

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

Presentation to the Economic and Community Development
Committee

May 31, 2023



Year 4 of the Action Plan

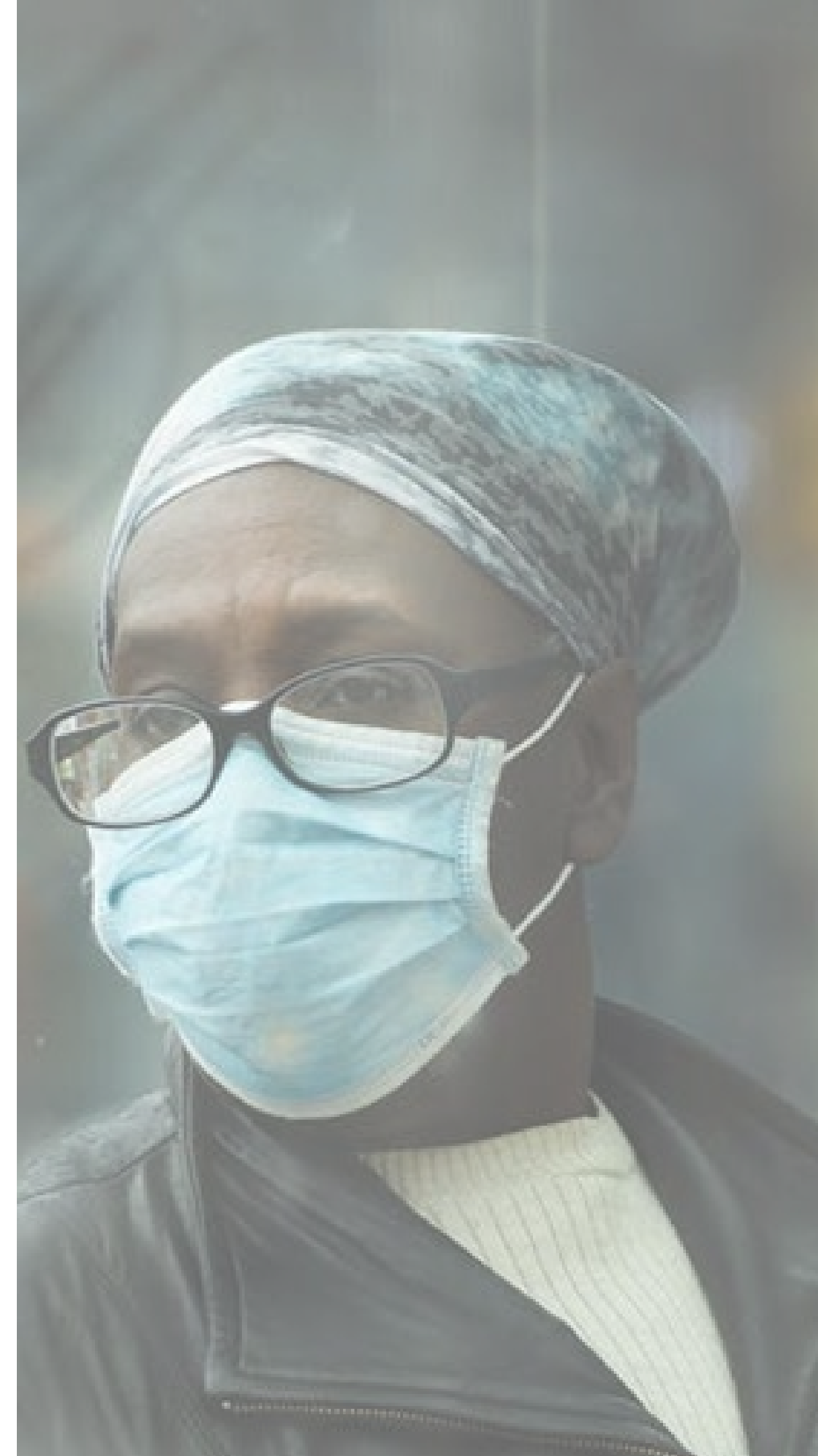
On December 5, 2017, City Council adopted The Toronto Action Plan to Confront Anti-Black Racism, with **80 actions and 22 recommendations**, the Plan creates annual work plans to report to Council on the progress to **improve outcomes and reduce barriers** for Black Torontonians.



