

Attachment 2

Confronting Anti-Black Racism Advisory Committee Terms of Reference for the 2022 – 2026 Term

A. Purpose

1. The City of Toronto recognizes that anti-Black racism is historic, pervasive, and systemic in Toronto. Anti-Black racism includes policies and practices embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent and is rooted in their unique history and experience of enslavement and colonization here in Canada. The ongoing reality of anti-Black racism in Toronto stands as an obstacle to a truly fair and just city. A dedicated mechanism is required to represent Black communities' interests and concerns and to inform the decision-making of City Council.
2. The City is committed to supporting the inclusion of Black communities by partnering with the Black-led community and organizations as well as partners at various levels of government and other institutional partners to achieve equitable outcomes for Black residents.
3. The mandate of the Confronting Anti-Black Racism Council Advisory Committee is to provide advice to City Council:
 - a) To support the implementation of the principles of the International Decade for People of African Descent, to address:
 - i. **Recognition:** Support efforts to recognize and celebrate the contributions of Black Torontonians as part of the City's contributions to mark the decade
 - ii. **Development:** Support efforts for positive outcomes for Black Torontonians in areas of child-welfare, housing, healthcare, employment and entrepreneurship and education
 - iii. **Justice:** Support efforts to promote equitable outcomes for Black Torontonians on issues relating to policing and the criminal justice system
 - b) On the elimination of barriers faced by Black communities and recommend City engagement to help improve access to provincial, federal, and community agency services and programs;
 - c) To ensure the interests and needs of Black communities are reflected in City programs and service delivery; and

- d) On emerging issues and trends of significance to Black communities as they access City services and programs.
4. The Advisory Committee is a Council Advisory Body. It may not direct City staff or make binding decisions on Toronto City Council or the City of Toronto. Any advisory body recommendation that requires action by City officials or City Council must first be considered by the appropriate Council Committee and, when necessary, approved by City Council.

B. Composition and Term

1. The Advisory Committee is composed of 14 public members and one Member of City Council. With the exception of the Member of City Council, the Advisory Committee members are comprised of community and policy leaders with lived experience and/or expertise in issues of Black communities' and reflect the diversity of Black communities.
2. Members are appointed by City Council on the recommendation of the Civic Appointments Committee for members of the public and Striking Committee for the Member of City Council.
3. Public members will include the following:
 - 8 representatives of organizations working in such fields as (but not limited to): housing, healthcare, education, employment and entrepreneurship, child-welfare, policing and criminal justice system
 - 3 elder members, who self-identify and represent the wisdom of Black communities
 - 3 youth members between the ages of 18 to 29
4. The Chair will be a Member of City Council, appointed by City Council and, at its first meeting or as soon as possible after, the Advisory Committee will elect a member of the public as Vice-Chair.
5. Public members are appointed for a term coincident with the term of City Council and the Council Member is appointed for a two-year term. The Advisory Committee will meet until the completion of its mandate or the end of the current City Council term, whichever comes first.
6. The Confronting Anti-Black Racism Unit will recruit members in accordance with the Public Appointments Policy.
7. Membership cannot overlap or include current members of the Partnership and Accountability Circle.

8. Advisory Committee public members will be eligible to receive an honorarium of \$125.00 per meeting attended in recognition of the contributions they are providing to Toronto. Honoraria payments will be available to the maximum number of meetings approved by City Council for the Advisory Committee, as specified in this Terms of Reference. The Advisory Committee's honoraria payments are subject to the following:
 - a) Honoraria are not intended for public members who serve on the Advisory Committee as representatives of organizations or businesses where they are employed;
 - b) Public members who serve as the Chair or Co-Chair of the Advisory Committee are not eligible for any additional honoraria; and
 - c) Honoraria are not paid for attendance at sub-committee meetings or events.

C. Governance

1. The Advisory Committee will provide its advice to City Council through the Executive Committee or other appropriate Council Committee.
2. The Advisory Committee will operate in accordance with City Council's Simplified Rules of Procedure for Advisory Bodies.
3. The Advisory Committee will hold up to four meetings per year at the call of the Chair or Vice-Chair on delegation of the Chair.
4. The Confronting Anti-Black Racism Unit will provide policy-related staff support and strategic advice including the identification of key priority areas to the Advisory Committee.
5. The City Clerk's Office will provide meeting management support to the Advisory Committee.