

The Confronting Anti-Black

Racism Unit's

Partnership and Accountability Circle

Year 4 Report



Introduction

The City's Confronting Anti-Black Racism Unit (CABR) is responsible for rolling out the Toronto Action Plan to Confront Anti-Black Racism¹. Action 19.2 in the Toronto Action Plan to Confront Anti-Black Racism calls for the City to outreach, recruit, and appoint diverse people of African descent to support advisory bodies in the City of Toronto. The Partnership and Accountability Circle (PAC) was established to guide and support the full implementation of the Action Plan². The PAC is informed by African values, principles, and practices and reflects Torontonians' diversity of African descent. Membership of the Circle is composed of 12 Torontonians with diverse lived experiences, education, professional expertise, and historical knowledge of anti-Black racism in Toronto. This includes:

- (4) Four elders who represent the wisdom of the community to hold the integrity of the Circle's principles, values, and practices;
- (4) Four youth, defined as being between the ages of 13 to 29 with diverse lived experience; and,
- (4) Four people who represent key stakeholder groups of Black Toronto communities (key stakeholder groups include health services, social services, arts and culture, business and corporate sector, government).

In reflecting on Year Four of the Toronto Action Plan to Confront Anti-Black Racism, the Partnership and Accountability Circle (PAC) has written this report, organized by the key priorities approved by the City Council for the Year Four work plan³. The report is structured as follows:

- Priority Area 1: Service Targeting & Coordination
- Priority Area 2: Inclusive Economic Development
- Priority Area 3: Accessible and Equitable Housing
- Priority Area 4: Alternative Police Responses, Restorative Justice, and Repair
- Priority Area 5: Transformative Culture Change at the City
- Priority Area 6: Recognition and Placemaking

Key Challenges

- Inflation has impacted all areas of livelihood, namely the need for adequate and affordable housing. From the shelter system to the rental market and the homebuyers' market, the housing needs of Black Torontonians are not being met.
- The COVID-19 pandemic has had a significant and multifaceted impact on the livelihoods of all Torontonians, especially the Black community. Existing and increased supports in housing, employment, healthcare, and mental health are needed.
- *"Mental health challenges have been exacerbated by COVID-19. This is mainly due to isolation because of the lockdown."* - PAC Member

¹ City of Toronto. (2020, October 01). Confronting Anti-Black Racism. Retrieved January 27, 2023, from <https://www.toronto.ca/community-people/get-involved/community/confronting-anti-Black-racism/>

² City of Toronto. (2020, October 05). COVID-19: Status of Cases in Toronto. Retrieved January 27, 2023, from <https://www.toronto.ca/home/covid-19/covid-19-latest-city-of-Toronto-news/covid-19-status-of-cases-in-Toronto/>

³ City of Toronto. (2022, August 30). *Confronting anti-black racism*. City of Toronto. Retrieved January 27, 2023, from <https://www.toronto.ca/community-people/get-involved/community/confronting-anti-black-racism/>

Key Achievements

- The PAC was consulted by a number of internal and external groups on issues pertaining to the well-being and safety of Toronto's Black communities.
- The PAC has issued a letter on behalf of concerned Black Torontonians regarding the proposed reintroduction of law enforcement officers into schools. While the uptick in violence reported by TDSB in schools is alarming⁴, Black Torontonians are concerned that policing in schools stirs up racial tensions. This is an important action as this letter reflects community voices that need to be heard.
- Race-based disaggregated data collection is being done in select city divisions and agencies and is validating concerns voiced by Toronto's Black communities for decades. Most notably, race-based aggregated data proved that TPS continues to disproportionately use force and other enforcement actions against Black communities⁵. The City's Data for Equity Strategy is a great step towards having disaggregated data available to guide how the City makes decisions. The CABR Unit is advocating for the provision of race-based data to further support CABR's initiatives that contribute to the fulfillment of the Toronto Action Plan to Confront Anti-Black Racism.
- The CABR Unit continues to focus on the implementation of the facilitator-led, Council mandated training while evolving its Corporate Learning Program. In 2022 the Training and Development Consultant team has trained over 7000 staff across the City's divisions, Agencies, Boards and Commissions. The Toronto Police Service (TPS) has also evolved their training approach to anti-Black racism and have identified that they have trained over 4500 of their staff on anti-Black racism. The TPS continues to evolve how and where they embed learning and staff training about anti-Black racism across the spectrum of their training and professional development curriculum.
- The CABR Unit's work on passing the Black Food Sovereignty Plan has been a significant achievement towards ensuring food security in Toronto's Black communities. The PAC supported the recruitment process for the Black Food Sovereignty Advisory Circle including, outreach, reviewing applications, conducting interviews, and supporting the Black Food Sovereignty Working Group activities and initiatives.

