive spaces and new builds that serve equity deserving groups. - There continues to be considerable growth in the establishment of divisional Black Staff Networks and CABR divisional Action plans: <ul style="list-style-type: none"> - Toronto Employment and Social Services and Infrastructure Development Services have established and begun implementation of their divisional anti-Black racism Action Plans. This work includes procurement for Black-owned business and social enterprises for contracts for divisional events, forums, and trainings that are Black-focused under \$50,000. In 2022, the division hosted several events and pilots with over 5 Black-owned businesses and community organizations. - Toronto Employment and Social Services' divisional Black Staff Network has also grown with 112 Black staff members and aims to retain Black workers through various professional development, coaching, and mentorship opportunities. - Seniors Services and Long-Term Care established its own internal anti-Black racism committee and is in the process of developing its own divisional Action Plan.

Year Five Work Plan (January to December 2023) Priorities

Between July 2022 to January 2023, Black communities, the Partnership and Accountability Circle, the City's Black Staff Network and City divisions and agencies were engaged as part of a three-part process to inform the development of a Year Five Work Plan. Phase one included working with City divisions, agencies, commissions, and partners to clarify the status of existing Year Four deliverables and Year Five priorities through the quarterly Confronting Anti-Black Racism City Leads Circle meetings.

In November 2022, City divisions, agencies and commissions were convened to determine alignments with broader City priorities to advance recommendations that will leverage existing City commitments, investments, and capacity to benefit Black communities. Finally, the Partnership and Accountability Circle was consulted to provide community insight to further refine the language, framing and final actions for the 2023 calendar year.

The four guiding themes for the Year Five Action Plan Work Plan are included below. See Appendix B for more information on the four priority areas.

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

These categories represent a diverse range of programs, services, policy initiatives, and long-term plans to better support Black residents. Highlights in Year Five include City Council's commitment to re-establish the Confronting Anti-Black Racism Advisory Committee, the country's first body of its kind; and the work to revamp the City's complaints process to drive transformative culture change and better engage Black communities, stewarded by the Deputy and City Managers' Offices. Under the theme of community safety, justice and wellbeing, the Toronto Transit Commission will improve their use of force policy; and the Police Reform Unit, in Social Development, Finance and Administration, will collaborate with partners for the expansion of the Toronto Community Crisis Response service.

To strengthen economic prosperity and community funding, Purchasing and Materials Management Division will advance an enhanced social value-based procurement model, increasing Black business procurement. Targeted services, programs and spaces will also be supported through projects like Children's Services' Black-focused EarlyON sites. 2023 will also see the completion of a feasibility study to explore the creation of a Somali Canadian Community Centre; as well as the delivery of improved infrastructure, services, and programs through the development of Secondary and Community Development Plans in the Jane and Finch and Weston Mount Dennis neighbourhoods. City Planning, Economic Development and Culture, and Social Development, Finance and Administration divisions are jointly leading this work.

As the Unit begins reflecting on the overall impact of the Action Plan to inform future directions and recommendations, it will be integral that the robust collaborations, partnerships, knowledge, and lessons learned from City divisions, agencies, and boards; internal division-led Action Plans; and from community advisory bodies such as

the Partnership and Accountability Circle, the Confronting Anti-Black Racism Advisory Committee, and the Black Resilience Cluster are captured, considered, and actioned.

A Framework for Organizational Culture Change

To date 27,303 City staff have participated in anti-Black racism training since the launch of the Action Plan. Each year, a selection of City divisions and agencies are identified to receive mandatory Confronting Anti-Black Racism Training as a part of the Confronting Anti-Black Racism Corporate Learning Strategy. Five City divisions will be prioritized to receive Confronting Anti-Black Racism training in Year Five. Divisions identified for training in 2023, include: The Housing Secretariat; Social Development, Finance, and Administration; The City Clerk's Office, and Shelter, Support and Housing Administration.

The Confronting Anti-Black Racism Unit is also currently developing a broader culture change framework to foster learning and continued engagement across the Corporation. Table 7 outlines the key elements of this framework.

Table 7: CABR Culture Change Framework

Element	Description
CABR Training and Development Program	A foundational 4 or 8-hour training course to provide a basis of understanding and competency to apply the Confronting Anti-Black Racism Analysis tool and engage with actions outlined in the Toronto Action Plan to Confront Anti-Black Racism.
Corporate Learning Program	A suite of programs opportunities for City staff to engage with, including: 1. Unpacking Dialogues to foster group dialogues among staff and management 2. Lunch and Learn seminar series focussed on initiatives in the Action Plan 3. Office Hours, which provide specific case management support 4. Online training for City Staff through Toronto for All
Corporate-wide Learning Opportunities	City-wide commemorative events that focus on culture change through arts, culture, and community collaboration. These include, but are not limited to, Black History Month, Black Mental Health Week, and Emancipation Month.
Multi-Sectoral Anti- Black Racism Consultative Support Services	Training and advice which builds the capacity of non-profit agencies, institutions, corporations and other municipalities and governments to embed and champion an anti-Black racism lens in their work.

Between 2018 and present, the Unit’s approach to training and development has evolved and expanded, from one training program and a course to a City-wide corporate learning program that is crystalizing into a culture change framework. Research has identified that to build and sustain the capacity to address anti-Black racism and other forms structural discrimination and oppression in government, there is

a need for "opportunities to be relational, creative, adaptive and interconnected." ¹⁰ This culture change framework aims to ensure City divisions and agencies both strengthen their capacity to respond to the diverse needs of Black communities, while also removing barriers to engage and benefit from municipal services, spaces, and policies, that they develop, design, and administer.

Next Steps

The Toronto Action Plan to Confront Anti-Black Racism is one of several important equity-based City strategies that ensure policy interventions remain interconnected, integrated, and targeted to benefit and foster wellbeing among Toronto's most underserved communities. Investment, cross divisional and agency collaboration, and community partnerships continue to be integral to address priority outcome areas and structural inequities magnified by the pandemic.

A report back on the Year Five Work Plan Deliverables will go forward in Q4 2024, along with an update on the development of a new Toronto Action Plan to Confront Anti-Black Racism to propel the legacy of this work and Black liberation forward.

CONTACT

Akwatu Khenti, Director, Community Resources, Social Development, Finance and Administration, Akwatu.Khenti@toronto.ca

Kemba Byam, Acting Manager, Confronting Anti-Black Racism, Social Development Finance and Administration, Kemba.Byam@toronto.ca

SIGNATURE

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

ATTACHMENTS

Appendix A: Year Four Action Plan Summary of Progress
Appendix B: Year Five Work Plan Priorities and Deliverables
Appendix C: Partnership and Accountability Circle Report
Appendix D: Toronto Black Food Sovereignty Plan - Year One Highlights
Appendix E: Divisional Anti-Black Racism Action Plans (Part 1 and Part 2)

¹⁰ The Shape of Trust. (January 2022). Seattle Office of Arts & Culture and The Racial & Social Justice Initiative