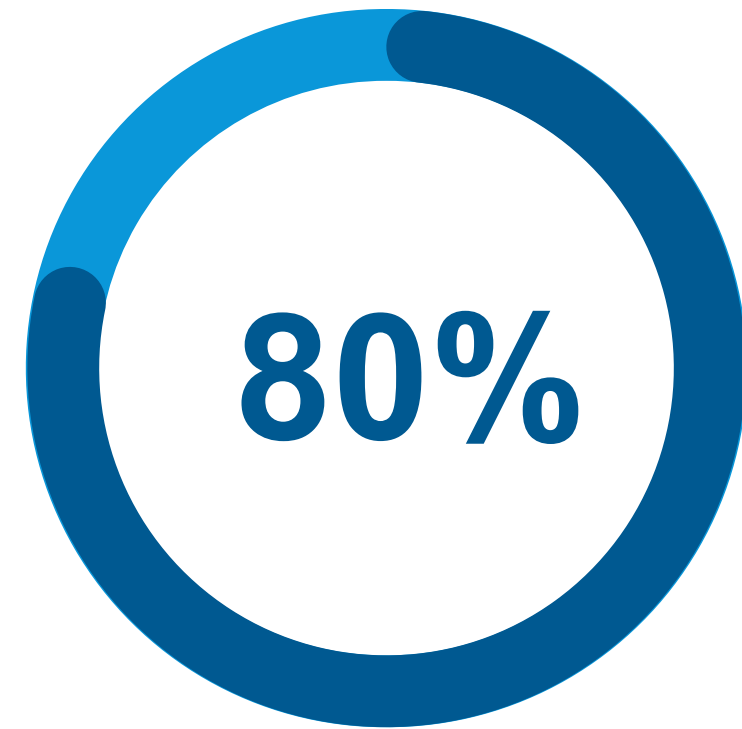
Targeted universalism is the removal of systemic barriers experienced by the most disadvantaged communities, which can create benefits for all residents.

Continued Impacts of COVID-19

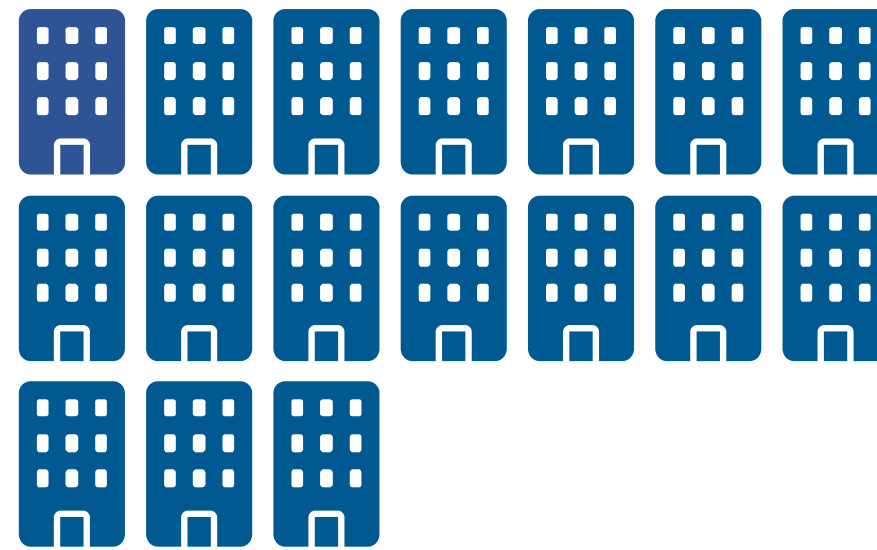
- COVID-19 **mortality rates** were **3x higher** for Black populations in 2021
- **2/3** of Ontario's Black-mandated organizations reported **precarious financial sustainability** in 2022
- During COVID-19, **Black food insecurity rates** reported being at their **highest prevalence**
- Areas with 36% **Black renters** saw **2.1x higher eviction filing rates**