⁴Hunt, S. (2022, December 6). *TDSB reporting a major increase in school violence*. CityNews. Retrieved January 27, 2023, from <https://toronto.citynews.ca/video/2022/12/06/tdsb-reporting-a-major-increase-in-school-violence/>

⁵ Ontario Human Rights Commission. (2022, June 16). *OHRC statement on Toronto Police Service Announcement on RACE-based data collection findings*. OHRC statement on Toronto Police Service announcement on race-based data collection findings | Ontario Human Rights Commission. Retrieved January 27, 2023, from https://www.ohrc.on.ca/en/news_centre/ohrc-statement-toronto-police-service-announcement-race-based-data-collection-findings

Feedback on Progress

Priority	Action/PAC Perspective	Recommendation
<p>Priority Area 1: Service Targeting and Coordination</p>	<ul style="list-style-type: none"> - The Black Resilience Cluster (BRC) and the CABR Unit are very active in engaging the Black community on COVID-19 community resilience and recovery. However, now that COVID-19 is being normalized, and other respiratory viruses emerge, the push for COVID-19 vaccination in communities is decreasing. - The COVID-19 pandemic required medical professionals in Toronto’s Black communities to accept the role of community educators. - The Recovery TO and Vaccine Engagement initiatives’ efforts to support and educate the community was well received. However, in terms of COVID vaccine uptake, there was friction caused within the Black communities. - To circulate resources and information about the COVID-19 vaccine, multiple events were hosted, and the media was engaged in responsible and widespread ways (for example via community-based social media accounts). - There has been an improvement in offering Science, Technology, Engineering, Arts and Math (STEAM) programs for Black youth; most noticeably in institutions outside of the Toronto District School Board (TDSB). The CABR Unit has been working in tandem with other culturally responsive initiatives promoting Black youth in STEAM and Trades. - The Black-Mandated Funding Framework has been effective in beginning to build capacity in small organizations through the pilot phase. - Regarding the BRC, the PAC recognizes that it is good to continue to have champions and representatives from the CABR Unit; although it would be good to connect with more Black community leaders to participate in the conversation. 	<ul style="list-style-type: none"> - The PAC recommends continuing to work with Black medical professionals and community health service providers in communities to increase trust in medical interventions in the future. - The PAC recommends that more effort be made to address the current respiratory health crisis by further integrating the health system in school systems. - The PAC recommends consulting with Black communities to determine how the City can better support people who have experienced community ostracization due to the politicization of vaccination. Furthermore, PAC recommends a healthcare initiative focus not just on vaccines, but on overall health and wellness as the focus. - The PAC recommends that the CABR Unit works with community organizations to develop long-term plans to reduce dependency on government funding to increase long-term organizational sustainability and resilience. - The PAC recommends that the BRC continues to look at the intersectional nature of issues that impact Black communities. - The PAC recommends that the BRC increase regular consultation with Black communities to increase awareness of the work they do. These consultations should also be done to gauge the changing socio-economic needs of Black Torontonians. - The City can support the BRC through helping expand communication with Black communities to let them know that this table exists. - The PAC recommends that the CABR Unit and City divisions increase interaction with Black youth in the community, as it is best to find out what youth need directly from the youth themselves. - The PAC recommends that intersectional healthcare needs of Black Torontonians continue to be addressed:

