

2024 - 2026

Priorities and Outcomes

CABRAC Draft Work Plan

Presentation for Discussion

Presented by the CABRAC Secretariat

February 9, 2024





The Work Plan

The Work Plan will guide the work of the Confronting Anti-Black Racism Advisory Committee in the following ways:

- Align Committee members on key issues and areas of influence across their mandate areas;
- Inform the issues and speakers on the Committee agenda;
- Outline outcomes to assess the Committee's impact; and
- Identify and signal Committee priorities to external stakeholders, City staff and City Council.



The Process



Member Priorities

The UNIDPAD

**Cultural Space
Preservation, Elevating
Black History & Increased
Funding for Black
Agencies**

Health

**Mental Health, Food
Security, Disaggregated
Race-Based Data, The
Climate-Health Nexus**

Housing

**Aging in-Place, Service
Navigation, Targeted
Shelter Supports,
Evictions, Affordable
Housing Targets**

Child Welfare

**Public Reporting &
Tracking of CAS
Placements & Programs**

Education

**Entrepreneurship
Training, Mentorship,
Streaming**

Employment & Entrepreneurship

**Disaggregated Race-
Based Data, Micro
Loans and Small
Business Grants,
Entrepreneurship and
Workforce Pathways**

Policing & The Justice System

**Transformative Justice Programs, Prisoners Rights, Legal
Representation, Post-incarceration Supports**



Housing

- Advance targets for affordable housing, supportive housing and rent-to-own housing programs for Black residents, with a focus on meeting the needs of high-risk Black populations, including people living with disabilities, seniors, lone-parents, and queer and trans youth.
- Advocate for increased rent-control supports to assist Black households to remain-in-place and maintain stable housing.
- Advocate for the development of dementia-friendly communities and green spaces in neighbourhood planning initiatives.
- Advocate for the collection, reporting and use of race-based data collection to inform decision making.
- Provide advice to enhance neighbourhood plans to address displacement.
- Advise on the implementation of a Black Housing Framework.
- Advocate for more targeted supports for Black populations in the Shelter System to transition into stable housing.

Employment & Entrepreneurship



- Standardize the collection of disaggregated race-based data to support City decision-making and investment in small business.



- Increase access to small business funds, mentorship, microloans, and procurement opportunities at the City.



- Increase entrepreneurship supports and workforce pathways.

Health Care



- Track and provide strategic advice to enhance and target the City's Mental Health initiatives.



- Advocate for tracking and consistent reporting on Black food insecurity and climate-induced health issues.



- Advocate for the widespread implementation and use of race-based disaggregated data.



Child Welfare

- Increase disaggregated race-based data transparency and accountability in CAS reporting on child welfare reporting.
- Evaluate and enhance programs to pro-actively educate and support parents, families, and children in Care.
- Mandate education and ABR training for CAS workers to embed ABR in their work to reduce discrimination.





Policing & The Justice System

- Review and increase support for Transformative Justice programs and initiatives.
- Increase awareness and access to legal supports for Black communities, with a focus on vulnerable populations, such as newcomers, refugees, non-English speaking residents, people living with mental health issues and members of the 2SLGBTQ+ communities.
- Identify opportunities to deliver increased post-incarceration supports.



Education

- Increase workforce development and inclusive, equitable, and ABR-informed entrepreneurship programs.
- Support the capacity of Black leaders and community members to sit on City boards and agencies, by providing mandated orientation training and service navigation supports.
- Continue to engage the TDSB to advocate about the issue of streaming, and public reporting on Black student success.





A UNIDPAD Legacy

ASSESS & AGGREGATE IMPACTA

Key Outcomes:

- Embody the International Decade of People of African Descent in curriculums, in policy making, and in programmatic areas of focus;
- Incorporate the Decades' goals of justice, recognition and development into long-term strategic planning and reflect on how it can transform everyday practices; and
- Find new ways to stand with people of African descent in Toronto, by working to transform the barriers that place true justice, recognition and development out of reach.



Strategic Policy

- Toronto's Seniors Strategy 3.0
- Social Procurement 2.0 & Anchor TO
- The Black Housing Framework
- SafeTO
- The Official Plan Review
- The Action Plan for Toronto's Cultural Sector, Action Plan for Toronto's Economy, and the EDC Divisional Strategy

Discussion

- Do the issues and work plan impact areas resonate with you?
- Are there critical areas of work missing from the work plan?

