

**YEAR FIVE WORK PLAN PRIORITIES**

Unanimously approved by City Council on December 5, 2017, the Toronto Action Plan to Confront Anti-Black Racism identifies annual workplan activities. In year five (January 2023 to December 2023) the Confronting Anti-Black Racism (CABR) Unit will continue to work with City agencies, boards, commissions, and divisions to implement work plans in the final year of the Plan. This document outlines the key themes, priority issues and final actions that will be delivered in 2023.

#	Priorities	Rec. #	Year Five Key Deliverables	City Leads
1	<b>Advancing Organizational Culture Change at the City</b>  Year Five will prioritize the development of community-informed best practice models to enhance organizational well-being, training and employment, and Black leadership to inform the collection of internal and external disaggregated race-based data. These models will support the City to drive targeted changes to address Black staff retention, complaints, and professional growth and increase accountability in data collection and governance to inform responsive strategies, services, and supports to reduce inequities and advance inclusivity.	1.1	Develop and implement training on effective programming for Black children and youth, using an Anti-Black Racism Analysis.	CS
		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.	CS, SDFA, PFR
		6.1	Outreach, recruit, and hire from diverse Black communities to increase number and retention of health, social and community workers of African descent.	TPH
		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.	PFR, SDFA, TPH
		6.3	Coordinate with funders to require the collection and public reporting of health and community service data disaggregated by race and other characteristics.	PE, SDFA, TPH
		6.4	Coordinate with funders to invest in community capacity to comply with the collection of data disaggregated by race.	PE, SDFA, TPH
		10.5	Collect race-based data on homelessness, particularly on the needs of Black queer and trans youth for shelters support services planning.	SSHA
		11.1	Outreach, recruit, and hire diverse Black people to increase the number and retention of employees of African descent at the City of Toronto.	PE, SDFA
		11.2	Engage diverse Black experts and community members to develop Anti-Black Racism training for City staff and leaders.	SDFA, PE
		11.4	Enhance current City internship programs to include youth of African descent, including Black queer and trans youth.	EDC, SDFA, TCHC, TPH, TPL
12.1	Leverage federal and provincial funding to create mentorship programs for Black youth	SDFA		

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				to support skill development and the building of professional networks	
			19.4	Review and revise the City’s complaint processes to ensure that anti-Black racism is addressed at all phases and is aligned with related City instruments, policies, and regulations.	CCO, Clerks, PE, SDFA
			19.5	Advertise the City’s complaint processes in communities of African descent.	CCO, Clerks, PE, SDFA
<b>2</b>	<b>Targeted Services, Programs and Spaces</b>	Year Five will enhance and invest in service coordination and planning to deliver more intersectional and targeted services and programs, in collaboration with Black communities, organizations, and institutional partners. Efforts will seek to respond to health outcomes linked to structural determinants of health across housing, food security, education, community services and community safety.	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
			4.2	Work collaboratively with Black communities and the Province to leverage Black cultural knowledge to lead and provide more mental health services across the city for Torontonians of African descent, 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 under-served neighborhoods and populations of Black Torontonians.	SDFA, CS, TPH
			9.2	Increase settlement sector knowledge of programs and services for Black newcomers.	SDFA
			9.3	Ensure Black newcomers are represented in the Toronto Newcomer Strategy and the Integrating Cities Charter.	SDFA
			9.6	Provide culturally appropriate supports to address violence against women in Francophone communities.	SDFA
			10.6	Create safe spaces within women’s and family shelters for Black women.	SSHA
			10.7	Apply an Anti-Black Racism Analysis to the Rent Supplement provision process to support equitable access to rent supplement program.	HS
			10.8	Apply an Anti-Black Racism Analysis to the Eviction Prevention Framework in the 2017-2018 Eviction Prevention Strategy.	HS

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			13.3	Provide free police reference checks, training, and certifications for Black youth to access volunteering and entry-level jobs.	TESS, SDFA
			14.1	Continue to advocate to the Ontario government to raise social assistance rates.	TESS
			20.2	Conduct an audit using an Anti-Black Racism Analysis to evaluate City spaces and programs.	TPL, SDFA, PFR
3	<b>Economic Prosperity &amp; Community Funding</b>	<p>Year Five will build on investments made to develop and deliver partnerships, funding, and policy frameworks to support Black-owned and operated businesses, Black-led and serving organizations, and grassroots groups to grow and thrive in place.</p> <p>Efforts will combat anti-displacement and mobilize institutional levers, such as culturally informed inclusive economic development and neighbourhood planning, community benefits, social procurement, community land trusts and the continued development and use of prosperity pathways, including the Black Mandated Funding Framework.</p>	15.3	Target development supports for businesses owned by Black women, Francophones, and people who were formerly incarcerated.	EDC
			20.1	Leverage City spaces to create a Black community hub in partnership with Black service providers.	SDFA, CREM
4	<b>Community Safety, Justice, and Well-being</b>	Year Five will focus on strengthening the institutional capacity to remove	13.6	Advocate to the provincial and federal governments to remove barriers to applying for criminal record suspensions.	TESS
			16.3	Review use of force protocols from an Anti-Black Racism Analysis.	TPS

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	systemic barriers across the justice system and increase transparency in reporting and communications through the engagement of community advisories. This will include investments in upstream, trauma-informed, and community-centered approaches to enforcement and police responses, community centered approaches to safety, and restorative and reparative practices to ensure justice, and healing for Black communities.	16.6	Strengthen protocols for police response to Emotionally Disturbed Persons (EDP) and report regularly on police-EDP interactions, using an Anti-Black Racism Analysis.	TPS
		16.7	Communicate to the Province the need for improvements to Policing and the Justice System to better serve and protect Black people.	TPS, SDFA
		17.1	Mandate the collection and public reporting of race-based data for greater transparency.	TPS
		17.3	Strengthen community capacity to report and police capacity to investigate Islamophobic, transphobic and anti-Black hate crimes through a Community Police Hate Crimes Advisory Committee.	TPS
		18.2	Use an Anti-Black Racism Analysis to develop and implement alternative models of policing that focus on community engagement.	TPS

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<b>LEGEND: City of Toronto Divisions &amp; Agencies</b>			
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 Communications	TESS	Toronto Employment & Social Services
PE	People & Equity (formally Equity, Diversity & Human Rights)	TPH	Toronto Public Health
PFR	Parks, Forestry & Recreation	TPS	Toronto Police Services
SDFA	Social Development, Finance & Administration	TTC	Toronto Transit Commission
CMO	City Manager's Office	CREM	Corporate Real Estate Services
HS	Housing Secretariat		