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		<ul style="list-style-type: none"> - The COVID-19 community pop-up clinics were an important feature within the community, which could be utilized as a method to address other health issues facing the Black community. - The awareness of mental health supports within the Black community should be increased. The PAC recommends the City establish and increase financial resourcing for the City’s annual Black Mental Health Week.
<p>Priority Area 2: Inclusive Economic Development</p>	<ul style="list-style-type: none"> - The Cultural Districts program has been a welcomed initiative, however, there are many concerns around gentrification: <ul style="list-style-type: none"> - Little Jamaica: Many businesses have closed in Little Jamaica due to LRT construction, meanwhile Metrolinx has no solid date as to when construction will be completed. This has greatly impacted Black-owned businesses in the area. The PAC was brought in to speak on how the initiative in Little Jamaica is going, however, in light of the continued suffering of Black businesses due to gentrification in this area, the consultation process feels like a checkbox. - Jane/Finch and Downsview: The initiative is being welcomed well in the community, because the consultation process included community members. The community has expressed the desire for a new community centre, but to date, this has not been fulfilled. So far, no plan of action was put in place to address this community request. - Mount Dennis: The Mount Dennis community has potential for actual rent-to-own opportunities for community members, which is positive. - Black businesses need to be preserved throughout this transition process, including working with landlords to preserve Black community businesses. - The PAC feels that there is not enough being done to create career pathways for Black youth. Current employment opportunities are often not in accessible 	<ul style="list-style-type: none"> - The PAC recommends that small businesses in Little Jamaica/Eglinton West Corridor need to be supported financially throughout the construction process. Furthermore, Metrolinx and other parties responsible for the lengthened construction timeline should be expected to compensate businesses for losses incurred. - The PAC recommends conducting a consultation with existing Little Jamaica/Eglinton West Corridor businesses to see what they need to survive. - The PAC recommends that further financial support be provided, such as advocacy for more generous business grants and loans for Black businesses in gentrifying areas. - The PAC recommends the initiation of a community bank/local economic system to help address business challenges; this could include private/public involvement. - PAC recognizes that Black job seekers are facing employment discrimination in the current job market. Therefore, PAC recommends that ABR training be extended to employers and community organizations because if the ABR training comes from the City it could lend credibility. - The PAC recommends continuing to offer focused programs to support the creation of career pathways for Black youth. These programs need to be more flexible because of the multitude of other issues Black youth are dealing with. - The PAC recommends securing paid internships specifically for Black youth, including expanding opportunities in the City.

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	<p>areas for Black youth who have competing pressures.</p> <ul style="list-style-type: none"> - Various community feedback surveys were made available online, which is good for accessibility for certain groups within the Black community. However, older residents have challenges providing their feedback due to the tech divide. - PAC acknowledges that grants and loans are available, but they are mostly given out to organizations with good grant-writing experience, as well as non-profits/NGOs. However, private businesses in Black communities are in need of grants, as well as grant writing support. 	<ul style="list-style-type: none"> - PAC recommends that ABR training be extended to the Provincial and Federal levels. - PAC recommends recruiting and training more non-profit community organizations to act as trustees to help more grassroots organizations access funding. This should be accompanied by training to manage this money well. - PAC recommends the creation of a first homeowners education program to encourage Black home ownership and facilitate more accessibility of these opportunities. - PAC recommends that developers need to be held accountable to communities impacted by development, especially in the Little Jamaica Community. This will require clear future timelines and penalties if the timelines are not adhered to. - The PAC recommends that city council should review this resource: <i>"Inclusive Cities and Experiences of Racialized Youth by Anjana Aery, Wellesley Institute"</i> for suggestions/innovative ideas on how to make the City's programs more accessible to Black youth.
<p>Priority Area 3: Accessible and Equitable Housing</p>	<ul style="list-style-type: none"> - The PAC recognizes that there are intersectional barriers to housing. Especially when it comes to shelter access for the most vulnerable, Black LGBTQ+ youth are overrepresented in the shelter system. This is due to a lot of discrimination, trauma, and abuse experienced by Black youth on the margins. - The current shelter overcrowding situation has not been resolved, leading to more homelessness. - The stigmatization of people facing homelessness/housing insecurity is rampant. There has been uproar from more affluent communities when hotels in these areas are turned into shelters. The response to encampments has not been positive, they were being torn down by law enforcement. However, there are not sufficient resources for under-housed people evacuated from these spaces. 	<ul style="list-style-type: none"> - The PAC recommends creating opportunities for public, private community partnerships with banks to support LGBTQ+ youth needs. This could include a shelter facility built specifically for Black LGBTQ+ youth, with the intention to create a safer space for them within the shelter system. This feasibility of this type of initiative could be assessed through the Trans and Queer Youth service Review. - The PAC recommends providing economic opportunities to lift people out of poverty with a focus on residents of Toronto Community Housing (TCHC), in alignment with the work of the TCHC Centre for Advancing the Interests of Black People. This could include a provision of specified programs for residents of TCHC to access home ownership. Furthermore, the possibility of converting certain TCHC spaces into cooperatives can also encourage community ownership.