Year 4

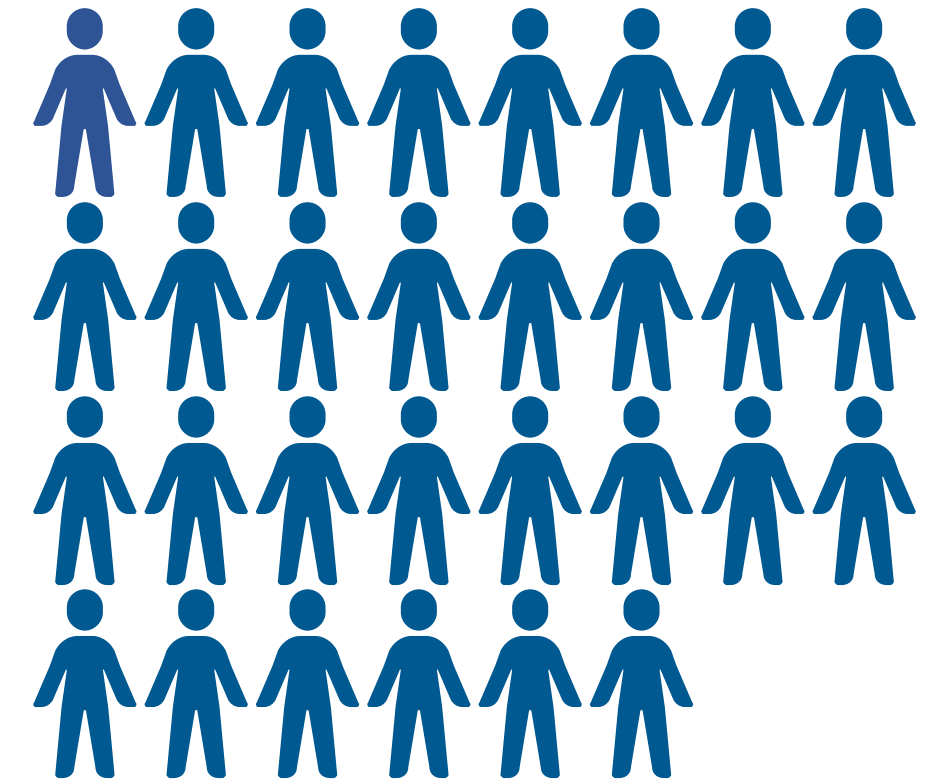


**41 Actions
Delivered**



**17 Divisional
Partners**

**\$33M
Invested
Since 2018**



**30 Community
Partnerships**

Year 4 Highlights

Investments

\$500k+

for Black Youth

\$2M+

for Black -led Organizations

\$1.6M+

For Black Children & Families

Outcomes

- Parks Forestry and Recreation **hired 2,329 new youth** recreation workers.
- 13 City divisions **employed queer and trans youth** through People and Equity's Black Youth Career Development.
- Toronto Employment and Social Services launched the Innovative Case Management Pilot, **delivering mental health supports to Black and Indigenous youth.**
- Economic Development and Culture established the Youth Cultural Incubators Stabilizing Initiative, and **provided core funding and mentorship to 6 Black arts agencies.**
- The Black-Mandated Funding Framework delivered **governance training and core funds to 18 grassroots organizations** and groups.
- Children's Services supported Black-led agencies to **pilot and expand culturally appropriate programming at EarlyON sites.**

\$7.6M

Invested in Black Communities in 2022

10,250+

Residents Black Engaged

Advancing Culture Change

Inputs

27,303+

STAFF TRAINED TO DATE

This includes 7,430 staff who were trained in 2022.

CABR CORPORATE LEARNING PROGRAM

Programs, tools, and resources to support independent anti-Black racism education.

UBUNTU IMPACT ASSESSMENT MODEL

The use of a decolonized community-centred models to evaluate Action Plan outcomes, challenges and successes.

Outcomes

EXPANDED BLACK STAFF NETWORK CHAPTERS

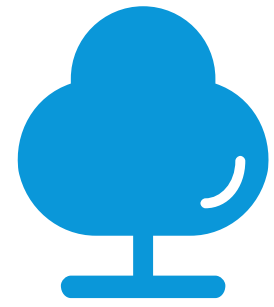
5+

NEW DIVISIONAL CABR ACTION PLANS

ESTABLISHMENT OF THE CONFRONTING ANTI-BLACK RACISM ADVISORY COMMITTEE

Legacy Initiatives

Legacy Initiatives are multi-year projects, frameworks, and strategies that address root causes of structural inequities to **deliver immediate and long-term responses, tools, and mobilization** that will create lasting, intergenerational change for Black communities.