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	<ul style="list-style-type: none"> - The shelter system is facing many dysfunctions made evident by the high turnover rates for frontline workers. Often, shelters are understaffed and under-resourced, making them unsafe spaces for youth. - In Toronto, the rate of rent increase is not at par with wage increases. This disparity directly impacts homelessness. There is no buffer for families facing poverty, especially with inflation and increased cost of living. - Black renters have reported experiences of racism when attempting to rent in certain areas. Black renters feel they need to be strategic when disclosing their identity when approaching the rental market. - CABR has supported the creation of the Black Community Housing Advisory Table (BCHAT) which has been a positive step toward addressing anti-Black racism in the rental market and shelter system. - Many Black Torontonians feel that hope for home ownership is bleak, but for Black communities with fewer resources it is even more challenging. 	<ul style="list-style-type: none"> - The PAC recommends the promotion of inter-governmental collaboration (municipal, provincial, federal) to holistically address Black housing, wellness, and health needs. - The PAC recommends multi-faceted financial support for Black Torontonians' housing needs, such as: Down payment support, group (multiple friends/family members) home ownership or rent-to-own opportunities, and rent geared to income type programs. These programs would be helpful to prevent people from falling into the cracks of homelessness. - The PAC recommends collecting disaggregated race-based data to support the housing recommendations outlined above. - Commissioning community audits in the community to ensure that rent is in line with city guidelines on market rent is one example of data that could be collected.
<p>Priority Area 4: Alternative Police Responses, Restorative Justice, and Repair</p>	<ul style="list-style-type: none"> - The Toronto Community Crisis Service (TCCS) has been positively received by the community as mental health is an important issue being addressed in Black communities. - The Community Crisis Service (211) is a good pilot program as police officers are being trained on how to observe and respond to mental health crises. - Following the training that has been done with Toronto Police Service (TPS); some youths have remarked that interactions with police have improved. However, there continues to be mixed opinions about the efficacy of anti-Black racism (ABR) training for law enforcement. - PAC members recognized that the TPS training in ABR is still a work in progress. - Due to the perceived uptick in violence in Toronto's communities and schools, people are discussing controversial policing techniques such as carding and 	<ul style="list-style-type: none"> - The PAC recommends that the 2-1-1 pilot project should collect disaggregated race-based data to determine how different communities are making the most use of this program. - The PAC recommends that professionals recruited to the TCCS (211) should also be first responders from Toronto's Black community so they can relate to Black community members seeking to use this service. - The PAC recommends that the TPS Anti-Racism Advisory Panel (ARAP) make their work and initiatives public to ensure the community is aware that this work is being done. - The PAC recommends that the City should continue to support TPS in the current direction toward acknowledging and addressing anti-Black racism.

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	<p>bringing-back police in schools. However, the tension and sensitivities between the Black community and the police still exist.</p> <ul style="list-style-type: none"> - The stigma of youth being targeted by police was the catalyst for PAC’s letter requesting that law enforcement officers not be reinstated in schools. 	<ul style="list-style-type: none"> - The PAC recommends that the TPS inform the public that they are taking regular ABR training. - Community members want tangible change in the interactions with TPS. Therefore, the PAC recommends that disaggregated race-based data be collected to measure the change impacted by ABR training in different City divisions (including TPS). - The PAC recommends that there be continued recruitment of Black people into the TPS which could help better integrate TPS into Toronto’s Black communities.
<p>Priority Area 5: Transformative Culture Change at the City</p>	<ul style="list-style-type: none"> - The CABR Unit is doing a wonderful job of demonstrating an impact against anti-Black racism within the City and outside of the city. - As it is the CABR Unit’s responsibility to advocate for the Black community, CABR and PAC have been at many tables within the City, aimed at improving Black representation in important conversations. - The use of ABR training has had positive feedback and should continue to be an overall general standard training for all City employees. - The PAC acknowledges the City’s efforts to recruit, retain and promote Black talent within City divisions has been received well. The PAC acknowledges that it takes leadership within individual departments to make lasting change at the municipal level. - The PAC acknowledges that there has been an improvement in Black representation in the community as well as municipal; the City council is now a lot more diverse which is promising. - The PAC believes that the disaggregated race-based data collection efforts will be useful to advocate for Black communities’ interests about the city. - The PAC acknowledges that culture change takes time, and they are therefore cautiously optimistic about ABR training outcomes. 	<ul style="list-style-type: none"> - The PAC recommends that the People & Equity Division, working with the CABR Unit, should ensure ongoing investments in ABR training. - The PAC recommends that the People and Equity and various divisions that onboard new staff conduct an ABR review of their onboarding manuals and explicitly identify that ABR training content be identified. - The PAC recommends a clear reporting process specifically for instances of anti-Black racism. - The PAC recommends that City Clerks refocus efforts to engage, recruit and develop targeted outreach to support and ensure Black experiences are inclusively represented across the City’s Boards. - The PAC recommends that People and Equity work closely with divisions to develop and coordinate activities that to create an enhanced Black talent retention and mentorship pathways, that intentionally supports and addresses the needs of Black staff as they move across the various ranks or aim to do so as the City aims to ensure build a more inclusive and safer workplace for present and future Black talent. - Data continues to be very important, and communities need to use it to make policy. The PAC recommends that the People and Equity Division make disaggregated race-based data available to CABR Unit to support the PAC to make informed data-supported recommendations. - The PAC recommends carrying out more detailed assessments to measure the

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		<p>effectiveness of the ABR training that CABR completes. They should continue to do follow-ups with groups that were trained with ABR to see how they have implemented the training in their respective divisions.</p> <ul style="list-style-type: none"> - The PAC recommends that divisions create ABR spaces for their staff to continue their learning and discussions post-training sessions - The PAC recommends that the City continue to address the need to hire, promote, and retain black talent, especially at the divisional head level. - The PAC recommends that the City department responsible for the Recreation Amenities Booking website consult with the Black community and report as to whether the third-party contractors have an equity and anti-Black racism framework. This is to ensure that Black communities are able to have equitable access to recreational spaces that require advance bookings.
<p>Priority Area 6: Recognition and Placemaking</p>	<ul style="list-style-type: none"> - The recreation spaces in Toronto’s neighborhoods should provide opportunities for economic and social advancement through community programming and arts activations. - Regent Park is a good example of improvement of space within the city. However, this improvement has meant that this community has been threatened by gentrification. - There is still a struggle for Black families to access City recreation programs, as a continued systemic issue. - Renaming review has been a successful undertaking by the City to acknowledge the problematic legacies connected to monuments in the city. The PAC is glad that the review is taking place and is moving along well. - Due to accessibility challenges (including internet accessibility, financial challenges, seasonal accessibility, etc.) many Black youth have not been able to take advantage of youth programs with limited 	<ul style="list-style-type: none"> - The PAC recommends having discussion on how to shift focus from ‘arts in community’ for beautification to ‘arts in community’ to accelerate community development. - The PAC recommends that there should be a continued focus on empowering communities with renaming efforts and neighbourhood arts beautification. The efforts to increase recognition and placemaking should go together with the acceleration of community economic development. - The PAC recommends conducting more creative outreach and advertising of City employment opportunities to ensure more people are aware of openings; especially for roles that offer community leadership opportunities. - In community sessions, Black youth have requested improved accessibility for youth programming with limited spaces. Therefore, the PAC recommends developing a system by which Black youth

	<p>spaces in their communities. This request is a common theme in meetings with youth in Black communities.</p>	<p>have priority to recreational programming with limited spaces.</p> <ul style="list-style-type: none"> - PAC recommends increasing child and youth-centered afterschool and summer programming to meet the needs of Black children and youth.
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Lessons Learned

The Ongoing COVID-19 Impacts

- *“The COVID-19 Pandemic has shown us that there are many different touchpoints and opportunities for engagement in the Black community” - PAC Member*
 - Over the past decade, there have been more program offerings and expansion in Toronto’s Black communities. However, these program offerings were impacted by facility closures due to the COVID-19 pandemic. This challenge has shifted the PAC’s lens on all the priority areas, as COVID-19 has further identified gaps in service and program delivery. However, at this point, there are 3 other viruses affecting Torontonians (especially children), creating a greater challenge in the current situation, without the same level of governmental support. The PAC would like to see a more comparable response to these challenges; including more information provided about the viruses in a changing landscape.
 - Black vaccine engagement ambassadors at Black community events have been helpful to deliver culturally responsive information sessions in different mediums. The presence of Black health professionals encouraging people to talk about the vaccine uptake was positive, although it did uncover points of contention within the community (including vaccine hesitancy, mistrust of medical interventions, and the overall stigmatization of vaccine-hesitant community members). These are complex issues that we hope to address through continued communication and efforts toward increased community cohesion.