COMMUNITY ECONOMIC DEVELOPMENT

The Growing in Place Initiative



BLACK FOOD INSECURITY

The Toronto Black Food Sovereignty Plan



SERVICE COORDINATION

The Black Health Service Coordination Strategy



HOUSING ACCESS

The Black Housing Framework

Year 5 Priorities

ADVANCING
TRANSFORMATIONAL
CULTURE CHANGE AT
THE CITY

ECONOMIC
PROSPERITY &
COMMUNITY
FUNDING

TARGETED SERVICES,
PROGRAMS, &
SPACES

COMMUNITY SAFETY,
JUSTICE &
WELLBEING



Advancing Transformational Culture Change

- ➔ PEOPLE & EQUITY DIVISION WILL DEVELOP A BLACK DATA GOVERNANCE MODEL
- ➔ THE DEPUTY & CITY MANAGERS OFFICES WILL LAUNCH AN IMPROVED COMPLAINTS PROCESS
- ➔ CITY CLERK'S WILL SUPPORT A NEW TERM OF THE CONFRONTING ANTI-BLACK RACISM ADVISORY COMMITTEE



Community Safety, Justice & Wellbeing



TORONTO PUBLIC HEALTH WILL ADVANCE
THE PUBLIC HEALTH RESPONSE TO
COMMUNITY VIOLENCE



TORONTO TRANSIT COMMISSION WILL
IMPROVE THEIR USE OF FORCE POLICY



SDFA'S POLICE REFORM UNIT WILL
PREPARE FOR EXPANSION OF THE
TORONTO COMMUNITY CRISIS RESPONSE

Economic Prosperity & Community Funding

- ➔ ECONOMIC DEVELOPMENT & CULTURE WILL FUND THE CREATION OF THE BLACKHURST CULTURAL CENTRE
- ➔ PURCHASING & MATERIALS MANAGEMENT WILL REVAMP A 'SOCIAL VALUE' PROCUREMENT MODEL
- ➔ SDFA'S COMMUNITY FUNDING UNIT WILL IMPLEMENT THE FIRST FULL YEAR OF THE BLACK-MANDATED FUNDING FRAMEWORK



Targeted Services, Programs and Spaces

- ➔ CHILDREN'S SERVICES IS DEVELOPING BLACK-FOCUSSED EARLYON SITES
- ➔ SDFA'S COMMUNITY INFRASTRUCTURE TEAM IS CONDUCTING A FEASIBILITY STUDY TO REALIZE A SOMALICANADIAN CULTURAL CENTRE
- ➔ CITY PLANNING IS LEADING SECONDARY AND COMMUNITY DEVELOPMENT PLANS TO IMPROVE SERVICES IN JANE & FINCH AND WESTON MOUNT DENNIS



Report Structure

Appendices

Appendix A

The Year Four Action Plan Summary of Progress

A master list of the status of all 41 actions in the Year 4 Work Plan.

Appendix B

The Year Five Work Plan Priorities and Deliverables

A list of the 34 actions to be delivered in 2023, listed by priority theme.

Appendix C

The Partnership and Accountability Circle Report

Community feedback on the implementation of the Year 4 Work Plan and Year 5 Priorities.

Appendix D

The Toronto Black Food Sovereignty Plan - Year 1 Highlights

An update on activities advanced in the first year of the Action Plan.

Appendix E

Divisional Action Plans to Confront Anti-Black Racism

A compilation of division-led commitments to embed an anti-Black racism lens.

Report Content



The Continued Impact of COVID-19



An Update on CABR Legacy Initiatives



Impact in Year 4



Year 5 Priorities



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

1. City Council direct the Executive Director of Social Development, Finance and Administration to **develop a new 10-year Toronto Action Plan to Confront Anti-Black Racism** to effectively respond 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, boards and commissions ... who were engaged in the first iteration of the Action Plan, and report back in the last quarter of 2024.**



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