Disaggregated Race-Based Data Collection and Provision

- *“The data will help us advise on more than anecdotal opinions” - PAC Member*
 - The CABR Unit needs to have access to baseline race-based disaggregated data on issues relevant to initiatives they are championing. We acknowledge that there is a need to be careful on how the data is used, shared, and interpreted; however, there is also a need improve access to draw evidence-based conclusions and articulate impact. We also require data on who is accessing programs in Toronto’s priority areas to ensure we are serving Black communities efficiently and accurately.

Strides in Addressing Mental Health Needs of Toronto’s Black Community

- *“The community crisis support program is a great start” - PAC Member*
 - Mental health initiatives have been front and center in the public discourse. This has resulted in positive outcomes for all of Toronto’s communities, especially the Black community. The Black Mental Health Week initiative stood out because it brought awareness to this issue which is normally stigmatized. Efforts like this

help the community to recognize mental health as an issue to be prioritized. Once it is recognized, communities need tools to address the mental health needs of community members.

- Black representation within the services provided to Black communities matters. The Community Crisis Support Program and the Toronto Community Crisis Service should prioritize intersectionality and inclusivity within their service to promote Black representation. This is important to ensure reliability and trust between the CCRP, TCCS, and Toronto's Black communities. There should also be more coordination and partnerships with organizations within various Black communities. This can hopefully increase the chances of cultural understanding for those seeking support.

Holistic Community Development

- *"You can build something structurally, but hiring the right people can support the correct utilization of these areas"* - PAC Member
- *"Homelessness is impacting access and safety in Toronto's parks and recreational spaces. It's a complex issue, but for example, bringing more police to address homelessness in Toronto's parks also puts Black youth at risk of having negative interactions with police in these recreational spaces"* - PAC Member
 - There are barriers to working together to address inclusive economic development, especially in the face of gentrification, inflation, and anti-Black racism. The PAC believes we need holistic community development to cross these barriers.
 - While the PAC is happy about the City's response to the community's desire to retain the Little Jamaica retail corridor, it is apparent that the gentrification seems to be outside of the City's control. For example, the Metrolinx LRT construction delay has been highly disruptive to Black businesses, with no accountability and no expectation of a date of completion. While the PAC is happy about the City's response to the community's desire to retain the Little Jamaica retail corridor, it is apparent that the gentrification seems to be outside of the City's control. For example, the Metrolinx LRT construction delay has been highly disruptive to Black businesses. This highlights the need for intergovernmental partnerships with the Government of Ontario and Metrolinx to address the lack of accountability regarding timelines and completion dates.
- *"Corporations committed to Black communities post-George Floyd, but now we have yet to see them put their money where their mouth is."* - PAC Member
 - Black Torontonians recognize that there has not been enough information on various – community or business - funding opportunities made available. Furthermore, when funding has been made available, it is often inaccessible for applicants due to different barriers (such as computer literacy and limited grant writing experience, etc.).
 - Inclusive economic development requires intentional coordination and strategic alignment among stakeholders, which includes, the City leveraging its convening power to align and partner with other levels of government, the private sector, and philanthropic actors.

Accessible and adequate living standards

- *“Accessible and equitable housing is really impacting the Black community as housing is so expensive; This has to be the #1 priority” - PAC Members*
 - Efforts toward equitable housing are necessary to address the poor living standard and needs of Toronto’s Black residents. There is a belief that there may be an alleviation of pre-existing pressures post-pandemic, however, there have been conflicting needs and pressures that have resulted in increased pressure on the housing market. Homelessness and housing insecurity have risen sharply, as many fear a recession is on the way. The current housing crisis will impact Black Torontonians intergenerationally.
 - Black Torontonians are still facing additional barriers to housing security. Rental discrimination is often made worse by the structural inequalities that impact the career paths and job opportunities for Black folks (for example, entrepreneurs without regular paychecks). This shows how anti-Black racism impacts Black communities in various interdependent ways. Furthermore, under the guise of “renovation”, people have been evicted from their homes.
 - The safety of communities and schools needs to be a priority. At this point, all support has been temporary (including Federal government CERB payments). Any programs to help Black tenants need to be more widely advertised.

Community Consultation

- *“Talking opportunities are getting tired; solid action needs to be taken” - PAC Member*
 - PAC acknowledges the importance of community consultation but expressed concern about what will happen to the CABR Unit’s initiatives for the long-term and how it will be supported past year 5.
 - Consulting with the community is not a box to be checked. It often seems corporations and organizations are committed to seeking the opinion of groups like the PAC but are not actually committed to or transparent about the implementation recommendations.

The Legacy of the CABR Unit

- *“One of the best ways we can address ABR is to educate the people” - PAC Member*
 - In year 5, the CABR Unit should focus on completing existing initiatives instead of starting new ones and focus on legacy planning.
 - The CABR Unit has presented a great opportunity as people are working together to advance issues that impact the Black community. The City should keep supporting the CABR Unit and making opportunities for advancement to happen. The PAC understands that CABR staff have an expanded workload with limited support, therefore the City should support the CABR Unit with additional staff and resources to help sustain their efforts. This could include the hire of staff specifically to engage and liaise with the PAC.
 - Due to the work of the CABR Unit and ABR training, policymakers have been made aware of manifestation of anti-Black racism, individual and group impact of subconscious bias and how it constrains and impedes equity. Education in ABR is critical especially to those in power to ensure they are equipped with frameworks, lens and can embed them in how they develop policy, deliver programs, and services that adequately and effectively address the needs of Toronto’s diverse Black communities.

- The PAC acknowledges that many issues and challenges are because of Provincial or Federal jurisdiction, but we encourage inter-governmental cooperation and innovative and creative collaboration to address the multifaceted impacts of anti-Black racism.
- The PAC acknowledges that there needs to be institutional support for staff. The emotional well-being and psychological safety of staff, especially Black staff and those leading ABR and other equity initiatives is important as this work can present additional stress and emotional labour.
- The CABR Unit's work is critical to push community conversations and to bring light to housing, food security, and economic disparities; but has a lot more work to do to fulfill the priorities for the long term.

A Call to Action:

The Partnership and Accountability Circle would like to welcome the incoming City Council members. We appreciate the magnitude and importance of the work you have been entrusted to advance as a representative of Toronto's diverse communities. In Year 5 of the Toronto Action Plan to Confront Anti-Black Racism, we hope that the important work that has been initiated by the CABR Unit and previous councils to address the needs of Black Torontonians will continue and succeed. We are in the last two years of the United Nations International Decade for People of African Descent, in which recognition, justice, and development for Black communities are a global priority. As Canada's most racially diverse city, there is a real opportunity to make Toronto the first city in the world to implement racial equity policies that create measurable change and long-term impact.

As PAC members, we are in a unique position to reflect the needs of Toronto's Black communities to City council. The consultation process between the PAC and the City is crucial as we have been connected with and working at the grassroots level in our communities for decades. The shocking but not surprising results of our community consultations reveal that our members consistently state that health injustice, criminalization, over incarceration, over representation in shelters, and employment injustice still remains the status quo. These issues are part and parcel of racial injustice which is at the root.

The current socio-economic challenges we face are exacerbated by the ongoing COVID-19 pandemic, but they are not new challenges. While all levels of government try to address inflation, many more Torontonians fall further below the poverty line. Many are experiencing a downward economic spiral that disproportionately affects Black, Indigenous, and newcomer communities who are more likely to be living on the margins. We implore the City Council to focus on driving integrative, intersectional, and collaborative solutions, including most importantly, the funding of programs and services that promote economic resilience for all Torontonians.

The PAC and our affiliate agencies and organizations that serve Toronto's Black communities are all equally devoted to improving conditions for our community members. Many of whom are

still suffering under the unfair consequences of historical injustices - who, while understandably skeptical, still want to bravely engage with the bureaucratic system. From City council, we hope that our recommendations can result in crucial and effective interventions that have a tangible positive outcome for our communities. For instance, through the PAC's letter to the TDSB, we hope to reduce the number of Black youths who feel like targets for racial harassment, that goes unpunished. A tangible step would include the City's urging the Ontario Human Rights Commission (OHRC) to conduct a thorough investigation, or even an inquiry into how anti-Black racism complaints is ignored and swept under the rug in our school boards. We can write about racial fairness and inclusion all we want, but if Black students in schools do not feel their human rights are protected, then we haven't moved the dial at all.

We believe that the work of the CABR Unit, including the Anti-Black Racism training offered, can result in culture transformation. This is a great start; however, we understand that the reality of unlearning anti-Black racism takes considerable time and commitment. We look forward to the results to be seen over time. Presently, we hope the current collaborative efforts advanced through the Action Plan, result in true accountability to the increasingly critical needs of Black Torontonians, especially those living on the margins.

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